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EPISODE 34

#### **EPISODE** Thaddeus Gala

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John Bowen

Co-founder, AES Nation

John J. Bowen JE.

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John Bowen: I am really excited for you. We're going to have an unbelievable, valuable, AESNation.com podcast. You've joined us at the right time. Why? This is a two-four. We're going to talk about some unbelievable, unremarkable things that are being accomplished by this entrepreneur who's in my mastermind group, one of them that I'm in for. So one of them I'm in with Joe Polish whom we've partnered with on AES, Joe Polish of the Genius Network Mastermind. And really hit it off with this individual. I just was blown away with what he was accomplishing as an entrepreneur. But then I started listening to his advice and deciding to take it has made a huge difference in my life. He's a health professional. Why is that important to us as entrepreneurs? We're charging so hard, inspiring people to go after our visions. We want to make a dent in the universe. But we need the energy. We have to be fully engaged so that we can do that. And we want to have sustainability. So stay tuned and join me because you're going to be blown away.

Dr. Thaddeus Gala, thank you for joining us today and thank you for making such a big difference in my life. The last place I thought about getting health advice was an entrepreneurial mastermind made up of all these CEO's. We've got over 200 in Joe Polish's group. I want to hear how you got to where you are that you're hanging out with this group here.

**Dr. Thaddeus Gala:** The way I got to hanging out with this group was really quite simple. I've always been in the mind-set of wanting to challenge myself. I'm a student of life. So I'm always looking for opportunities to learn new things. And this seemed like a natural extension in terms of becoming part of this group and furthering my education and our message that we're working to get out.

John: That's what I love is that you're so passionate about making a difference in the world. And I was listening to you talk about the chronic disease and how you're doing it to help people reduce or eliminate their medical treatments so they can have a full life and they can live with bigger. I don't really have any chronic diseases but as listening into it I go "Geez, I could use a little more energy and reached out to you." I think since seven weeks now, I've lost about 26 pounds and the energy has really kicked up and feeling great. So I just wanted to share you with my fellow entrepreneurs and also really you're building a great business. You're making a difference in an awful lot of people's life and I want to share those entrepreneurial experiences as well. Tell me with the background. I don't think you woke up one day and said, "Hey I'm going to change the world and health and so on." How did this all come about?

**Dr. Thaddeus:** Well, the way this all came about John was when I was young, my mother had fibromyalgia, so bad that the nutritional medicine failed her and the doctor said, "You're going to be spending the rest of your life in a wheelchair." And I remember I've found the

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picture the other day of my dad and I in the kitchen when I was a little kid with a crowbar and I'm literally tearing out the kitchen with my dad to remodel it to get ready for a wheelchair.

Fast forward, here we are 25 years later and the change that she made through natural healthcare ultimately got her life back. And that's what prompted me to go into the natural healthcare from such a young age as that transformation and me getting my mom back.

**John:** I want to say... I haven't met your mom in person but I've met here over the phone many times and she's one of your coaches and then seeing videos of her jogging along, looking great in her mid-60's and just doing phenomenal. The reason why I want to bring this up, I coached top financial advisors and I've had the opportunity to do a program with another group.

We were in New York at that time and it was a hundred of the most successful financial advisors really in the world... one of the largest organizations, if not the largest at that time. They were concerned with the downturn of 2008-2009, how it's affected their top hundred people. And they had us come in to help really on client experience and dealing with all the issues, the volatility in the market but at the same time, they brought in a group to take a look at them from a health perspective and give them some coaching. I got to tell you, it's one of the best programs I've ever been involved in. The thing that was scary though is that they did all the blood work and everything else and in aggregate, they reported it to the group. And there were a lot of health issues that people weren't aware of.

The reason why I'm bringing this up... these are all entrepreneurs. They are all hard-driven individual guys and gals taking great care of their clients during a very stressful time but they were letting their health go. They weren't paying attention to it and I'm concerned. When I saw that, that was kind of the wakeup call that this is something all of us have to do as entrepreneurs.

**Dr. Thaddeus:** Absolutely, John. I think you're absolutely right. The biggest thing that I see, the one message that I would get across to people is that we all look at our Key Performance Indicators of your business balance sheets, end of the day reports, payroll enough to make your head spin. But we miss the biggest thing and that one thing would be taking care of your best asset and that really is your health.

We know now that if you take care of yourself, your best asset first, everything will be that much easier to fall into place and I say that not only from the clients we work with but also myself as an entrepreneur, knowing how that affects myself and our business.

**John:** Yeah and there's no shortage of studies. We know the researches out there. One of my favorite books, I'm forgetting the name of the author. It's called *The Fat Smoker's Strategy* 

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and he's a very famous consultant. For some reason, that title didn't resonate me. It sold millions of book but that one wasn't a hot seller. But I thought with the title he wrote it, I got to read it. And I read it. And it was his life's journey that he'd become one of the most successful consultants in the world, delivering great value to all these businesses and everything else and while he's doing it, he got fat. And he was a smoker and didn't worry about things. Then he did.

But it took that heart attack to do it. And fortunately, he survived and he was able to lose some weight, gave up smoking and had great health and so on. But what so many of us do, and Thad I'd love your thoughts, is we wait until there's a crisis.

**Dr. Thaddeus:** You're absolutely right. We do wait until there's a crisis and as a result of that, we're often left behind the 8-ball. And then in business it's really easy to see our key performance indicators and look ahead and project and to do strategic planning and so forth. But one of the big things is that in health, the cause and effect is often quite delayed. It's not like a marketing piece where you run an ad and you know within the next couple days or the month what the response was.

The choices that we're making today really manifest months, years, and sometimes even decades later. And as humans, we're much more into linear thinking from a biological standpoint in that the cause and effect, if there's more than a couple days or a week in between, then we miss the boat. And we know that's the case for low energy, chronic fatigue, fibromyalgia, diabetes, heart disease... all those chronic issues that we deal with as a nation, the cause and effect is so disproportionate to what we're experiencing in a day to day reaction, meaning you put your foot on the gas and the car goes.

So that cause and effect is much of a long term approach. And we know that the people that make those changes earlier on and get a consistent game plan, are going to have the best approach or best outcome long term with their health and hopefully, not spending their health to try to build up their wealth only then in return, yours to spend the wealth trying to reclaim their health.

So really, if people can understand that concept and we can talk about it more about what are those key things that you can change to increase your odds of being health long term that are simple changes, that's going to get people to the finish line and much happier. I said finish line, not like it's a terminal issue, but to a finish line of a long quality life and happiness as a goal.

**John:** That resonated when you shared that with me that it's so easy as entrepreneurs. It's typical we're in out 50's before we're really having a huge success and the wealth is built up.

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And if we ignored our health that whole time... the positive thing about being an entrepreneur, we have the wealth to try to regain our health.

Dr. Thaddeus: Hopefully, if you do it right.

John: The negative is if we took care of it ahead of time, we would have that much more energy all along the way, a much better life and so on. And so it really hit me. We have a mutual friend, Dan Sullivan. And Dan is a partner in AES, Accelerating Entrepreneurial Success. Dan and I got together and Joe Polish when we were just starting on this and we said, "Hey, let's bring a virtual mastermind to all successful entrepreneurs." It's funny for the start-up entrepreneurs but for people who are more established and so on, let's share the insights and our mutual friends and our mentors for us and individuals like yourself but when Dan came to me, he goes, "John, I want a commitment from you." I said, "Dan, what's the commitment?" This is tough, he negotiates and goes, "You know I'm 70. I'm planning to stay fully active for the next 25 years. I want to make sure you take care of your health and you commit to 25 years in sharing this." And I've never thought of it that way.

All of a sudden, when you start thinking of that future that you've got to stay active for I'm 58. For the next 25 years, you better take care of yourself and this is something you're framing I want to bring to everyone.

**Dr. Thaddeus:** Absolutely. I think that framing is crucial because again we know, for instance, heart disease starts at the age as young as 14. But you don't feel the plaque and building. And we've all heard an ounce of prevention is worth a pound of cure. But if you understand the key concept, and we know now, I read it myself and many of the researchers agree that the way that healthcare is trending, that if you follow mainstream, you're going to get mainstream results. And the people that are leading the charge on that bell curve of progression, I think of it like... the early providers and the earl adopters that recognize cigarettes weren't healthy for us.

And right now there's that trend in the healthcare industry that recognizes that subclinical inflammation. So again, the key point would be subclinical inflammation and if you can understand that process, that will be crucial in keeping up to speed with where healthcare is going. People have to understand subclinical inflammation which we can talk about more or we really give ourselves the best chance of long term quality and quantity of life often in areas... and I know that you've experienced that John just from the little bit that we've been doing and my hat was off to you. You're doing pretty good. But notice the improvements in areas they didn't even noticed that they have problems in.

I had a couple just the other day. They were going to their coaching program. And they said, Dr. Gala, in our 22 years of marriage, this is the single best thing that we have ever done.

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And what they're referring to is of course working with our team and making those health changes because their areas they're noticing improvement in that they didn't even know they had problem in. Because it's like that frog in the pot analogy that it comes on slowly. All of a sudden you wake up one day and you're wondering where this heart attack come from. Where did this diabetes come from? Alzheimer's etc., all of those chronic inflammatory issues.

**John:** Let's talk about this because we're entrepreneurs, we all want results. I know you're my first recommendation. Was there a magic pill I could take? I wouldn't use a trainer. I wouldn't use the guys, just be done. And we found out there's no magic pill, that it actually takes a little bit of work but not that much.

**Dr. Thaddeus:** I like one of the phrases that are on Brandon Burchard's disclaimers. It says, "We don't believe in a get rich schemes, we believe in hard work." But of course being smart and one of your biggest levers. So of the three things that I recommend to people to really make the biggest impact would be getting rid of inflammatory foods.

One of those three things, those three inflammatory foods would be grain products, dairy products, and sugar. There's many more but those three... if someone is able to focus on those three keys and reduce or completely eliminate those foods, replace them with vegetables and lean healthy meats, that right there in about a week, people will start to notice some substantial improvements whether in weight loss or energy or many other biomarkers for health.

John: I'm really enjoying a lot fresher food, not the processed stuff, the cooking time with my family, we're cooking together. It's a pretty big change. But once you got it in place, it's like wow! You can make it work. And certainly, and I entertain an awful lot. I travel a fair amount too. And you can work with restaurants and they'll work with you. And most of the time it comes out right.

**Dr. Thaddeus:** And again, I commend you on making those changes. From my perspective, it's been a big difference even in the last five and ten years from restaurants and people being able to accommodate. And we've all been told that vegetables are good for us. But still, there are millions of Americans out there that are suffering from chronic disease and there's millions more that are going to be in the coming years.

We know that right now, about 25% of every healthcare dollar goes to fight diabetes, which is 90-95% of diabetes is a lifestyle-induced disease. We know that two-thirds of America is either overweight or obese. And that's a lifestyle-induced issue or state. So of those two biggest issues that we're dealing with here, the obesity epidemic and the diabetes epidemic and then that relates to heart disease, cancer, and all those subcategory co-morbidities, those are all lifestyle-driven. So we know what we need to do. But I find with a lot of our clients,

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when they come to me, they ask, "Is this going to work for me?" And my response is, "It will work for you but you have to do the work."

And most people aren't completely honest with themselves when they're making changes or when they're looking in the mirror. For instance, when people say, "Oh yeah, but Dr. Gala, I eat pretty healthy." And when I really go through the chemical breakdown of let's say a bowl of cereal like Cheerios. We've all been told that Cheerios are healthy for us. So if you take a bowl of Cheerios for instance, if you will look at the inflammatory makeup in Cheerios and how many for instance salads you'd have to eat to balance that out, you'd have to eat about 20 salads to balance out the inflammation in one bowl of cereal. So when people come to me and say, "Yeah but Dr. Gala you know I eat pretty healthy." My first response is "Well, if you were doing that legitimately, you wouldn't be sick and you wouldn't be on medications and you would be healthy and you wouldn't be talking to me."

And number two, that example I used with the Cheerios illustrates how easy it is to get into this mind trap of thinking you're doing something right when in fact when you look at the actual numbers, that just isn't the case. So I find a big disconnect between people saying, "I eat pretty healthy" and what that really is. So a key that people could do is legitimately write down what they eat during the day and even starting with that and comparing it with how many vegetables they should be getting, lean meats, they'd be surprised at how many hidden sugars they're eating, how many grains and how many dairy products they're consuming that are leading to this disease inflammatory process.

**John:** I want to understand where the big breakthrough happened. Because it's so often as health professionals, we have our little office inside a big organization or we're a sole practitioner and we're trying to make a difference and between the regulatory things and just the demands of staying current, you can't think big. I know you're thinking big. What was the big breakthrough?

**Dr. Thaddeus:** I think my biggest breakthrough happened when I was in fourth grade and I started my first partnership with a classmate and we're selling corn nuts that we bought at the local store beforehand and we were selling during snack time at about a 50% mark-up. We buy them for a dime and sell them for fifteen cents. That was my first breakthrough.

But I didn't realize it really that I was an entrepreneur until later in life and I got into practice and I realized that there's so many things that I wanted to do and working as an associate or independent contractor in the clinic that I really didn't have that ability to really express myself. Again, I consider myself as a student of life. So I'm always looking for new and bigger and better things and when I joined in such with a group with you John and met these other people, it was almost a perspective of coming home. I realized that all these ideas I had that I wasn't crazy and I wasn't alone with thinking big.

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Like Peter Diamandis talks about, what's your major transformative process? What is your big life world-changing goal that helps you get up in the morning? So I think for me it was recognizing that it was important to have that really big goal, something that was bigger than me; and something that we could aspire to and then use that approach with Dan Sullivan, not getting stuck in the gap of "Okay, so maybe we don't achieve that." But we're working towards that. And look at all the other benefits that come out as a result of achieving and working towards that top goal.

So when I had that framework kind of hit me and I had that light bulb go off, I realized this is it. This is the process. Having fun in aspiring for that major goal and looking at the stair step accomplishments along the way really is where the fun and where the magic happens.

**John:** I couldn't agree more. Peter Diamandis, you can go to <u>AESNation.com</u> and he talked all about the *Abundance*. He's got a great book *Abundance* and he's got a new book coming out *Bold* that will be coming out shortly. And Peter makes us think big. Everything he thinks is how can I touch a billion of the seven billion people.

And then Dan Sullivan, I think this is really an important one and again you can go to <u>AESNation.com</u> and Dan did a podcast and we talked about this and it's one of the things I like. We all as entrepreneurs and this is such an important one. We start here and we have goals here. And we end up here and what we're frustrated is, is we didn't hit what our goal was. And boy when we look back and look at the impact that we've had along the way, it's huge and the opportunity we have going forward. So we want you to go out and make a difference. You want to strive really hard. You got to have a vision so that you can inspire people. But don't get so frustrated that you drive yourself crazy that you're not hitting exactly. Take a look back. Make that progress. And them commit to moving forward. You always want the future to be better than the past.

**Dr. Thaddeus:** Absolutely. I agree with that 100% John. And I would say that not only from the entrepreneur's perspective but also from a health perspective. I want to be ultimate healthy super perfect, but don't beat yourself up over "Boy, I didn't quite eat as well as I would like to in that restaurant." "Boy, I had too many pieces of pizza." Or whatever it is. Whatever your health goals are, the biggest thing that I would say would be feel good about your successes and not focus on your failures or your shortcomings. The more you can focus on your successes and create that momentum and that confidence boost and enthusiasm, whether it's health, personal life, entrepreneurial life, business, whatever it is, I really believe that that's going to be one of the biggest focuses.

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And that's what I do. And I believe that most successful people when you talk with them, that's the same key that they're doing to keep the momentum and keep their confidence and their team on track and moving forward.

**John:** This is the classic. We're on a journey together and there isn't a destination. There's not a number. It's a financial guy you need and a health score exactly that day. But there's a vision. One of my biggest goals is I'm going to be in the best health that I've ever been at 60, which is really about 13, 14 months from now. I don't think I'll be quite as good as when I was a navy pilot and in great shape, running nine miles everyday and doing all kinds of things. But I want to be close. And in today's world, I think you can be close to that and the same with the entrepreneurial side.

**Dr. Thaddeus:** Well, absolutely. And to touch on that, with being younger next year, I think about the story of my mom. She's 67 years old now and there's a time when she was on full disability and now she's running 5k races and winning them in her age group. My first aunt passed away recently. And she was in her low 60's and my other aunts and uncles are facing surgeries and other chronic health issues that are very serious without going into that. And I see my mom as here she is 67, and she's having to find younger and younger friends. And she's on zero medications and of course she's our lead health coach.

And to me, that's the example of when you take care of yourself and you get down inflammation, eliminating or reducing grains, dairy, processed sugars, other foods like that, you really can set that stage baby step by baby step towards achieving a much healthier, richer future both health-wise and use that same principle in your business.

John: What are you passionate about going forward? Where are you taking all this?

**Dr. Thaddeus:** The thing that I am most passionate about John is changing the conversation in the healthcare world. And being that beacon or that lighthouse if you will, for the millions of Americans out there that are looking and wanting answers, but they're getting it from the pharmaceutical ads and from their doctors that are trained by pharmaceutical companies and they're like a dog chasing its tail. So I'm passionate about changing the conversation in the healthcare world.

So people realize that they do have options and they don't have to be on medications. They don't have to have this slow decline of quality of life. They can live vibrant, full, healthy, long quality lives until the last year or two to its fullest potential. That's what I'm passionate about because I got my mother back and I want to help as many other people get their mothers back as an example.

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**John:** That is great. And I think that's such a great mention and there is a very small element of the medical profession. I went and had a recent wellness check with my physician. I told him what I was doing with you and the progress I was making and he put his arm around me and he said, "John, I'm really proud of you."

We have a segment here, the Application of the Day. What are you using that you want to share with your fellow entrepreneurs?

**Dr. Thaddeus:** The applications that I've found useful, I believe most people are using them already... so I believe most people are familiar with it but the app that I like for my phone I'm on the go is Dropbox and Vimeo linked. They have some great features in there. I know for instance on my Android that I'm able to do a quick segment of finding for instance, in a grocery store or I'm at an event, I can pull out my phone. I can do an interview or a quick few Q&A or a quick content section and I can upload it directly for my phone to my Dropbox, automatically goes to a VA, who either can edit it, publish it, etc. Or it can go in there for later editing or clean up.

So the things I really like for on the go is linking my phone to my Dropbox and Vimeo accounts so you can just push out content because I know one of the biggest hurdles that people face as entrepreneurs and reaching your audience and working with your clients and your customers is regular, valuable content. And a lot of people get hung up into how and when do I take the time to package it to deliver it. And I found that this has helped streamline the process quite a bit in terms of going directly from production to dissemination very seamlessly. So I love the Dropbox and Vimeo apps just linked right to my Android.

**John:** The best advice Thad that you gave is regular communication both to your future clients and to your current clients using video. This is just so powerful. The world has changed dramatically.

And this is the Book of the Day. What are you recommending for some good reading?

**Dr. Thaddeus:** The book of the day that I would recommend *Younger Next Year.* 

John: Younger Next Year: Live Strong, Fit, and Sexy - Until You're 80 and Beyond.

**Dr. Thaddeus:** That's right. And I love it from the perspective of, it helps create that mind-set that your life quality doesn't have to go down with a... you can maintain a very high quality of life until the final year or two, if you do the right things; again, keeping your inflammation down like we talked about earlier. There's some other test specifically but we can get into that if your listeners would like to know that, there's about three tests that we can talk about as well.

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But the *Younger Next Year*, that would be a great book to start with. I would say starting with that.

**John:** That's one of my favorite books. One fellow in Dan Sullivan's Strategic Coach, one of my ski buddies, gave me that. And I liked it so much. He mailed it to my wife. I was a little worried about what my wife would say. And she loved it and bought it for the whole family. So this is a book we can really recommend. I mean I'm not talking just our family, the whole family. Anybody, remotely related to us. But this is a great one.

With all the hard learned lessons that you've had that as an entrepreneur, what would be the one insight you want to share with your fellow successful entrepreneurs?

**Dr. Thaddeus:** The one insight that I would like to share with fellow entrepreneurs is that don't compare your doldrums to someone else's highlight reel. And what I mean by that is you look on social media, Facebook or at conventions and you see people in all their glory. Don't get hung up and think that that just happened or manifested. Any successful person has gone through many hardships and many stressful situations trying to figure it out. So I would say don't compare someone else's highlight reel to your doldrums because we've all been there. We're all going through it. It just like that example. It's like failure's only a failure if you don't get up and keep going.

**John:** Thad, what are some of the resources? The resources that you have available. I'm thinking kind of the test and the website.

**Dr. Thaddeus:** Sure. The resources that I have available John, I would say first off, would be three lab tests that are crucial. I have all my patients go through and have done and that would be a Vitamin D test, HSCRP test, and then this newer one that I absolutely love which is called the vital omega 3 and 6 test. And what that measures are your amount of omega 3's in your blood, where you're at, and it really gives you that clear picture of where you're going. So again, HSCRP, Vitamin D, and your vital omega test.

And if you want to go directly, you might be able to go to <u>vitaltest.com</u>. Vital Test Inc. will take you directly to that. You can buy that that test. It's a home test kit. But when you're working with your physician to get those tests done and I recommend having them done twice a year. And the ranges that I recommend for HSCRP, you want to be under 1 or ideally less than 0.5, and yet to clarify between HSCRP and CRP. The test you want to have done is called HSCRP.

For Vitamin D, you want to get that tested about twice a year typically at the end of summer and at the end of winter. So that fall transition like September/October and again in about April/May so you can get your maximum and your minimum. So get your Vitamin D tested

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twice a year every year to really make sure you're supplemented enough. And you want to make sure you stop taking any Vitamin D before you get your Vitamin D tested so you get a true baseline. And for Vitamin D, the ranges that you want to be, ideally you want to be between about 60-100. People that live on the equator, people that are still living at a native lifestyle are typically around 100. So Vitamin D, you want to be about 60-100.

For the omega-6, omega-3 test, that's a little bit more complicated. When you get your results back, it's a whole gamut of information you can get in there to walk you through where you want to be in terms of how much omega-3 supplements you want to be taking. Great recommendation for that.

**John:** That's all excellent. And the other thing I want to do is I'm going to pull up your website that is at <u>drthadgala.com</u>. And what are the resources that you have there? I see one jumping out at me right away on the eBook.

**Dr. Thaddeus:** Sure. The eBook really is *5 Simple Steps* to help slow down, stop, and even reverse chronic disease so you can reduce or completely eliminate all medications. it goes to the exact teachings that we do in our live classes and our coaching programs so people can systematically reduce their inflammation in a very clear fashion. So again, they can work towards reducing chronic long term inflammation so they can work towards improving energy, decreasing chronic pain, allergies, autoimmune issues, reducing the risk for cancer, heart disease, etc. all of those things.

So I would say start with that free resource and download that. Review it. Start doing some of the recipes and the meals that are in there. I know we talk a lot about nutrition. There's a lot of other things that cause inflammation. But starting with that would be great. We have my book on there too *The Secret to Defy Disease and Decay*. You can check that out.

We also have *The Cookbook to Defy Disease and Decay.* We're in the final editing stages of that so that should be done as soon as well. All of these are resources to help you reduce chronic low-grade information.

**John:** What we're all about is results. We want to accelerate that success and really make a difference. So I'm looking at my notes here. I was reminded throughout, and I'm going to go back to that program with a hundred financial advisors. I did it with a company called HPI. Jim Loehr, who wrote a book called *Corporate Athlete, Powerful Engagement*, a whole bunch of others. He's an extremely talented guy. And one of the things that resonate Thad that you were telling me that just brought that back is particularly in our younger age, we might have been athletic. We might have been athletes and just had great health, took it for granted.

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But the professional athletes, what they do is they spend 90% of their time training for just 10% activities. That might even be high. And then we go as corporate athletes, what do we do? As entrepreneurs, what do we do? We, well for the most part, we do 95% working and maybe an average 5% on the exercise, the health stuff that we've been talking about today.

So the number one thing is to recognize if you are not doing this now, get some help. I have a trainer. Thad and his team are helping me, coaching me as well on this. And I tell you it makes so much difference having a coach. From a coaching organization, I know I'm biased but I've just found that guidance along the way is just invaluable.

Second is to recognize that you can turn back the clock. You don't have to accept the health that you are in now. You have the ability to make a decision and do it. And it's just so important if you're going to have the energy. We always talk about as entrepreneurs, time management, but it's really energy management we have to deal with.

And the third is KPIs - Key Performance Indicators. As entrepreneurs, Thad brought this up right away, you're all used to metrics and measuring things and so on. Let's add a few for our health. It's just so important.

Thad, I want to thank you again for sharing all these insights.

Dr. Thaddeus: Welcome. Thank you for having me.

John: It's been a pleasure and it's so important, what we're talking about. Your clients are counting on you, your future clients, your employees, your stakeholders, and your family. Let's take care of yourselves in our own and lying self-interest and for all the stakeholders. Let's go make a difference. Wish you the best of success!



**EPISODE** Thaddeus Gala

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