>> Be honest with yourself for a second. >> Be honest with yourself for a second.

Opening the Conversation

How many of you are really good at How many of you are really good at something that you may not even care something that you may not even care about anymore? For example, you've about anymore? For example, you've worked so hard to get to the place where worked so hard to get to the place where you're at, and then you're there, and you're at, and then you're there, and then you think, then you think, "Is this it? Is this all I have to look "Is this it? Is this all I have to look forward to?" forward to?

Introducing Bianca Ariel

" Well, that was me, and that was also Well, that was me, and that was also this that is also the story of my guest this that is also the story of my guest today. I'm Dr. Sundar, I'm the host of today. I'm Dr. Sundar, I'm the host of Gloves Off, and this is where we skip Gloves Off, and this is where we skip the highlight reel, and we get into the highlight reel, and we get into what's actually real. So, today we're what's actually real. So, today we're talking about that gap. Not the gap in talking about that gap. Not the gap in your industry, but the gap between the your industry, but the gap between the life that you're living and the life life that you're living and the life that you actually want to live. And most that you actually want to live. And most of us are kind of living in that gap, of us are kind of living in that gap, and we don't know how to get out. So, my and we don't know how to get out.

Success vs. Fulfillment

So, my guest today, Bianca Ariel, has helped so guest today, Bianca Ariel, has helped so many people stop ignoring that gap, and many people stop ignoring that gap, and she has helped them start building she has helped them start building through it. So, I'm so excited to get through it. So, I'm so excited to get into this conversation today. So, she is into this conversation today. So, she is the founder of Recalibrated Vision and the founder of Recalibrated Vision and the creator of Recalibrated Career the creator of Recalibrated Career Academy. She helps physicians and Academy. She helps physicians and healthcare visionaries transform their healthcare visionaries transform their expertise and into something expertise and into something purpose-driven that excites them, purpose-driven that excites them, because so many of us are just living in because so many of us are just living in a space where we're not even excited a space where we're not even excited with what we do anymore. And you with what we do anymore. And you You Life is too short not to enjoy what Life is too short not to enjoy what you're doing for work. So, you're doing for work. So, help me and and let's have Bianca and help me and and let's have Bianca and let's get into this today.

let's get into this today. >> Hi. >> Hi. >> Hi. I love that little intro. I love that little intro. >> [laughter] >> [laughter] >> [laughter] >> Just gets you in the mood, right?

>> Just gets you in the mood, right? >> I love it. >> I love it.

Feeling Depressed Despite Success

>> [laughter] >> [laughter] >> [laughter] >> Well, I am so excited to talk to you. I >> Well, I am so excited to talk to you. I was on your podcast a few weeks ago and was on your podcast a few weeks ago and I just loved how much we had in common.

I just loved how much we had in common. I mean, both in healthcare, both just I mean, both in healthcare, both just seeing things that we didn't love. We seeing things that we didn't love. We both had so many similarities in our both had so many similarities in our journey and the reality is this, it's journey and the reality is this, it's not just us. It is

not just people in not just us. It is not just people in healthcare or in medicine. It's people healthcare or in medicine. It's people all over the world, really. So, I know all over the world, really. So, I know that what you do is really help that what you do is really help physicians and healthcare providers, but physicians and healthcare providers, but the reality is that I think many people the reality is that I think many people can benefit from this conversation that can benefit from this conversation that we're about to have today.

we're about to have today. >> Absolutely. Absolutely. >> Absolutely. Absolutely. >> [laughter] >> [laughter] >> [laughter] >> So, um so tell me a little bit more >> So, um so tell me a little bit more about, you know, you. You know, you were about, you know, you. You know, you were living in that you had a successful living in that you had a successful career, you, you know, were in the career, you, you know, were in the pharmaceutical industry and life looked pharmaceutical industry and life looked super successful. I mean, I know I lived super successful.

The Cost of Misalignment

I mean, I know I lived that, too. And tell us what was going on that, too. And tell us what was going on underneath all that success that people underneath all that success that people didn't see.

didn't see. >> Yeah, absolutely. Well, again, thank you >> Yeah, absolutely. Well, again, thank you for having me. I'm I'm so excited to for having me. I'm I'm so excited to dive into this cuz I don't do a lot of dive into this cuz I don't do a lot of podcast interviews, so podcast interviews, so uh definitely happy to share my story.

uh definitely happy to share my story. So, when you were just speaking just So, when you were just speaking just now, it was kind of like visualizing now, it was kind of like visualizing like where I was in that time frame, like where I was in that time frame, right? Where it's like you had the right? Where it's like you had the successful career, everything looked successful career, everything looked successful on the outside, but what was successful on the outside, but what was going on internally. And of course, going on internally. And of course, through the work that I do with my through the work that I do with my clients and then also the work that I've clients and then also the work that I've done on myself, I've had time to really done on myself, I've had time to really reflect cuz it's not really one moment, reflect cuz it's not really one moment, right? It's all of these small moments right? It's all of these small moments that really build up into one, but that really build up into one, but looking back, you could kind of looking back, you could kind of visualize the entire scenario in like visualize the entire scenario in like one major scene. And so, the scene that one major scene. And so, the scene that comes to my head is me in the high-rise comes to my head is me in the high-rise apartment downtown LA that I wanted.

apartment downtown LA that I wanted.

Finding a New Direction

Like you see all of like I don't like if Like you see all of like I don't like if anybody knows like the show Insecure, I anybody knows like the show Insecure, I know a lot of black millennials we watch know a lot of black millennials we watch that show, but that show, but it's you know, the lawyer she has like it's you know, the lawyer she has like her downtown Los Angeles apartment and her downtown Los Angeles apartment and it's just so beautiful and just like it's just so beautiful and just like kind of what you visualize you wanted kind of what you visualize you wanted like in your 20s and that at the pivotal like in your 20s and that at the pivotal point of your career. My goal was always point of your career. My goal was always to hit six figures. I went back to to hit six figures. I went back to business school with like the primary business school with like the primary goal of like wanting to hit six figures.

goal of like wanting to hit six figures. And so, once I got there and I you know, And so, once I got there and I you know, won a award for being one of the top won a award for being one of the top sales professionals in my career and I I sales professionals in my career and I I got the high-rise apartment. I had the got the high-rise apartment. I had the relationship. I had the little Frenchie relationship. I had the little Frenchie dog. Everything that I like that was on dog. Everything that I like that was on my vision board was manifested and I was my vision board was manifested and I was sitting in that moment and I was sitting in that moment and I was probably the most depressed I've ever probably the most depressed I've ever been in my life.

been in my life. And it's really hard to connect with And it's really hard to connect with people or share that with people who people or share that with people who seemingly feel that you seemingly feel that you are successful or that they are successful or that they you know, they would want to have your you know, they would want to have your life or they they view you in a in a life or they they view you in a in a certain light.

certain light. >> Because it makes you feel ungrateful, >> Because it makes you feel ungrateful, right? right? right? >> Yeah, and it makes you feel ungrateful.

>> Yeah, and it makes you feel ungrateful. >> Yes, yes. So, it was really hard to >> Yes, yes. So, it was really hard to share that even with my partner at the share that even with my partner at the time. And so, I just had to internalize time. And so, I just had to internalize it and keep going because I really it and keep going because I really didn't know what to do next. So, I was didn't know what to do next. So, I was just sitting out of the window drinking just sitting out of the window drinking my wine like this has there has got to my wine like this has there has got to be more to life than this.

be more to life than this. >> Well, I'm telling you that is such a >> Well, I'm telling you that is such a common thing. There's another show that common thing. There's another show that I've just recently watched called I've just recently watched called Friends & Neighbors and it's about the Friends & Neighbors and it's about the same thing. So, this is a universal same thing. So, this is a universal story is the bottom line. He was this story is the bottom line. He was this big hedge fund guy, lost his job and big hedge fund guy, lost his job and then he started to rob houses which is then he started to rob houses which is hilarious, you know, his neighbors hilarious, you know, his neighbors homes, and these [laughter] very wealthy homes, and these [laughter] very wealthy people. But, he started to see things people. But, he started to see things differently about how they were just differently about how they were just hiding all of their problems with money hiding all of their problems with money and making them feel better with money.

and making them feel better with money. And I was doing the same thing. And you And I was doing the same thing. And you know, the reality is this is the stuff know, the reality is this is the stuff they don't teach you when you're they don't teach you when you're younger. They teach you how to achieve younger.

Building a Purpose-Driven Business

They teach you how to achieve the success or this pie-in-the-sky the success or this pie-in-the-sky dream, but nobody tells you that that dream, but nobody tells you that that may not even be what you want. Or maybe may not even be what you want. Or maybe it's part of what you want and there's it's part of what you want and there's more to it. I think that's actually the more to it. I think that's actually the real story. I think that what I had in real story. I think that what I had in my past was part of what I wanted. I my past was part of what I wanted. I just didn't know there was more.

just didn't know there was more. Would you agree with that? Would you agree with that? >> Yeah, absolutely. Um, that's definitely >> Yeah, absolutely. Um, that's definitely a part of the story because we do want a part of the story because we do want success. So, it's not We're not saying success. So, it's not We're not saying like, you know, like, you know, you shouldn't want these things or you you shouldn't want these things or you shouldn't have these things or you shouldn't have these things or you should be happy, but I think it's in the should be happy, but I think it's in the way that you're you're receiving it. I way that you're you're receiving it. I think that number one, the goals that think that number one, the goals that you set out that I set out personally you set out that I set out personally were superficial, right? Those are the were superficial, right? Those are the things that society told me I should things that society told me I should have, not that I truly wanted them. But, have, not that I truly wanted them. But, now, you know, understanding the fact now, you know, understanding the fact that yes, we do want success. Yes, we do that yes, we do want success. Yes, we do want money. Yes, we do want accolades.

want money. Yes, we do want accolades. Like, yes, that's okay to want them, but Like, yes, that's okay to want them, but I think that it's more important to I think that it's more important to figure out in the way you want to figure out in the way you want to receive them. What what function do you receive them. What what function do you want to operate it operate in, right?

want to operate it operate in, right? And you know, what is fulfilling to your And you know, what is fulfilling to your soul? Because if you're doing things soul? Because if you're doing things that you're not happy with just in order that you're not happy with just in order to maintain these superficial things, to maintain these superficial things, then ultimately it's it's just it feels then ultimately it's it's just it feels empty and hollow.

empty and hollow. >> And also, I think we have to factor in >> And also, I think we have to factor in the cost. So, I think part of, you know, the cost. So, I think part of, you know, I'm just going to assume here because I I'm just going to assume here because I think our stories are so parallel, but think our stories are so parallel, but there was probably a cost that may have there was probably a cost that may have been bigger than you wanted to spend on been bigger than you wanted to spend on that. You know, whether it's burnout or that. You know, whether it's burnout or whether it's, you know, just not having whether it's, you know, just not having a free moment or that creative a free moment or that creative creativity to just do with your day what creativity to just do with your day what you want or freedom. There's a cost. The you want or freedom. There's a cost. The cost is often what we didn't envision.

cost is often what we didn't envision. >> Yeah. >> Yeah. >> Yeah. Yeah, there is a cost to it. Yeah, there is a cost to it. There is a cost to it because you know, There is a cost to it because you know, I I work with a lot of physicians and I I work with a lot of physicians and other healthcare professionals that other healthcare professionals that really talk about moral injury, right?

really talk about moral injury, right?

Serving Holistic Practitioners

And And And knowing that there's a better way to knowing that there's a better way to serve and and to help people, but having serve and and to help people, but having to continue to do it in a way that does to continue to do it in a way that does not feel good, which what ultimately not feel good, which what ultimately costs your spirit. But what was so crazy costs your spirit. But what was so crazy about my personal story was that there about my personal story was that there was not a lot of the narratives around was not a lot of the narratives around like having an like having an like an unhappy job or like a dead-end like an unhappy job or like a dead-end job that I could really put into fit job that I could really put into fit into the picture. So, I love my job. So, into the picture. So, I love my job. So, that's the thing. Like most people I that's the thing. Like most people I love my job. I love my team.

love my job. I love my team. Um I loved the product that I sold. I Um I loved the product that I sold. I loved the clients that I worked with. I loved the clients that I worked with. I actually had freedom and autonomy with actually had freedom and autonomy with my job. I had I worked from home. I had my job. I had I worked from home. I had a company car, a credit card.

a company car, a credit card. Um I could pretty much manage my uh Um I could pretty much manage my uh territory the way that I wanted to. territory the way that I wanted to.

Um and I had a supportive team. So, it Um and I had a supportive team. So, it was really hard for me to like I didn't was really hard for me to like I didn't have all of these different elements have all of these different elements around like not cuz anytime I didn't around like not cuz anytime I didn't like a job in the past, I would leave like a job in the past, I would leave and find a better one. Leave and find a and find a better one. Leave and find a better one. And then I did find it. So, better one. And then I did find it. So, that was the toughest thing is like that was the toughest thing is like really coming to terms with like I just really coming to terms with like I just at the core of it all, I didn't like at the core of it all, I didn't like what I was doing. I didn't like the what I was doing. I didn't like the function of, you know, going out and function of, you know, going out and educating people on products that I educating people on products that I truly didn't believe in. So, what truly didn't believe in.

Creating a New Market

So, what happened for me is I actually took more happened for me is I actually took more of a lateral move. I left the job that I of a lateral move. I left the job that I loved for more money in the same loved for more money in the

same position. And that's when I started to position. And that's when I started to really feel the disconnect because then really feel the disconnect because then I started to fall out of love with the I started to fall out of love with the product. I didn't feel like it was product. I didn't feel like it was actually helping people. And it's very actually helping people. And it's very hard to sell something for me, hard to sell something for me, specifically, if I don't truly believe specifically, if I don't truly believe in. And it started to affect the my my in. And it started to affect the my my work performance.

work performance. >> And frankly, it should affect the way >> And frankly, it should affect the way you feel about things if you don't you feel about things if you don't believe in it. But that's that's the believe in it. But that's that's the whole integrity thing that, you know, whole integrity thing that, you know, really needs to come back into sales, really needs to come back into sales, you know? I I wouldn't want to talk you know? I I wouldn't want to talk about anything I don't truly believe in.

about anything I don't truly believe in. So, you know, I'm I'm I think it's So, you know, I'm I'm I think it's wonderful that that was the decision wonderful that that was the decision that you made. So, when you finally that you made. So, when you finally decided to kind of start like making a decided to kind of start like making a change or when you decided you were change or when you decided you were going to make a change, going to make a change, what were the steps that you finally what were the steps that you finally went through?

went through? >> Yeah, absolutely. >> Yeah, absolutely. So, I'll start from what was going on So, I'll start from what was going on internally. So, what we're taught is internally. So, what we're taught is like, okay, if something's going on like, okay, if something's going on internally, what do you do? You go to internally, what do you do? You go to therapy. So, I was looking around for a therapy. So, I was looking around for a therapist to figure out what what I therapist to figure out what what I should do and how I can make create this should do and how I can make create this change. I did I wasn't aware of coaching change. I did I wasn't aware of coaching or career coaching or anything like or career coaching or anything like that. So, I went to therapy and was that. So, I went to therapy and was talking about how much I hated my job.

talking about how much I hated my job. I'm sure she hears this from everybody. I'm sure she hears this from everybody. And I remember spending time like in my And I remember spending time like in my car going in between clients and talking car going in between clients and talking like having my therapy sessions. And all like having my therapy sessions. And all it was was like a venting session. Uh it was was like a venting session. Uh there was no real clear solutions or there was no real clear solutions or what I should do next, no plan of action what I should do next, no plan of action or anything like that. So, I was like, or anything like that. So, I was like, okay, I'm going to have to just okay, I'm going to have to just literally switch my careers. Luckily, literally switch my careers. Luckily, sales and marketing is really ambiguous, sales and marketing is really ambiguous, so there's other options out there. So, so there's other options out there. So, I just started to look to see what else I just started to look to see what else there what it is that I wanted to do.

there what it is that I wanted to do. But like I said before, I already kind But like I said before, I already kind of felt like I hit the pivotal like of felt like I hit the pivotal like ceiling in my career and I didn't want ceiling in my career and I didn't want my boss's job. So, I was like, the only my boss's job.

Community Invitation and Wrap-Up

So, I was like, the only thing that I need to do at this point is thing that I need to do at this point is going to be probably to start my own going to be probably to start my own business. So, I started to like kind of business. So, I started to like kind of look at the marketplace and figure out look at the marketplace and figure out why and this was all work that I had to why and this was all work that I had to start doing on my own is kind of figure start doing on my own is kind of figure out like, okay, what is the root of it?

out like, okay, what is the root of it? What about your job? Like, what's the What about your job? Like, what's the function? Like, what do you not like function? Like, what do you not like about it? Number one was the products, about it? Number one was the products, right? And then I also wanted to serve right? And then I also wanted to serve in a different way. I worked with a lot in a different way. I worked with a lot of physicians and and mostly like

other of physicians and and mostly like other healthcare professionals like nurses and healthcare professionals like nurses and things of that nature. And I realized things of that nature. And I realized there was a the the that industry puts a there was a the the that industry puts a lot of resources into educating sales lot of resources into educating sales professionals go out there and really professionals go out there and really you know communicate their message right you know communicate their message right and sell their products. But there was and sell their products. But there was another market that was missing that another market that was missing that piece which was like the holistic piece which was like the holistic medicine market. And so at that time I medicine market. And so at that time I really felt like I was having a really felt like I was having a spiritual awakening and I wanted to help spiritual awakening and I wanted to help other holistic practitioners really other holistic practitioners really develop their sales and marketing skill develop their sales and marketing skill sets because I know that they're not sets because I know that they're not really there's not a lot of really there's not a lot of professionals focused on that market professionals focused on that market because there is not it's not as because there is not it's not as lucrative. So that's where I started is lucrative. So that's where I started is I opened up my own consulting business I opened up my own consulting business and my goal and I got a certification and my goal and I got a certification online media marketing before social online media marketing before social media was a thing and I was like I'm media was a thing and I was like I'm going to just open up a practice and I'm going to just open up a practice and I'm just going to teach holistic just going to teach holistic practitioners sale how to sell and practitioners sale how to sell and market their products so that they can market their products so that they can you know better serve their their you know better serve their their patients.

patients. patients. >> Well, I think that is fabulous because >> Well, I think that is fabulous because there's it's a very much needed thing there's it's a very much needed thing and holistic practitioners well I think and holistic practitioners well I think a lot of medical professions are not a lot of medical professions are not great at marketing so it's something great at marketing so it's something that's extremely extremely useful for that's extremely extremely useful for them. So I just think it's great because them. So I just think it's great because you you created something that didn't you you created something that didn't even exist based on what you wanted to even exist based on what you wanted to do and I think most of us have to do do and I think most of us have to do that as entrepreneurs. We find something that as entrepreneurs. We find something that's displeasing us in some way and we that's displeasing us in some way and we realize it doesn't exist so now we have realize it doesn't exist so now we have to create it. So I love that. I mean and to create it. So I love that. I mean and it's just fun for me to uncover it's just fun for me to uncover entrepreneurs journeys and and see how entrepreneurs journeys and and see how they started and you know where they they started and you know where they wound up and it's so fun. All right, so wound up and it's so fun. All right, so before we go further just for those of before we go further just for those of you out there who are watching you're you out there who are watching you're going to want to be in on this deeper going to want to be in on this deeper portion of the conversation. There is a portion of the conversation. There is a reason that the rest of this reason that the rest of this conversation happens in the private conversation happens in the private community because people don't share community because people don't share everything on social media and nor everything on social media and nor should they. So we're going to really should they. So we're going to really get into more of what she went through get into more of what she went through what you know some of the learning what you know some of the learning points that she's learned and all of points that she's learned and all of that. So if you haven't joined yet, I that. So if you haven't joined yet, I don't know what you're waiting for. It's don't know what you're waiting for. It's free to join and you know, you can see free to join and you know, you can see what's in there, but I talk a lot about what's in there, but I talk a lot about vitality, wealth, and impact because vitality, wealth, and impact because this community is for people who want this community is for people who want more out of life in every single way.

more out of life in every single way. So, we will see you in the private room So, we will see you in the private room and you just hang on, Bianca. I'll we'll and you just hang on, Bianca. I'll we'll be right back.

be right back.