



## Transcript: Wake Up Happy with Louis Alloro

### HOST

Kym Yancey

### SPEAKER

Louis Alloro

### PRESENTATION

Kym           Hi. Good morning. This is Kym Yancey. I'm the Co-Founder and CEO of *Live Happy*. It's wonderful to have you with us this morning. We have a fabulous guest Louis Alloro. Our topic we're talking about, enabling positive evolution this morning. We're really going to get into that; just very, very fascinating.

First thing I want to do is go do a call out to Betty from Carmichael, California. Hello. Hello, Betty. Jim from Des Moines, Iowa, hello, Jim; Birender from India. Grisiella from Mexico City, hello, it's good to have you with us. Pam from Lexington, Massachusetts; Pam it's great to have you here as part of *Wake Up Happy* with *Live Happy*.

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Let me give you a couple things before we get started here and I thought you might find this interesting. While only 1% of employees say they love their jobs, nearly everyone who does aligns with their company's values. This is according to a Gallup senior scientist and the study they did at Gallup. Shane Lopez shared this information. When it comes to happiness, I think so many people miss the fact that happiness and a positive culture, you just make everything work better, more creativity, more ideas, more things flow, and the capacity to take on more. It's amazing what happens when you bring happiness into your life.

Here's something for all of you entrepreneurs. Entrepreneurs are happier with their lives. Entrepreneurs are happier with their lives. Now, for all of you who are entrepreneurs you say, well, of course. Well, it's the flexibility. It's the control of your time. It's the decisions that you get to make; the way that you can decide I'm going to do this and you're off and to the races. I just want to share with you a couple of little things that you might find interesting.

The other thing is entrepreneurship fosters increased well-being just overall. By the way, when you talk about being an entrepreneur you can mean entrepreneur like what we call an "intrapreneur" inside a corporation. That ability to make those decisions and make things happen really makes a difference in how you feel and how you feel then, business.

So I wanted to pass that on to you. We'll be giving you more tips.

If this is your first time listening this is all brought to you by *Live Happy Magazine*. You can find us at Barnes & Noble, at Whole Foods. You can find us in the airports. You can find us online. We are digital, so no matter where you live in the world you can access *Live Happy* and the content that we have in this magazine, which really impacts every single area of your life. I mean, your finances, your relationships, your children, your career, your creativity, all of those things are impacted by happiness. I mean, we like to think of it as the gateway. I mean, happiness being the gateway to greater fulfillment and joy in every area of your life. So just want to make sure that you know that you can tap us there. You can connect with us through [LiveHappy.com](http://LiveHappy.com). You'll find videos. You'll find all kind of things here that are really great, okay?

With that, are you ready to get started? Let me tell you about Louis Alloro. He is a change agent working with individuals, and networks, and systems to enable positive evolution. I want to really get into this positive evolution. That's very fascinating the way he goes about his work. He's one of the first 100 people in the world to earn a Master of Applied Positive Psychology from the University of Pennsylvania. There he published a framework for how communities evolve called *Social Emotional Leadership*. His thesis work has been piloted in a city wide well-being initiative in Cleveland, Ohio and will expand to Philadelphia, PA later this year, which is where he lives.

The work is defined leverage, connect, and build psychological muscle in social emotional leaders who are the influential change agents within networks and within systems. Again, we're going to really get into this. Alloro is a fellow at George Mason University Center for the Advancement of Well-Being, owns a private consultancy founded in New York City, and is a Founder and Director of the Certificate in Applied Positive Psychology Program, which is a six-month personal and professional journey into the science of flourishing.

With that, Louis, welcome to *Wake Up Happy*. Great to have you with us this morning.

Louis Thank you so much. It's great to be here.

Kym Louis, let's talk about, how did you get into this work? How did you evolve into this space?

Louis Well, a circuitous route, really, but one that started right after college. Actually, I was a high school English teacher outside of Philadelphia and always wanted to be a teacher my whole life. Finally, on that other side of the desk and what I saw really upset me. I saw a lot of kids not feel good about who they were. I dug into some of those kid's lives and I saw their families rather dysfunctional. I looked at my family for the first time. I thought we have such a great thing going. There's lots of love, but there's lots of room for us to heal and to flourish.

Seeing those kids, I was 21, they were 18. They weren't much younger than I was, but it reminded me of my own experience back in those days of being in high school. I saw a great opportunity, really to, to help facilitate positive evolution for those types of systems, and in schools, and in communities. That really has been a passion for a long time of mine. Then discovering positive psychology was really a gift. I say that positive psychology found me sometimes because it really has helped me think about how I think and help other people think about how they think. I just know that that's such an important ingredient in helping them flourish.

Kym I want to make sure that all of you know that our hashtag is #wakeuphappy, so at any point feel free to plug in with us and talk with us. You can also email me. Our team is here and you can reach me at [WakeUpHappy@LiveHappy.com](mailto:WakeUpHappy@LiveHappy.com). Then Louis, you can plug into his Twitter @LouisAlloro. That's L-O-U-I-S A-L-L-O-R-O. His Facebook is Cert Pos Psych. That's C-E-R-T P-O-S P-S-Y-C-H. There you have it. Those of you that are on your computers, you can see all this.

Let's talk about what is systems evolution. How do you work to make that happen?

Louis Well, we look at organizations, for example, and you see that there are individuals that make up that organization. Then there are networks of individuals within that organization pockets, you call them departments or you call them in schools different clubs or classes. You see just how layered the systems are, kind of starting with the individual, but then groups of individuals.

My interest has always been in how do you reach the right individuals within those networks and help them, the influential leaders, become more influential? How do you help them sharpen their psychological muscle, increase their cognitive and psychological flexibilities, so that then they can be the ambassadors of that for others; be facilitators of that for others. It's really about reaching the right folks who then have impact on other folks, empowering people to empower other people.

Kym How do you find that people accept and embrace bringing happiness and happiness practices and hygiene, so to speak, into their organization or into their families? What's been your experience in that in terms of how they adopt to it? Take to it?

Louis People are so hungry for it. People are so hungry for this in their lives. As a teacher of this, I'm foremost a student, right? You have to be one to be effective at the other. I find that as a teacher of positive psychology, and mindfulness, and

other related topics, people want it. They're ravenous for it. People are looking for meaning and purpose. People are looking for high quality connections. How do I have better relationships with the people in my life? Oh, you have some tools for that? Awesome. These tools are scientifically informed, even better.

My work is less about convincing people why this is important and more about helping people step more fully into a function in this world that they're naturally called to serve. That's why I started using the words change agent back in 2008. I remember I had some friends look at me kind of funny, like I don't know that I dig that. It was the only way that I had to describe my function in the world. Now, I see that term being used more widespread. I kind of just smile on the inside whenever I see that word. I see it on bumper stickers. I see in all sorts of different places. It's really nice to see that the world may be more ready now for embracing people who come to this time and space with that as their function. That's to facilitate change, positive change, and positive evolution.

Kym I love the way you phrase this around saying, this is a great Tweetable moment here, in terms of people are so hungry for this in their lives. I'm seeing it too. I'm seeing a real attraction, a real pull to happiness. Meaning, unlike any other time in my life, I mean, can you speak to that a little bit about what you've seen in the last twenty years, ten years, recently? Are you experiencing the same thing?

Louis           That people are wanting this or ready for this?

Kym            Yes—

Louis           Is that what you're asking?

Kym            Yes, in with greater interest, you know that I've run into more and more people that are so hungry for positive impact and positive change in their life.

Louis           Oh, yes. I think that as people wake up to greater and higher levels of consciousness we're remembering that it's our birth right. It's our birth right to live a happy and fulfilled life. The old story, the old paradigm may be was one of suffering; that I have to give up something in order to feel good about who I am in the world. I think that the new story, the new paradigm is I don't have to give up anything.

In fact, I can step more fully into the realization of my dreams. As hokey as that sounds, it is the truth. I can have all that I want, so long as that wanting is intrinsic. There's something in me that lights up and sparks me in a way that doesn't take anything from anybody else. When the onlooker observes me living into that purpose and into that dream they're motivated for that in themselves too.



Kym Yes, so let's talk about, what are some of your keys to happiness? What can you share with us?

Louis Oh, that's a good question, Kym. There are so many keys. It's not a silver bullet. It's not a silver bullet. I think we have to be careful of that. The scientific research is good and so far as it shows us some things. I hate the word prove. I don't think that science proves anything. I think it can show us. It can help inform us. It's not truth with a capital T. I think truth with a capital T is very personal.

For me, remembering that life is experienced in contrasts, so to have a really dark day and a bad experience, something not so good, really helps me appreciate when I do have those really good days. The light days; the days that are some of the best days of my life. To know one, we have to know the other. It's not about being all positive. I think that we have to be really intentional about teaching this that positive psychology is almost a misnomer. People see that and they think oh, it's about being all positive. That couldn't be anything further from the truth.

Life is about having a full range of human emotion. I think that the richest lives are the ones that appreciate those dark times as difficult as they might be.

Believe me; I've had my share of them. I still do. I will always have dark days, but those dark days help me appreciate the magnitude of light that I know is possible.

Kym Yes. A lot of people experience those dark days. When you're having those dark days, those dark moments, what are you deploying? What's going on with your thought process? How do you course correct? What do you do?

Louis Good question. I think it depends on the day. I try to remember this, too, shall pass. I try to put myself in situations that bring me great joy. I try to reframe and refocus. The thing about having a dark day is that doing that, reframing and refocusing, it is increasingly more difficult on those darker days. We forget that's the cortisol and negativity does to us. It narrows and focuses us.

What I encourage people to do and what I try to do in my life is to have a reserve of capital emotion in my psychological bank account. I try to practice savoring, for example. This idea that when something good does happen, when you have a win in your life, when you have a moment of great joy, it's to replay that just as we would the negativity or the darker times. We tend to savor bad news more than we savor good news, right? If someone calls with, you're never going to guess what happened, Kym, and shares with you something negative. Your tendency, our tendency as humans is to say, and then what happened?

Kym Yes. Yes. Yes.

Louis Then what happened? Tell me more. Tell me more. When someone calls with good news, this is where the idea of active constructive responding is so important, because our tendency in those moments is to say, oh, that's great. Nice. Good for you. What are we going to talk about next?

Kym Right. Yes.

Louis A lot of my teaching lately has been really about mindfulness and how important mindfulness is. I love the work of Ellen Langer who said that mindfulness is about noticing things and paying attention, close attention, noticing changes, ever slight distinctions in things. It's a game. I love playing that game of becoming more and more mindful, building that muscle because I can then be more aware in the moments of opportunity that you have to really build that psychological capital, that emotional capital in the bank account. As a reserve then, you build it up and capital just like in your Chase bank account, the more you have, the more room you have to play with. Life is meant to be played. If it's not fun it's not worth it.

Kym Yes. This whole notion of mindfulness and I love that awareness. Here in Dallas, we're having some rain. I'm just so aware of the cleansing and not just getting through the rain, but for me appreciating the nourishment that it's giving to our soil. Metaphorically, what it means to me in terms of cleanse, and thinking, and wash away, and restart, and rethink. Hearing the drops, hearing the drops on the car, I mean, it's really amazing when you bring mindfulness. I find for me, and through *Live Happy*, and through positive psychology that awareness is coming up. That is one of the major keys, isn't it, Louis?

Louis Yes. Yes. You hear the rain on the windows. It's raining where I am, too, this morning. You have a choice, right? You have a choice in that moment to think, oh, this day is going to suck. It's raining out. Look, I hate rain and to continue on a rumination of this is going to be the worst possible scenario. The choice in that moment is to think something different. The choice is always and what it is that you're choosing to think. I could think I'm so grateful the grass is getting fed today. I love green grass.

It's so important that remembering nature runs in cycles just like our lives. We run in cycles and in phases. Sometimes it needs to rain and other times it needs to be sunny. We appreciate the sun more when we have days without it. That's that idea of the contrast, right? We need one to have the other. I love polarity

thinking management. It's a great tool to help us remember that everything exists in energy systems, that ebb and flow.

I love biomimicry; the idea of looking at nature as a way to solve some of the complex problems we have in the world. There are all sorts of stuff now being studied and researched that are helpful to us. It's not just positive psychology, that all sorts of interrelated fields, and tools, and concepts, and frameworks, that are beneficial. It's not new. These are age old questions I think, Kym, that have been asked with theologians and philosophers. Now, psychologists who are really thinking, how do we study some of the positive opposites of what we've normally studied?

If we've studied depression and anxiety there's this hypothesis that perhaps one of the reasons why so many people identify with those deficits is because there's such a great [indiscernible] classification for them. Why don't we then study the qualities of life that make it worth living? That's really where Seligman and others helped us to refocus and think. An example is Jonathan Haidt, I love his research where he for a long time studied disgust and what elicits disgust in people. When the call came to switch paradigm, to switch focus he said, what's the positive opposite of disgust? Now, he studies awe and elevation. It's just so beautiful, isn't it?

Kym It is beautiful. It's new thinking. I mean because most of us aren't exposed to this and that's the wonderful thing about this *Wake Up Happy* series and having you part of this, is that what we need are these new ideas, these new perspectives, and things that you do naturally, Louis, that it's just part of who you are. That's new to so many of us. And—

Louis I work on it, man. I may have a leg up because I've been working on it for a while, but still it's something that once you think you have it, you don't have it anymore.

Kym Well, that's an important distinction, too. I want you to talk for a minute because I remember a friend of ours, the Director of Positive Psychology at the University of Penn, Dr. James Pawelski. He looked at me and he says, "Kym, happiness is not for sissies and number two, it takes work." It takes work. Talk about the work for a second and the messages you have for people around happiness and the role that you've got to play, right, in making this come to life for you.

Louis Oh, yes. I mean, the way that I think about it is as going to the gym is for your body. This type of work is for your mind. It's kind of like the psychological muscle that you're building. You go to the gym. You build physical muscle. You don't go to the gym once. You don't go to the gym twice. You have to keep

going. It's something that is about endurance. Endurance is something that you build over time.

We're all human, right? We have to give ourselves the permission to be human. In that comes the times where you forget to go to the gym or you just kind of get a little bit lazy and you fall off the wagon a little bit. It's so fascinating to me that to turn the corner from that, to get back to the gym when you fall off always takes a little bit extra effort, but always worth the effort in the long run. That switch from this is work and this is drudgery to I can't live my life without this.

For those of you on the call who have fallen off the wagon, it's okay. I do, too. Now is a good time to get back on. It's the law of two feet, I love. The law of two feet is one in front of the other; passion is one foot, perseverance is the next foot.

Kym            Passion is one foot. What did you say? Passion is one foot and perseverance is the other foot?

Louis          Yes. Passion and perseverance, one in front of the next.

Kym            I love that. I love that. All right, so I'm going to come back to you for a couple more tips, but I want to give you guys a couple tweets that we've been writing down. You know, have a reserve of positive emotion in your psychological bank

account, okay? Have a reserve of positive emotion in your psychological bank account. Another one was we appreciate the sun more when we have rain to contrast with it, right? We appreciate the sun more when we have rain to contrast with it.

Let's see, what else did they give me here? Psychological muscle that you're building, it's about endurance built over time, like going to the gym. That's really great. Give me another quick, as we get close to wrapping up here, give me another two or three things that you personally practice, throughout your study that you have found these two or three things particularly impacted you.

Louis Yes. One of the things, Kym, which I encourage in the work is to consider what might be looming for you, psychologically. That is like, what are some of the things that you've been meaning to get around to doing? Not that life is all about doing, I think we're human beings, not human doings, but consider some of the things that you've been meaning to get around to. The things that are caused, that are occupying your mental real estate, which is a limited amount. It could be something like; you've meaning to clean out your sock drawer. Every time you open that drawer you think, I've got to clean that out. The little voice in your head is like, you've got to clean that out. You've got to clean that out. You close it and you're like, I'll do it another day.



Here we are two years later and that same voice is indicating something. It's those things that are looming. Maybe it's you've been meaning to make a dentist appointment. You've been meaning to get your taxes done from last year. You've been meaning to call your mother. Any of these things, the longer they loom the harder we make them in our minds. Attending to some of them can be a really powerful way to clear out some space and that space provides clarity for us.

The clarity is for what? It's for future orientation. It's for being more prospective in our lives. Then the clearer we can get about where we're going the more ease and grace we can access to step into that best possible future. That's something I try to attend to, often. It's something that keeps kind of surfacing as a powerful tool.

Kym Yes, that's good. That's good. No, continue, did you have more that you want to share?

Louis I mean, I have tons of them.

Kym Oh, I know. I know. I know.

Louis Our time is limited, but I think anything that we can do to kind of silence some of that mind chatter and to focus on the true north is important. That true north is identifying our values, identifying what's important to us. I know relationships are one of the most important things in our lives. I have a twin sister. I came into this world with somebody at the same time. Relationships are so important to me.

When the relationship is strained, however, it causes us such great stress and consternation. It prevents us from really being alive. I find that in those types of stress relationships something so simple is just to lean in, spend some time together, make that phone call. It's always for me—it always reaps the reward, even though I might be a little hesitant at first, thinking of may be the wrongs. It's easy to point fingers. I think that whenever we're experiencing something in someone else that's rubbing us it's such a great opportunity to turn the mirror to our own face and think, how am I showing up that way?

This piece of annoyance is just a great opportunity for me to think, how does that show up in my life? Then we develop some more compassion. We develop some more love. I think that's what this is all about, Kym. Anyway, it's about love. I have a great Facebook group called I Choose Love. They think that. It's also tattooed on my calf as a reminder that in every moment we have a choice. There's 20,000 moments in a day where we're choosing love or fear. We all know

what that fear and worry does. I encourage people and I try to remember myself just of the power of choice.

Kym Twenty-thousand moments every day, we can choose either love or fear.

Louis Oh, yes. You know how they measure that?

Kym How do they measure that?

Louis How they measure—

Kym Yes, I'm curious.

Louis What do we do 20,000 times a day?

Kym Breathe?

Louis Yes, we take a breath. So with every breath we have a choice.

Kym Yes.

Louis The past is done. That's the thing. Everything that's happened five minutes ago, five years ago we can't change that. The sooner we can close that stuff out,

create forgiveness where we need to forgive ourselves or other people, and then it's important how we define forgiveness. Forgiveness is giving up your desire to make the past better. When I think about it that way, I'm like, oh, yes. I can forgive. I can forgive and then move forward.

The only way to go is forward. Marty Seligman has said that positive psychology is about being pulled by the future. So what are we being pulled by?

Kym Right. That's right. What are we being pulled by? All right. Well, listen. I'm going to come back to Louis at the end just to give us our task for today, one or two things that he wants you to do today when you hang up this line. I want to invite you, if you are not a subscriber to *Live Happy*, I want to ask you to join us and be a part of what we're doing, so subscribe to *Live Happy*. Just go to LiveHappy.com. We've got some gifts for you. I want you to know about that.

For those of you that are already subscribers, I want to say thank you. Thank you. Thank you for being a part of the *Live Happy* movement. We can't do what we do without you. We truly appreciate it. Something else that we're doing for you, for everybody that's a subscriber of *Live Happy* you're going to be receiving the audio recording of these calls. Not only the one you're listening to right now, but we have people who've registered for the calls that couldn't be here. Life gets in the way. You're going to get a recording of these.

You're also going to get the transcripts. We've hired a transcriptionist to transcribe everything. We've created the incredible infographic. That's really phenomenal. It's like graphic notes for you in an 8 ½ by 11 sheet. Beautiful, I mean, they're just great. What I would do is create a little binder for myself. I really would. I'd call it Wake Up Happy because this is not about waking up.

We're doing this in the morning here in the states and people that are on this side of the globe, it's the morning. We've got people listening and this is nighttime for them. *Wake Up Happy* is just a philosophy. It's a state of mind. It's really about wake up to all the possibilities and what a happy lifestyle and positive thinking can do for you.

The other thing I want to tell you that's really cool. I love how this is catching on as we've created these *Live Happy* Notes. Louis, these are so cool because they're like Post-It notes. They're Post-It notes. There are 50 notes in a pack. We created ten handwritten notes. I mean, I was just at dinner last night and the waiter came and did a great job. I gave the waiter a note. The note that I put on the check with my tip was, "You make a difference. You matter. Thank you."

This gives you a chance to put notes, what I call happy graffiti, up everywhere, at the gas pump, in restrooms, on computers of friends. We call these *Live Happy*

Notes. You can get those at LiveHappy.com in our store. Also, we've just come out with this incredible book called *Live Happy: 50 Happiness Facts & Quotes*. This is a beautiful book and you can see it, again, at LiveHappy.com. You talk about the ultimate holiday gift, I kind of think of you know how you run into the person who's got everything and you're trying to think of what to get for them? Here's the thing, you get to give them a little note and put on this note that I was trying to think of the perfect thing for you and I couldn't think of anything better than to give you the gift of happiness. It's a wonderful way for you to share happiness. Get them a package of our *Live Happy* notes and the *Live Happy* book. This is stuff that we're doing to drive the message home, to bring mindfulness, like Louis was talking about, to happiness and thoughts.

Then we've got our *Live Happy* apparel line. That's going fantastic. People love it. You want to check that out; the shirts, and the things, and the cups, and the lifestyle gear that we've got. We're going to be adding to that, but it's fun. It's fun. It's enjoyable. It stimulates conversation and it brings it to the forefront.

The last thing is this quote from Louis. I want to read this to you. I love this, Louis. It's, "The evidence for gratitude's role in a happy life is substantial, but it's important to be more than just be grateful. It's important we take it a step further and feel grateful each time we express it," by Louis Alloro. That is really great.

Louis Yes. That's in the *Live Happy Magazine* coming out in December.

Kym I love it. I love it. Okay, Louis, give us our charge. We're going to hang up this phone, tell us what we need to do today.

Louis Okay. I think, two things; one thing you're talking about happiness, happiness. It's important. It's important. I think it's important for us just to remember why it's important. The first charge is to remember the why. The W-H-Y in all of this and it's simple. Research shows in meta-analyses of tons of research projects that positivity happiness predicts someone's success in the world. That means that positivity happiness comes first. It's not that successful people are happy people. It's that happy people are successful people. That it comes in that order, that linearity, that our well-being impacts our success.

You define success in so many different ways, not just in career and professional life, but in personal life, the quality of your relationships. You know just your access, meaning, and purpose. If you're not feeling good, you can't get more of what you want. I think the first charge is to remember why this is important. It's simple. You don't have to do anything. You just have to be something different in your thought. So remembering why this is important.

The second charge that I have for you all is to find a way to freak out with joy in your life.

Kym Find a way to freak out with joy. Go ahead.

Louis Find a way to freak out with joy. Little kids do this so naturally, right? Imagine a kid on his birthday morning, coming down and seeing the presents, and the balloons, and the celebration. Kids have it way more than just their birthdays. Something happens as we mature into adults where we forget why this is so important. I encourage you to find a way to freak out with joy and really let yourself get excited about something in your life.

For some people that could be very simple, in noticing the leaves right now. I know where I am the leaves are changing. The autumn season has been such a beautiful fall and appreciating that, like fully appreciating what you're experiencing in savoring the beautiful, the nature. Research shows that having moments of awe like this elongates our perception of time. I think the value of that is not just in the release of the neurotransmitter of feeling good, but that so many of us are kind of running, and going, and doing, and feeling like there's not enough of that, not enough time to get to everything that's important to us. If I can elongate my perception of it, why wouldn't I want to do that?



Kym Oh, guys, that is so great. I love that. Absolutely love it. Listen, before we say goodbye to Louis I want you to take a look, tomorrow we have Dr. Fred Luskin. We're going to be talking about forgiveness. He's from Stanford University. We're going to really get into forgiveness. I just want to invite you to join in for our last session tomorrow for this week of *Wake Up Happy* in the month of November.

Well, Louis, listen, it was just a pleasure to have you. So love this. I want to tell you, if I'm looking at my Post-It notes right now because I want to tell what note I'm going to give you today from my *Wake Up Happy* bank. My first one is that I'm going to put on your name is, "The beauty inside you makes me happy." You're a beautiful man. You're a beautiful person and love what you're bringing to our world. The other one I'm going to put on yours is going to be, "Thank you for being you. You're awesome."

With that, Louis, my friend, we'll be back in touch. We'll have you back. There's so much more we need to talk to you about. I know our audience wants to hear more. Thank you for being a part—

Louis

Can I—?

Kym Yes, go ahead.

Louis Can I give one plug, please, to [CertificateInPositivePsychology.com](http://CertificateInPositivePsychology.com). It's a six month certification course. You mentioned it when you introduced me. We're running cohorts of people in New York City, Philadelphia, San Francisco, Boston, Washington. We're launching in some of these places in 2015. It's really an amazing experience for the people that have been involved, change agents of all kinds. Our cohorts are so diverse of the people who come out for this type of learning. We've developed an amazing experience for people to learn the science in such an applied context. It's a personal and a professional journey for people. I encourage you to check it out, [CertificateInPositivePsychology.com](http://CertificateInPositivePsychology.com).

Kym Okay, CertificateIn—say it again?

Louis [CertificateInPositivePsychology.com](http://CertificateInPositivePsychology.com).

Kym Dot com. That sounds great. Absolutely.

Louis Yes, it is great.

Kym Absolutely and we'll put that in our notes too. It'll be there for everybody. With that, everybody—

Louis Thank you.

Kym Everybody, have a fantastic day. Until tomorrow, bye, bye for now.