

# PARTIES AND PRESENTS AND FAMILY GATHERINGS, OH MY (MONEY)!

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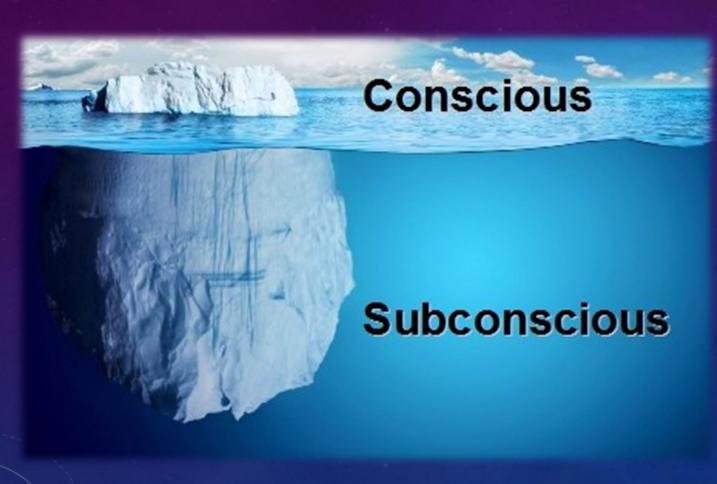
UNM WOMEN IN TECH ANNUAL EVENT DECEMBER 7<sup>TH</sup>, 2023

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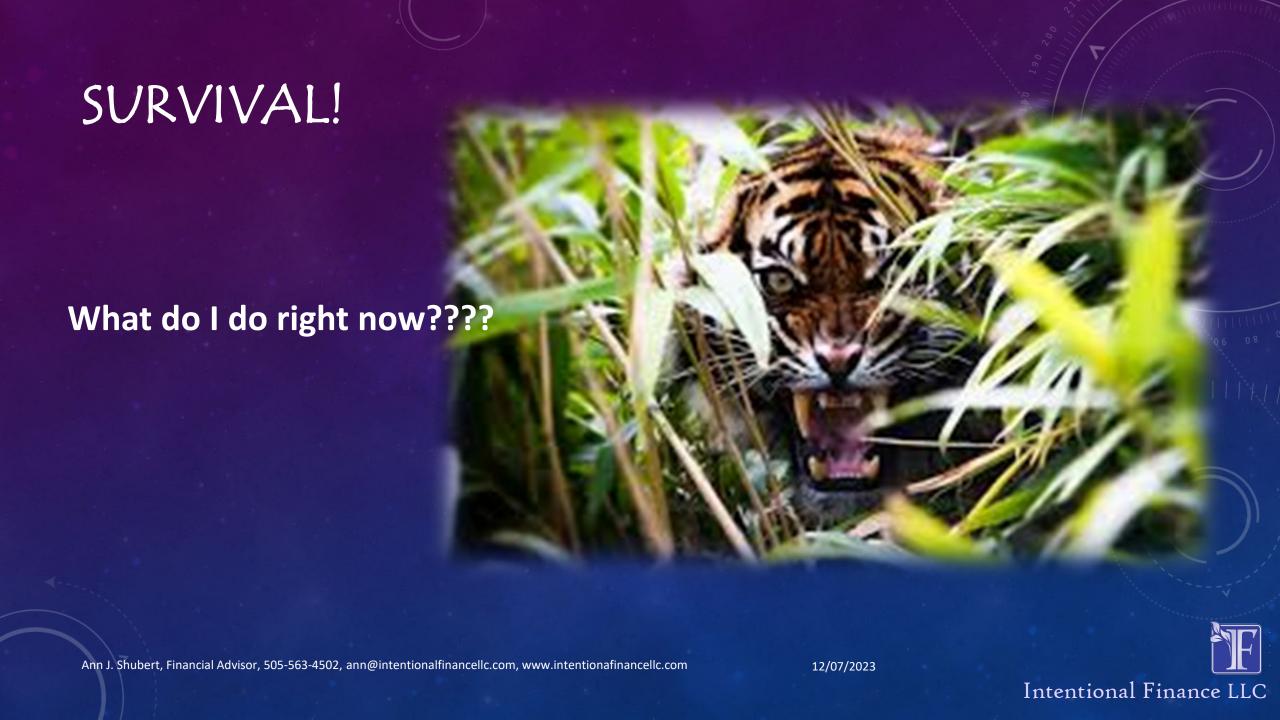


#### 2 PARTS OF YOUR BRAIN



- Rational thinking
- Will power
- 40 bits of data / second

- Mental model of the world
- Beliefs
- Emotions
- Habits
- 11 million bits of data / second
- ONE very important mission.....



# OUR BRAINS ARE WIRED TO MAKE DECISIONS FAST

- Cognitive Biases (Processing)
  - Subconscious shortcuts to fast decisions NOW
  - Not necessarily the best decisions for the LONG RUN
- Mental Model of the World and of YOU (Data)
  - Basis for interpreting events to assign them meaning
  - Knowing what your normal response is



# YOUR MENTAL MODEL IS UNIQUE TO YOU



Your experiences of the world

# Mental Model

= your beliefs about how the world works

+ who you are in it

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The actions you take



#### OUR PERSONAL MONEY STORIES

What we learned



about money



# SOCIETAL MONEY STORIES





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12/07/2023



#### OUR HOLIDAY STORIES

- Building the Mental Model
  - The intensity of the "special" time can embed stories and heighten experiences from the past
  - These can get entwined with our money stories
- Acting on our beliefs now
  - Situations and behaviors change with this "special" time
  - We can get very busy, which supports making more automatic decisions
  - Attending family gatherings may add to emotions that drive money stories
  - Alternatively emotions of loss may also trigger behavior around money
  - Retailers are trying to get you to spend (!)



#### MENTAL MODELS ARE HARD TO CHANGE

- Given that you are still alive, what you have done in the past must be good
  - Survival is the only measure the unconscious uses
- Our subconscious mind will always interpret the world and pick actions that match what we believe and who we think we are
  - Your brain is wired to maintain the Status Quo
- Change requires persistent, consistent, action
  - Your brain pays attention to what you DO, what you FEEL, what you THINK, and what you THINK ABOUT DOING, in that order



#### PRACTICE AQIDO TO CHANGE BEHAVIORS



- Awareness —> interrupt the subconscious process and engage the conscious mind
- Questions —> look for new perspectives and possibilities
- Information get the facts or name the feelings
- Desired Outcome know what you want and ideally have a plan to get there

#### CHANGE A HOLIDAY MONEY BEHAVIOR

- Pick the biggest money issue you have over the holidays to tackle
  - Don't try to change everything at once; your conscious mind is a limited resource and it needs to focus; this is hard!
- Set aside a time to work on it when you won't be distracted
  - Surfacing underlying beliefs can be hard and will take attention and focus
- Do this before the holidays get into full swing so you have a plan going in
  - Once things get busy and your time and attention are limited, the automatic responses based on your current Mental Model will kick in



Awareness
Questions
Information
Desired Outcome

#### • AWARENESS:

- Ask Why repeatedly (the toddler approach)
- Imagine doing the opposite, or something different, and see how that makes you feel
- Recognize strong emotions and a sense of no alternative
- Keep digging into the story until you get to your simple core beliefs



Awareness
Questions
Information
Desired Outcome

#### • QUESTIONS:

- Take the behavior you are trying to change think about other options you might have
  - How would that alternative make you feel?
  - Try to identify positive actions you could take instead, not things to NOT do
- If your brain is telling you a story about how things are, try rewriting it (just on paper)
  - Remember: They are all stories, and none of them are true
  - If you have reached a core belief, ask yourself: Is it really true?



Awareness
Questions
Information
Desired Outcome

## • INFORMATION:

- Can you talk about your money stories with a friend or confidant
  - Sometimes talking works better to surface things than writing
  - Maybe they have suggestions or there are things they do that could work for you
- Can you discuss money related things with family ahead of the holidays
  - Maybe others share your same desire to change
- If your beliefs are about factual things, you can do research to find additional useful information you don't have



Awareness
Questions
Information
Desired Outcome

#### • DESIRED OUTCOME:

- Define what you want instead and HOW THAT WILL MAKE YOU FEEL
  - This is not a goal or objective it is an emotional state and the why behind the change you want to make
  - It may actually be larger than one holiday money issue; I want to be someone who....
- MAKE IT JUICY
  - Your brain doesn't care about benefits
  - Your brain does pay attention to wanting, and the more you want, the more it pays attention
  - Even if you think it's impossible imagine how great that desired outcome

#### AND THEN YOU NEED A PLAN

- Pick the behavior you want to change
- Schedule a time to dig into it, sooner rather than later
- Decide the actions you are going to take to change your behavior this holiday season
  - Set a SMART goal (Specific, Measurable, Achievable, Relevant, Time Constrained)
- Pick a reward you will get when you meet the goal
  - This will help get your subconscious to pay attention day-to-day
- Remember that this is an experiment; whatever happens is feedback
- Never, never, never give up!



#### REFERENCES

- The book on how the two parts of the brain work together, (or don't): "Thinking Fast and Slow," Daniel Kahneman, 2011
- A local resource on "mastering the art and science of change" using neuroscience to understand brain and behavior: Joycelyn Campbell, FarthertoGo.com

# QUESTIONS?

