

3 on 13

3 things from EP
to make life
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | Don't Forget to Unlearn

Any other Old People out there? Or approaching Old People status? Perhaps it's better to say "seasoned" or "experienced" or "been around the block," or maybe "not your first rodeo"...? Well, if any of those labels fit, this is for you.



Let's talk about **unlearning** (which some are claiming is "the new lifelong learning"). Unlearning is about stepping away from outdated beliefs, behaviors, or practices. The concept here is twofold: First, there's value in remaining fresh; to avoid letting the baggage of your accumulated knowledge get in the way of seeing new opportunities or out-of-the-ordinary paths toward progress. And second, it's best to let go of habits or stances that are actively (although maybe not consciously) working against you.

There are certainly personal applications to the concept — letting go of the need for approval, for example — but so are there applications in the workplace. (Note: In no way does the idea of unlearning suggest that basic learning isn't important or even essential in business. Nearly 35 years ago, **Peter Senge** wrote about the importance of being a "learning organization" in *The Fifth Discipline*, and the thesis still holds.) A couple of questions you can ask as a starting point are:

- Have I formed a stance about a person/department/client/partner that should be reevaluated? The reality is that people, departments, clients and partners all change. And even if they don't (which is unlikely), the world around them changes. Lean on experience, but don't be lazy.
- Have I unintentionally developed a fixed mindset? It's healthy to challenge the assumptions and status-quo of your role, your department, and your company. Stop looking and you're sure to stop finding. Embrace a growth mindset, and go to bed smarter than when you woke up.

2 | I'll Write About Procrastination Tomorrow

How many procrastinators are out there? Some suggest that 20 percent of people are chronic procrastinators. And of those, about 85 percent procrastinate in a way that bothers them. In his book *Your Future Self: How to Make Tomorrow Better Today*, UCLA Professor of Marketing and Behavior Decision Making **Hal Hershfield** says that procrastination is a time-travel problem. (Here's a [nice overview](#).) Essentially, says Hershfield, our inability to imagine our future selves (and their pain and agony scrambling with a problem we could have dealt with today) leaves us quite comfortable shirking today's responsibilities.

Consider your future selves with more empathy, he says. "Having an easier time fully and vividly imagining ourselves in the future makes it harder to justify putting something off to the version of ourselves who will suffer from today's failures to act."



3 | Odds and Ends:

- **Flip-Phone February:** Improve your life, marriage, and your mental health. Read about it [here](#), [here](#), and [here](#).
- What is a friend? The best definition we've found was shared recently by our friend James Clear and has been attributed to writer C. Raymond Beran. [Click here](#) and scroll down to read the quote.



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