

Check It Out! Podcast Transcript  
Episode #9, "Teaching Success"  
Sno-Isle Libraries, Nov. 15, 2018



Ken Harvey: 00:09 Coming up in today's episode, we'll examine some of the winning secrets of business executives, successful entrepreneurs, and star athletes as we chat with NCAA basketball player and TEDxSnoIsleLibraries 2015 speaker, Kenn Dickinson. If you live in Snohomish or Island County, we'd like to invite you to stop by your closest library or visit the library online. You'll find thousands and thousands of titles of classic and popular books, music, movies, and a surprising number of digital resources just waiting for you. Plus, you'll have opportunity to enjoy our friendly, helpful librarians. Check us out today.

Ken Harvey: 00:46 Welcome to episode nine of the Check It Out podcast from Sno-Isle Libraries. This is the podcast for lifelong learners with inquiring minds, and made possible by the support of the Sno-Isle Libraries Foundation.

Speaker 2: 00:59 The views and opinions expressed on this podcast may not necessarily reflect the official position of Sno-Isle Libraries.

Ken Harvey: 01:07 So we're sitting in this studio, and be we, I mean the wonderfully talented and articulate co-host, Cindy Tingley.

Cindy Tingley: 01:16 Hi, Ken.

Ken Harvey: 01:17 And we are pleased to spend some time with a special studio guest who was a TEDxSnoIsleLibraries 2015 speaker and is also an acclaimed coach to executives, entrepreneurs, and business leaders, and serves as the president of Fast Break Executive Coaching, the Impact Group. His name is Kenn Dickinson. Kenn is a towering figure, and I mean that literally and metaphorically. He has experience as an NCAA basketball player, as I understand, and a leadership coach, and we were fortunate to recruit him into being and becoming a mesmerizing TEDxSnoIsleLibraries speaker giving a talk on the secrets of elite athletes. So we invite you to join hundreds of thousands of others who have learned those secrets by watching his TEDx talk, which is available through the Sno-Isle Libraries website. All

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you have to do is type in "TEDx" and you'll be able to find him and a list of speakers who were on the TEDxSnoIsleLibraries stage.

- Ken Harvey: 02:24 Kenn, welcome to the show.
- Kenn Dickinson: 02:27 Well, thanks. I'm glad to be here.
- Ken Harvey: 02:29 Well, we don't want to necessarily completely give away your TEDx talk, because we do want people to watch it, but there were some things there that went to kind of a core idea that you presented as part of that talk that I really would just love to have you share right now. What was the core idea that you had?
- Kenn Dickinson: 02:52 Really, the core idea was that being in the business world and then also being around elite athletes, I saw a lot of people wanting to be successful and it got me interested in defining how people define success in other realms besides athletics. And I started to think about what did I see in these elite athletes that really made them successful that us common people in the business world or your personal life ... what drives success for them and what we could take out of it. So it was really looking at success through the eyes of an elite athlete and what would be some things that we could learn from them.
- Ken Harvey: 03:36 When you say common people, are you meaning shorter people or ...
- Kenn Dickinson: 03:39 Normal people ... Around my realm of people, I am the short one at 6'5".
- Ken Harvey: 03:46 Wow.
- Cindy Tingley: 03:46 Wow.
- Kenn Dickinson: 03:47 So yeah, you common people under six feet or whatever. No, on a serious note, it's just people in their everyday lives. What does success mean to them, and then what does success mean to these elite athletes? And how can they achieve things ... world records and all the success that they have? What could we learn from them in our daily lives to help us be more successful?
- Ken Harvey: 04:16 Wow.
- Kenn Dickinson: 04:16 It doesn't mean that you ... Success is not defined by other people. Success is defined by yourself. But how can you be

more successful in your daily life in anything you do, and that's what I wanted to share.

- Ken Harvey: 04:27 So when you say ... 'cause you have said several times "elite athletes ... " Give us a sense of some of these individuals that you've known and spoken with and learned from that your bringing these secrets forward from.
- Kenn Dickinson: 04:42 Well, I mean, one of my best friends is a gentleman named Peter Goodmanson. He played basketball at the University of Washington with me and he got to play in the NBA, one of the goals that I never got to achieve, but he did. And he's been around some of these elite athletes. And also some of my teammates have played in the NBA and I would go out and play with NBA players, and so I was in that circle of a lot of famous people that you would know and competed against them. And I could see how they think and do and behave was so much different than the average citizen would do, so I wanted to share that insight, a window into their world that we don't get to see as just fans. We only see part of it.
- Ken Harvey: 05:38 I just want to remind the audience, you're listening to Check It Out, the Sno-Isle Libraries podcast for lifelong learners with inquiring minds. And so our audience, because of their inquiring mind, they want to know some of the names of some of these individuals because I really want to know if you competed against them, even in pickup games, who won.
- Kenn Dickinson: 06:03 Oh, I mean, sometimes my team would win, sometimes their team would win. That's the other part of me, is just I love competition and I think that if people look at competition in a healthy manner, as how they can compete to make themselves better, not compete against vanquishing. We had this discussion when we were doing this. Competition is not negative. Competition is healthy. We just have to compete against ourselves and as a benchmark to help keep improving. You never should stand still.
- Kenn Dickinson: 06:36 And some of the people you're talking about are like ... I'm gonna date myself. That's why I didn't want to tell you.
- Ken Harvey: 06:41 That's fine.
- Kenn Dickinson: 06:42 But people like Fred Brown, Tom Chambers ...
- Ken Harvey: 06:46 Downtown Freddie Brown?

Kenn Dickinson: 06:47 Downtown Freddie Brown. They lived in the area. There was ex-college basketball players-

Ken Harvey: 06:54 And by the area, what do you mean? The greater Seattle area?

Kenn Dickinson: 06:56 Greater Seattle area and stuff like that.

Ken Harvey: 06:59 So Tom Chambers, Fred Brown ...

Kenn Dickinson: 07:03 Fred Brown ... I'm trying to remember some other people. Slick Watts, those kind of people.

Cindy Tingley: 07:12 Very interesting.

Ken Harvey: 07:13 As a basketball player, what was your shot?

Kenn Dickinson: 07:16 My favorite shot?

Ken Harvey: 07:17 Yeah. Your killer shot. Or what was your move to the goal?

Kenn Dickinson: 07:24 Just coming off a screen and just shooting the ball anywhere on the court.

Ken Harvey: 07:28 From anywhere?

Kenn Dickinson: 07:29 That's where my coaches got mad. They said, "There's not a shot you don't like, is there Kenn?" So they had to reign that in a little bit. But yeah, I wasn't a gunner, 'cause I remember sometimes there was some people would say ... I'd pass up some shots and some people would say, "Dickinson, shoot the damn ball." And so I said, "Okay, you only have to tell me once."

Ken Harvey: 07:52 I don't know if we're gonna edit that word out, but we'll see. You mentioned University of Washington. Is that where you-

Kenn Dickinson: 08:00 Yes. That's where I played my basketball. I played in the Seattle area. I played at Evergreen High School in south Seattle, the Wolverines. And the most famous athlete from there is Jack Thompson.

Ken Harvey: 08:14 Really?

Kenn Dickinson: 08:15 He was called the Throwin' Samoan, so we have some pretty awesome people that went there. And I wanted to stay in the general area and I wanted great competition and great schooling, so part of my background is my parents were teachers and so it just wasn't all basketball. So I wanted to

challenge myself both ways, and so that's why I went to the University of Washington. As I said with Mr. Wilson, a lot of times him and I were sitting on the end of the bench watching.

- Ken Harvey: 08:49 So you have to ...
- Cindy Tingley: 08:50 Yeah, you have to explain.
- Ken Harvey: 08:51 You have to explain the Mr. Wilson reference.
- Kenn Dickinson: 08:53 Oh, in my TED Talk, I have a basketball named Mr. Wilson and he's been a friend of mine ever since I was a little boy and everywhere I went, I had Mr. Wilson with me, dribbling. He's just been a big part of my life. And then the reference to Mr. Wilson is that he's also gotten me places where I never would have been before, and so that's why I had Mr. Wilson with me on the TEDx talk and referenced how he made me successful in basketball but also made me successful in the business world because I was able to take some of that information and it was a learning ... I'm always in a concept of always challenging myself every day and always an avid learner, and that's one of the reasons why I enjoy working with the Sno-Isle Library because libraries are about learning.
- Cindy Tingley: 09:44 Absolutely.
- Kenn Dickinson: 09:45 And so it was a good ... I don't want to say marriage, but a good way to share both concepts and ideas.
- Cindy Tingley: 09:55 Right. So tell us a little bit more about that. What was involved in your getting together with Sno-Isle Libraries and preparing for TEDx? What was that like for you?
- Kenn Dickinson: 10:04 Well, I was in the business community and I was working at some of these ... what do you call it ... community functions and giving some talks and stuff like that and I believe Ken heard about me and wanted to talk about it and thought that I had some good basic concepts. So Ken and I sat down and he says, "I'm doing this TEDx Talk and I would like to have you be a speaker." And we talked about some of the concepts that I had and a lot of the things that we were previously talking about. And some of the things that were running around in my mind and what I help coach other people is don't be afraid of change, don't be afraid of getting out of your comfort zone.
- Kenn Dickinson: 10:49 So there was a lot of these different aspects. And then we started talking about what would individuals have probably

heard a lot about getting out of your comfort zones and change is inevitable and all this. But then listening to my coach with TEDx and listening to Ken, we came up with three things that we thought that are unique enough in the athletic world that we could bring in to the business or ... And that was the visualization, how athletes actually don't just think or something. They actually visualize themselves in the future and then they're actually living it there and then they come back and then everything they've done in the future has now predetermined how they're going to act and behave and think in getting there.

- Kenn Dickinson: 11:44 And the other one was, a lot of people say they want to do hard work. And what I talk about there is it's not hard work to them. It's deliberate practice. They're willing to be uncomfortable. They're willing to fail. They're willing to work on things that they're not good at to become better, and what could we do in our lives. Are we willing to do that? And that's what I talk about in the ... And then also, you'll hear now in the thing is my daughter is a golfer and competes really highly in golf, and it's a process. They talk about process. That's why I added the part with Chenery and Secretariat, because to here, it wasn't end goal. It was just the process.
- Cindy Tingley: 12:31 Right. Yeah, that was an amazing story. I loved that. And I love what you said about being uncomfortable because it's something I tell people all the time, a quote that I've heard over the years. It's okay to be uncomfortable. Just be okay with it and that's what helps you grow and change.
- Kenn Dickinson: 12:45 Well, you just have to ... I mean, amazing things happen when you get out of your comfort zone.
- Cindy Tingley: 12:50 Absolutely.
- Kenn Dickinson: 12:51 If you stay in your own little bubble, you're only gonna be in that own little area. You have to get out of your comfort zone and do things and not be afraid to fail. Just as I quoted in the TEDx talk, "Failure is not fatal, but failure to change can be."
- Cindy Tingley: 13:09 Absolutely.
- Ken Harvey: 13:10 What's so unfortunate, I think, about some is that if we're not careful, we can do everything possible to try and avoid discomfort and we can just go out of our ways to essentially stay within a comfort zone and then wonder later why things haven't worked out better in our lives, why we haven't

progressed forward or what. Is that something that you find in your work with executives and entrepreneurs that can be a challenge for them?

- Kenn Dickinson: 13:46 Yeah. I mean, a lot of people don't like the word being humble and being ... not even humble, but the word ... not coming to me right away, but it's when you look back. People don't want to look back.
- Ken Harvey: 14:02 They don't want to be embarrassed.
- Kenn Dickinson: 14:02 They don't want to be embarrassed. They don't want to be seen as something less than what they are, and so they'll do things to prevent that, but they're not really growing because of that. And basketball players are willing to basically fail and have that vulnerability. That's the word I was looking for. Be vulnerable in being able to achieve more. You have to be able to take down all those barriers that you want to show people and just be authentic and say in cases, "I don't know the answer."
- Ken Harvey: 14:39 I think about, as a fellow former basketball player ... but not anywhere in your league ... I just remember that with different types of shots, layups, slam dunks and three-point shots, there's lots of opportunities to be embarrassed if it doesn't go well, if you misjudge it in any way. Especially with three-point shots. Air balls could happen most of the time. But it's like if you are willing to just continue trying for it and you can, as you said, visualize it, something can happen so that everything falls into place. It's just really amazing to me, the truth that was captured in your TEDx talk.
- Ken Harvey: 15:34 What did you find about the preparation process that was either wonderful or challenging or ...
- Kenn Dickinson: 15:44 It was challenging. You know that. We had our discussions. TED Talks are awesome because they try to synthesize everything down into about 15 minutes.
- Ken Harvey: 15:58 Or less.
- Kenn Dickinson: 15:59 Or less. And to be able to be that precise and to get a coherent message across is very, very challenging. And I didn't want to rely on notes. I wanted to be just from me, so I really had to practice and understand what I was gonna say. It wasn't memorized, but it was just a lot of good coaching and a lot of good ... In coaching, here I am, talking about business coaching. Here I am getting coaching. I'm getting somebody else's

perspective how it is, how I'm being perceived, what the message is being related to the audience. Is it clear, is it precise? Those types of things. So it was a process. Back to that word again. And it was enlightening knowing some of my struggles, but I think I came through ... or we came through. I say we because it wasn't just me. It was Ken, yourself, and my TEDx coach and some other contestants.

- Ken Harvey: 17:08 You can name her if you like. Suzanne?
- Kenn Dickinson: 17:11 Yeah, Suzanne. She was awesome and she gave me the structure of how a good talk should go, and so it helped me now later on when I give motivational talks and stuff like that.
- Ken Harvey: 17:25 Really?
- Cindy Tingley: 17:26 And then you stepped on the red, circular carpet. What was that moment like for you?
- Kenn Dickinson: 17:33 As you probably ... if you've ever listened to the TED Talk, I was coming off a serious cold and so I was sniffing in the beginning. But it was enlightening with the audience. I don't know, I think there's like 700 or 1,000 people that were there. I just thought it was like being in a basketball arena when you have 5,000 people watching you. They're not there to see you fail. They're there to listen to you. So it was kind of comfortable, but just hard to get into the flow or into it. But it was a very enlightening and a very enjoyable experience.
- Cindy Tingley: 18:14 Great.
- Ken Harvey: 18:15 And so then you're out on stage, you've shared your talk and now you've said thank you and you're receiving the applause and you're walking off. What are you thinking?
- Kenn Dickinson: 18:28 What did I just do? No, it was a big relief. It was a lot of hard work. It just isn't something that you just ... I think we had, what? Three months of preparation for this?
- Ken Harvey: 18:42 Yes.
- Kenn Dickinson: 18:43 So there's a lot of hard work, and then you're in a room with some of your other ... I don't want to say contestants, but participants ... and they're congratulating you and thought it was really well and you listen to theirs and it's just a lot of camaraderie, that teamwork kinda thing. It was just a good day.

Ken Harvey: 19:08 And what did you hear from audience members that day or afterwards as people have listened to the talk? What are some of the comments you've heard?

Kenn Dickinson: 19:17 Most of the comments I've heard are very positive, that it was insightful. I didn't really think about it that way. I can see how I could use that in my daily life. Some were wanting more information and so they have talked to me and said, "Where do you get this information?" And I share it with them so they can do more. It's just about growing and learning, and so that's why I was trying to do it.

Ken Harvey: 19:45 So for those who are listening in the audience, in their cars or at work and you're just wondering who's speaking. This is Ken Harvey and Cindy Tingley from Sno-Isle Libraries and we're interviewing Kenn Dickinson, who is an executive coach. He coaches business leaders and executives and entrepreneurs, and also shared a TEDxSnoIsleLibraries talk in 2015, and that talk is available for viewing on the Sno-Isle Libraries website and also through the TED.com or TEDx.com channels and YouTube.

Ken Harvey: 20:28 Tell us about your business and the work that you do.

Kenn Dickinson: 20:33 I usually work with business leaders, and usually I work with business leaders who see themselves as lifelong learners, as you talked about, and also business leaders who want just to get better. They're driven by success, also. There's a lot of people who think of business coaches and they say, "Well, I don't need one," and those are the ones I probably would say you probably do need one because you've already have stopped learning. One of the things about coaching I learned from the basketball coaching is you do not get to see yourself. And one of the things I talk about in coaching is, is you need that feedback. If you're ... own your own business, your own entrepreneur, who's gonna give you that feedback? How are you gonna gain a different perspective?

Cindy Tingley: 21:24 Exactly.

Kenn Dickinson: 21:25 How are you gonna gain clarity from your own ... We all have our own biases. We all have our own attitudes and behaviors. Some things that have gotten you to be to where you are today is now what's really holding you back. I have to help gain that clarity for them. I'm not a teacher or ... what do you call it? A consultant or whatever. I drive their own business that they have created and help them see it in different lights.

- Kenn Dickinson: 22:01 The three things that I really work on and I find the most important ... if you think about it from an athletic background ... is culture. What is the basketball culture? What is that coach sets for the team? I don't see good culture sometimes in businesses. And then the other is the leadership. How can they be better leaders? A lot of times, they say they have these problems, employee problems or whatever, and so it's maybe directed to the employees, but they could look inside and say, "Have I set the right culture for them? Am I the best leader for them?" And what I look at is being authentic leaders, is the most important, but also how they can be a servant leader. That means a lot of people talk about that leadership is all about influence, which is correct. But I add the extra word in there, as how do you excite? How do you get people to go beyond their normal daily lives and want to achieve more? And that's what I try to do is instead of just influence, but to excite their employees.
- Kenn Dickinson: 23:11 And the other is developing a winning strategy. A lot of people set goals in their lives. A lot of businesses say, "We want to be number one or number two," or, "We want this and this is what it's gonna be and so we want to achieve that." Then they start doing tactics. They don't really have a cohesive plan or a cohesive ... and all their tactics aren't cohesive. They're all going different ways and then they never understand what the real, true problem is, and that's where a coach comes in. Instead of you just seeing it from your own perspective, how can we see it different?
- Kenn Dickinson: 23:47 So I ask these hard questions to get them to start thinking differently. And thinking about how your life has changed ... When you change your perspective, you change your life.
- Cindy Tingley: 23:56 Right. Huge motivation. You say you're not a teacher, but you certainly are a motivator and it shows.
- Kenn Dickinson: 24:03 Oh, well thanks. I mean, that's why I do it. I coach because I want people to be as successful as they can. We were talking off mic and Ken was asking me what I do today, and one of the things I do is I also help with Compass Health, which is a mental health organization. I'm not afraid of it, but I had suffered from depression and so a lot of people do, and so I want to show people that just because you have mental health challenges, it doesn't mean you can't still be successful.
- Cindy Tingley: 24:38 Correct.

- Kenn Dickinson: 24:38 And so I help motivate those people three days and week and just be there and help them understand there is a future and use some of the things that we talked about and it's amazing how some of these people's lives just get better every day.
- Ken Harvey: 24:55 What do you find, Ken, interesting in terms of how people respond when they want to be influential, they want to be successful, they want to achieve different things, but they may struggle with feedback? They may struggle with being coached.
- Kenn Dickinson: 25:20 Basically, to me, it means that are they willing to get out of their comfort zone? Are they willing to change? And then they can. If you don't want to be a lifelong learner, as you said, then coaching really isn't for you. But if you want to be better every day and want to achieve certain things in your life, it's inevitable. You have to change. You have to gain new perspectives. You have to do these things, and that's what these elite athletes are willing to ... We use the word vulnerable. They're willing to be vulnerable. They're willing to fail to get better.
- Cindy Tingley: 26:08 Yeah, make those mistakes because that's how you learn.
- Kenn Dickinson: 26:10 But people don't want to make mistakes. And if you're in the business world, you don't want to make a mistake 'cause if you make a mistake, then what do people think about you? And then you yourself don't think you're as seen as successful or as where you want to be. But actually, you're being more authentic and people will believe you more.
- Ken Harvey: 26:30 You said something earlier about that competition really isn't against others or against what they think of you. The competition is really with yourself, what you're willing to think about yourself or do or not be held back by what you think about yourself or are afraid to think.
- Kenn Dickinson: 26:51 Right. Are you willing to do the things necessary within yourself or with what you wanted to do to get better? Because then if you do that, then ... This is like I had a coach tell me, he says, "Don't worry about the score." If you do the little things that you need to take care of ... set the right picks, run the play correct, play the right defense. If you do these things that we did, the score will take care of itself.
- Ken Harvey: 27:17 So there was a favorite quote that you were sharing with me earlier. I think you mentioned John Wooten?

Kenn Dickinson: 27:26 There's two quotes. The one I usually follow every day is, "To get somewhere you've never been before, you have to do something you've never done before." And the other is that, "Failure is not fatal but failure to change can be."

Cindy Tingley: 27:44 True. Love both of those.

Ken Harvey: 27:46 Yeah, so do I. There was a quote I had asked you to think about that was captured from someone named Jerzy Kosinski that said, "There was one place where I could find out who I was and what I was going to become, and that was the public library." What did you think of that quote?

Kenn Dickinson: 28:05 Well, it didn't hit me personally in the same way, but the library has always been a ... I guess the more motivational part of me is, 'cause I want to learn and so the library was there for me in certain parts of my life. One was I was always in the principal's office.

Cindy Tingley: 28:27 Oh dear.

Kenn Dickinson: 28:28 Because I was always ...

Cindy Tingley: 28:29 Now the truth comes out.

Kenn Dickinson: 28:30 I was always talking and my parents were teachers and I'd get home and they go, "How'd the day go?" And I go, "It went great." "That's not what we heard." And so they found out that I wasn't really challenged, and so they sent me to the library. I remember this was in the fifth or sixth grade and they would give me an hour and I would have to do some research on certain things, and one of them that interested me is why would my sisters have one set of color eyes and I would have a different set of color eyes, and how heredity and genes and all that. So I just went into the library and did a lot of studying, so that what gained my fondness for the library. And then I loved just to sit down and read. I don't know if you remember these things called Life Books and they had something on volcanoes and continents and apes and whatever, and I just loved reading those books.

Kenn Dickinson: 29:18 But now, with the advent of the internet, a lot of this information is on the internet, which is great. But to me, I just think it's more of a superficial information, but to really dig into certain things like we were talking about or something like that and I can use information like John Wooten and all this ... Then you can go and get a book on that, and then once you get that

book, then there's other things within the library. The library is not just books. It's a lot of other resources. I love just going, getting magazines, instead of just getting a subscription all the time. So they have other resources.

- Kenn Dickinson: 30:06 So if you really want to challenge yourself and get out of the house, as I tell people, instead of just being on the internet, just go to the library. It's a great place to learn things and see things.
- Cindy Tingley: 30:16 Absolutely.
- Ken Harvey: 30:18 Do you have a favorite hobby these days, or something that you're spending time? You mentioned your work with Compass Health. Is that your passion these days, or are there some other things that are kind of ...
- Kenn Dickinson: 30:31 I just love athletics, so I love to play basketball still. But I also like to do other things. I love to hike and I love to get my-
- Ken Harvey: 30:43 Where do you go hiking?
- Kenn Dickinson: 30:44 Just in the Alpine Lakes Wilderness area.
- Ken Harvey: 30:47 That's some beautiful country there.
- Kenn Dickinson: 30:49 Yes. And gonna be having a house built in the Wenatchee Chelan area, so get out of the rain and get some sunshine. I've taken up golf a long time ago, and so now I go out and golf and get my ...
- Ken Harvey: 31:09 Are you ready for the big time?
- Kenn Dickinson: 31:11 No. No. Not when your-
- Cindy Tingley: 31:13 But you can visualize it, right?
- Kenn Dickinson: 31:14 I can visualize it but it's not healthy for a dad to have a now 29-year-old daughter just takes you to the cleaners every time we go golfing. And people ask you, "Does she outdrive you?" Yes. "Can she score better than you?" Yes. "Well how does that make you feel?" Not too good.
- Ken Harvey: 31:40 I think the correct answer is proud.
- Kenn Dickinson: 31:43 It's proud, it's proud. But it's sure humbling, though.

Cindy Tingley: 31:48 Well how about spectator sports? Do you enjoy other sports just from a spectator-

Kenn Dickinson: 31:53 Oh, I love ... since I'm a Husky. I have even a dog. It's a miniature husky and his name is Tui and that's short for Tuiasosopo.

Cindy Tingley: 32:02 Nice.

Ken Harvey: 32:02 Cute.

Kenn Dickinson: 32:02 'Cause from that family, a lot of Tuiasosopos went to U Dub and Marques Tuiasosopo and one of the head coaches for the volleyball teams is a Tuiasosopo. And so I just named him Tui. Obviously I love men's basketball and I love football, but I also really like watching women's softball.

Cindy Tingley: 32:29 Fantastic.

Kenn Dickinson: 32:29 The U Dub softball team is really good. And I also like going to women's volleyball at U Dub.

Cindy Tingley: 32:37 Okay, great.

Ken Harvey: 32:38 So you said that you have a husky named Tui.

Kenn Dickinson: 32:41 I have a little miniature husky named Tui, T-U-I.

Ken Harvey: 32:44 So huskies and miniature huskies, they're beautiful dogs.

Kenn Dickinson: 32:50 Oh, I can go to Leavenworth and go walking and at least two or three people will come up and say, "Can I take a picture of your dog? Can I take a picture of me with your dog?" 'Cause he just looks like a miniature husky, so he's a constant puppy to everybody but he's a full grown dog.

Ken Harvey: 33:10 How old?

Kenn Dickinson: 33:10 He's now nine.

Ken Harvey: 33:13 So have you see the stages of life for Tui?

Kenn Dickinson: 33:19 No, he's still a rascal.

Ken Harvey: 33:22 He's still like a puppy dog.

Kenn Dickinson: 33:22 He has not calmed down.

Cindy Tingley: 33:26 So what size is he actually?

Kenn Dickinson: 33:27 He's about 20 pounds.

Cindy Tingley: 33:28 Oh, wow. Okay.

Kenn Dickinson: 33:30 But he looks like a Malamute or kind of a husky.

Ken Harvey: 33:35 Crawl up into bed? Crawl up onto the sofa?

Kenn Dickinson: 33:37 Oh, he loves to cuddle. But he also has ... I don't know, maybe I got the wrong dog, but he has that independent streak, too.

Ken Harvey: 33:45 Really?

Kenn Dickinson: 33:45 He knows what he wants and ...

Cindy Tingley: 33:48 Tries to be the alpha.

Kenn Dickinson: 33:49 Tries to be not just the alpha, but he just ... "I don't want to go there right now."

Ken Harvey: 33:54 So he's not that coachable?

Kenn Dickinson: 33:56 That's good. He's coachable when he wants to listen, though. Like most of us, probably.

Ken Harvey: 34:04 It's a choice, right?

Kenn Dickinson: 34:05 Right, it's a choice.

Ken Harvey: 34:06 So just one last thing that comes to mind about huskies, they're pretty furry.

Kenn Dickinson: 34:15 Yeah. He sheds his coat twice a year.

Ken Harvey: 34:19 I know that from our own experience.

Kenn Dickinson: 34:21 And when I say sheds his coat, he sheds his coat so I have to take him to the groomer like twice a year.

Ken Harvey: 34:27 So like, double- or triple-layer coat?

Kenn Dickinson: 34:29 Oh, he has like two or three ... I mean, he's got hair and fur and then it just ... I think it's the fur. I'm not sure, but it just explodes off his body in the spring and in the fall. But the rest of the time he's fine.

Cindy Tingley: 34:45 I was gonna say, that's when you're glad he's only 20 pounds.

Kenn Dickinson: 34:47 Oh my gosh, yes.

Ken Harvey: 34:50 So in the last couple of minutes we have, what would you tell someone who is ... They've really got some aspirations of achieving some things in this world but they find that there's just some areas that they just can't seem to get beyond and they're getting discouraged. What would you say to them?

Kenn Dickinson: 35:14 I think you have to look inside and just ask yourself, are you passionate about what you're doing? That was we were gonna talk maybe about what would I talk about next. And I think one of the things that sets these elite athletes or sets certain people apart is the word passion. If you're passionate about something, you're willing to go through difficult times, you're willing to challenge yourself, you're willing to do things that you normally wouldn't do if you weren't passionate about it. So I would say, are they really passionate about what they're wanting to achieve? And if they are, then they have to learn about the things that we've talked about, that mistakes are gonna happen, there's difficulties. I talk about deliberate practice. It is very mundane and stuff, but if you're passionate about something, that gives you the energy to make it happen.

Cindy Tingley: 36:05 True.

Ken Harvey: 36:07 That sounds like the makings of another keynote address or TEDx talk.

Kenn Dickinson: 36:11 Yeah. People really haven't talked about it, and I think that it's the energy that creates that movement forward that a lot of people miss. And it could be in your work, it could be whatever. Be passionate about what you're doing and obviously great things will happen because that energy will create the movement that you need to move forward.

Ken Harvey: 36:36 And if you've anticipated that someone listening to this podcast at some point in their lives may hear about a TEDx event in their area, what would you say to them in terms of either attending, or, if it's early enough in the process, actually nominating themselves to do a talk themselves?

Kenn Dickinson: 37:00 Well, that's the thing. Back to the ... I'm glad you brought it up ... the word passionate. I was passionate about sharing what I've learned, and so that would probably come through in a TEDx talk and it made it, hopefully, as successful as it could be. I just

wasn't talking about something that was interesting to me. It was something that I was passionate about. And so I would tell people to listen to TEDx talks, because there's always something that you will get out of it. And either you've heard it before and now it just reinforces it, or they say something that changes that perspective, that perception, and then it gets you to think in a different way. Those are the reasons why I would suggest going, and they're only like, 14, 15 minutes. It's not an hour listening to something and it's very focused and clarity of what you want, and so that's what I want people to get out of these TEDx talks. I listen to them all the time and there's certain ones that I really like and have influenced me.

- Ken Harvey: 38:09 We've been talking with Kenn Dickinson who was a TEDxSnoIsleLibraries 2015 event speaker. His TEDx talk is posted on the Sno-Isle Libraries website and available for viewing also through YouTube and the TEDx.com website. Ken, if someone was interested in just chatting with you further, how would they get in contact with you? Or learning more about your business. How would they contact you?
- Kenn Dickinson: 38:41 They can either go to the website or they can contact Sno-Isle Library or whatever. You guys know how to get a hold of me.
- Ken Harvey: 38:48 And your website ...
- Cindy Tingley: 38:50 What is the website? Yeah.
- Kenn Dickinson: 38:51 Fastbreak.com.
- Ken Harvey: 38:54 Fastbreak.
- Kenn Dickinson: 38:55 BC.com. Fastbreakbusinesscoaching.com.
- Ken Harvey: 38:56 Okay. Fastbreakbusinesscoaching.com. Great. It has been a pleasure having you on the podcast today, and it was a pleasure working with you a lot, most of the time.
- Kenn Dickinson: 39:15 Most of the time.
- Ken Harvey: 39:17 No, I was very proud of what you delivered on the stage and I knew that you had worked very hard to get there and you overcame some things. You mentioned having the cold and that was a possible excuse that you could have used. It was something that could have gotten in your way, but you persevered through it and it was ...

Kenn Dickinson: 39:43 The little ...

Ken Harvey: 39:43 I really admired the work you did.

Cindy Tingley: 39:46 Basically doing everything that you're talking about, how you power through and you're passionate about it. You showed it.

Kenn Dickinson: 39:53 Yeah. Well, thanks for the compliments and I really appreciate a lot of the quotes that I see on the TEDx actual YouTube video. There's a lot of people that have really said some really good things and I'm glad that is getting the message across and I appreciate that it's affected some other people's lives.

Ken Harvey: 40:15 Thank you again, Kenn, for being with us.

Cindy Tingley: 40:16 Yes, thank you.

Kenn Dickinson: 40:16 Thank you for having me.

Shaelynn Charvet Bates: 40:20 My name is Shaelynn Charvet Bates. I live in Lake Stevens and I've lived in Snohomish County for 35 years. I was a early library user. It was a place that my parents would let me go by myself in Snohomish. They felt it was a safe place to be, so they'd drop me off and let me get books and come back and pick me up later. I spent a lot of time at what is now the old Carnegie building in Snohomish before we had the beautiful new library there, and I just love the library. I would go and search the shelves for books. I read all kinds of stuff. I spent a lot of time there in high school, after school, and it was just a great place to go. I have just the fondest memories of the library.

Shaelynn Charvet Bates: 41:06 I read a lot of stuff. I read science fiction, I read a lot of historical fiction. I got hooked, originally as a young kid, reading at the Cathcart Elementary library on choose your own adventure books, which I could read and you could pick 15 different endings or 15 different ways the story could go in one book and I just thought it was so clever. So I would say those were the first books I loved.

Shaelynn Charvet Bates: 41:35 Then I moved away to college and I went to college to get my teaching degree. I had a professor who I really admired ... made an offhand comment to me one day, "Have you ever thought about being a school librarian?" And that's what I ended up pursuing and I have loved every minute of it. So now I work as a school librarian in Snohomish. I'm back in Snohomish from when I was a kid. I'm at Riverview Elementary now. As the school librarian, I teach a lot of classes in digital citizenship. I

teach a lot of background information about books, like how to use books correctly, how to use informational texts to find what you really want to find, how to look at different sources and be able to tell if they're authentic, they're reliable. I still try to do as much ... we call it book advocacy ... as I can, where kids are able to ... I get to tell them about a book and promote the book and get them excited about reading, so we still spend a lot of time doing that. I do story time for the little guys still.

Shaelynn Charvet Bates: 42:39

My husband and I are both teachers. We met at the school that I was first working at and we moved to the Lake Stevens area about 15 years ago now. When my firstborn was about a year old, I immediately started looking for a story time, some sort of outlet to meet other parents and to have him involved in something, as most young moms are trying to figure this out. And so I took him to story time in Lake Stevens and then I had two more children after that, and so all three of them have kind of grown up in story times between the Lake Stevens library and the Snohomish Public Library. That early exposure to literature is so important. It's just amazing. I mean, the development that can happen when a child is exposed at such a young age and continually.

Shaelynn Charvet Bates: 43:33

I have a 14 year old, I have a 12 year old, and a 9 year old. All of them are readers. Some are more reluctant than others, but they're all readers and I'm happy with that. I have a son who reads all the dystopian novels that he can get his hands on and that's kinda his genre and that's great. He thinks they're terrific. As he's gotten older now, we read books together. He'll read them and then I'll read them and we'll talk about them, and that's been a great connection. Same with my daughter, who is 12. We're actually in two different book groups together, which has been a lot of fun because again, we'll read books and not always on topics that we would have chosen if we were just picking out our own books. But it's important, also, to read other people's perspectives and to read books about things that you don't know about so much.

Shaelynn Charvet Bates: 44:31

As a parent, you're always searching for a connection with your children, and as they get older, those connections are sometimes more difficult to find and so reading a book, being able to have that shared experience, has been really valuable and really important. We were on a road trip this summer. We spent a lot of time in our car and we were back east, so we weren't anywhere near Sno-Isle Library, but we downloaded audiobooks from Overdrive and we listened to them as a family. So then we had this shared experience of this story that we could listen to together and it was great. We'd be driving

endless hours listening to a story and talking about it and we had great discussions and dialogue in that way. You try to take those moments whenever you can, finding something in common or even reading a book that you both have different views on can even stimulate a better conversation 'cause you can really get into it. You can get passionate about liking the book or not liking the book or characters in the book. They become life lessons, too, so so much value in a book.

Ken Harvey:

45:45

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