

## EPISODE 2: BUILD TRUST

- Speaker 1: [00:00](#) You're listening to the bipolar now podcast, episode two.
- Speaker 2: [00:06](#) Welcome to bipolar now the weekly podcast for doing life on your terms, not the illness, and now here's the host of your show, Mike Lardi.
- Speaker 1: [00:19](#) Well, hey there and welcome back to another episode. I'm Mike and I'm so pleased to be here with you. Really quick. At the beginning of our last episode, I shared the wild ride, the scary ride that bipolar has taken me on and I don't want to reshare all of that here, but in today's episode, Daniel and I are going to talk about trust more specifically, how you can regain trust and then let it grow and how incredibly healthy it is to be trusted. If you heard episode one, you remember that I told you a little about the different roles that I play and other jobs that I do well. Each of those roles. Being a business owner, being a construction partner and being a pastor in my local community, each of these things requires that I have a high level of trust and I want to say that as an encouragement because it seems like this took forever to rebuild but it actually didn't, which is one of the great things that I learned from today's episode.
- Speaker 1: [01:22](#) Daniel and I use our history as friends to build some incredible lessons that you can use as you build your personal brand up to what you want it to be. One of the things I'm dead serious about in this show is being able to build a new brand for yourself and new brand for bipolar disorder. A brand where Mr unpredictable and Mr risky just doesn't fit anymore or that you know, Mrs unpredictable or Mrs. Moody, you know, she just doesn't fit with what you want and that's what this show is driving at. We are rewriting the story by changing the brand. And today one of the brand values that we're going to talk about is trust. I'm joined again by Daniel. He's my best bud. He's my coworker, he's my super brother from another mother. He's my lifer. And without him, I wouldn't know what it means to be trusted, especially as I was building my life back from scratch after my whole manic psychotic meltdown. So listen to what he has to say about trusting someone with a mental illness to both work with them and rely on them for things that he just can't do himself. It is incredible. So here we go.
- Speaker 1: [02:50](#) So Daniel, last episode our listeners got to hear about kind of where we got started. You learning to become a pastor and and learning to become
- Speaker 3: [03:00](#) an artist. Today I want to talk about how we reconnected because I know where I was at. I'd been recovering from that massive meltdown in and then for about two years after that I was just kind of stuck and I didn't know what to do and I was unsuccessful in finding another graphic design job. And then you

## EPISODE 2: BUILD TRUST

come along and you had this new opportunity pop up and you reached out to me. Can you tell us about what happened and what it was that you were looking for? You know what's interesting about that question, Mike, is that, um, that time when we reconnected and we ended up working together again was kind of the spark of something amazing that was going to happen for both of us. But at the time, I, I had no idea about that. I mentioned in the last episode that you were kind of a little bit of an unknown to you rock star, like the church thought of you as a rock star.

Speaker 3: [03:51](#) You didn't even realize that. And I don't know if I've ever used this word in any of our private conversations before, but I actually, during that time of working together with you at that first church, I actually idolized you. I mean, I really saw a man that I idolized that was so hyper talented and could do anything. He set his mind out to, to do that. Literally, I idolized the, the drive and the excellence in that, the talent that you had. And so when we reconnected now we did talk a couple of times after your episode and, and I remember I was kind of displeased with the way you had gotten cut off of the church and, and I called you a few times and tried to stay connected, but I was, I was still just learning the whole relational side at that point. You know, I didn't really know how to care for people or know people yet.

Speaker 3: [04:40](#) Um, but what I was thinking when I reconnected with you was I want to put together a team that's gonna win. And one person came to mind. I said, I want Mike Lardy on my team. That's how I operate. You know, I'm a sports guy, you know, and I'm like, okay, I need a third baseman. Mike Lardy is the best their basement. I know. Now for you it was graphic arts and design. And, and actually when I was approaching you, I dunno if you remember this or not, but I literally wanted a rock star. I was looking for a musician at the time. I don't know if you remember me. I coaching you about that. Yes. Yeah.

Speaker 1: [05:11](#) It was funny that you asked me for that because I was a pretend musician. Yeah, I did it at CBC because the band was rocking. They were rocky, were rocking and I wanted to be a part of that energy and uh, but yeah, it was not a musician. I mean I just kind of do it because it was fun and getting on the piano, like you're that guy from Coldplay. What does that Chris Guy from Coldplay, I felt like I was him on the piano every week, you know, rocking. Let me see. That's the thing. That's what you, you didn't know you're a rock star because you'd get up there and all those musicians who are grinding the guitar all week and practicing, you'd put them all this shit. That's so funny. When you, when you encountered me, I can remember sitting up on the rim, which is this mountain that we live on. We were, it was up on

## EPISODE 2: BUILD TRUST

the edge of the mountain on, on this road. And we were parked there and it

- Speaker 3: [05:58](#) was like winter and you're like, I need you to be my musician. And I was like, no, I will not. Yes, I remember. But then you somehow convinced me to turn a corner and get into leadership. What was that man? I wish I probably need to write a book about that. Right. About bringing, bringing along the a, the, the unwilling profit. I don't, I don't know. But, um, I just, again, going back to what I said in the beginning, I knew that I wanted you on my team and I saw you as the rock star and I wanted the rock star, but that's not what you're calling. Ended up being in our, in, in our, in our church. And I just remember we continued down the road together until you found your right footing in, in the church and it, and it ended up not being in, ended up not being, having anything to do with music.
- Speaker 3: [06:47](#) Did it seem like a risk to take me on? I mean, you knew what I went through it. It did. And it didn't. And I can explain that. Um, I remember when before I approached you, I actually approached one of our former leaders that we had both worked with and said, hey, what do you think about me bringing in, you know, Mike on to help me in this, in this new church? And uh, and the guy talked to, you know, he said, you are taking on and he used the word risk. You're taking on a huge risk and you should basically tell me you should definitely not do it. And so I'm getting that advice on one sec, one side. But here's the interesting part. This new organization church I was taking over, it was literally on death's doorstep. I felt very called by God, like very clearly, very directly that I was supposed to do this.
- Speaker 3: [07:35](#) And so I did it even though I didn't know if it was going to exist or not. And so I felt like I could throw caution to the wind because I had no idea if this thing was going to last six days, six weeks or six months. And so I didn't feel an initial risk of taking you onto my team. But actually I think in that was the risk. I was literally, the word is ignorant. I was completely ignorant to what you had gone through. I was ignorant to your, your disease and your mental health issues and so I had no, the risk was, I didn't know the risk but I guess the risk paid off. Huge. Huge. Definitely. I guess talking about the risk paying off, I would say this, there's been a ton of ups and downs in this journey that we've gone on together.
- Speaker 3: [08:21](#) Would you agree with this big time but I think you might agree with this sentiment to the ups have been like Mount Everest ups and the valleys have not been nearly nearly as bad and the valleys have been had been fewer and so that part of it has been incredible to me as that as we've gone together, not only in this professional relationship but in this deep friendship. Yeah, we've

## EPISODE 2: BUILD TRUST

had our ups and downs, but the, the ups have been, have been so great. But the risk versus the reward for me is, and I've told you this before, I don't think I would still be here doing what I'm, if you weren't on my team. That's how important of a role that you play in my personal life and in our church and organizations setting. I think if you wouldn't have come on board to be my third baseman or whatever terminology you would have used, I would've moved on a long time ago to a, to another team or another organization because you brought to me the reward I think you brought to me was this confidence that I had brought on like this free agent stud that could really help our organization in ways that I couldn't.

Speaker 3: [09:30](#)

And I, and I think maybe what's been best about our relationship, and I'm seeing this now swinging the other direction, is that you've been so good for so long to be my Robin, to me being Batman, you know, during this journey together. But now I, I'm having this opportunity in this, this new journey of your life to be your Robyn as you're being Batman. And I think this as true. I think that is, that is how a hell how healthy relationship works regardless of of mental illness. But all that to say, the reward for me has been, I wouldn't be here serving at the church that I'm at. I wouldn't be living on this mountain and I wouldn't have the relationships and the friendships that I have literally today right now. If you wouldn't have been a part of the team, what's, what's interesting about that whole thought though is I, I, I'm telling you, you brought to me a whole bunch of confidence by, by coming onto my team and I trusted your abilities probably far more than you trusted your own abilities, which is kind of an interesting insight.

Speaker 3: [10:34](#)

But I remember early on that it felt like you are trying to tell me without saying it, that I shouldn't trust you. Why was that? Yes, trustworthiness. Um, that's something that's so important to me and because it had been taken away from me by mental illness, I really struggled with this notion of being not only responsible but trustworthy, like to actually be able to come through. I mean when when everything fell apart and I had this massive fail and I was just like, I was on crutches. I was on mental crutches for two years until this moment that we're talking about happened where you took this risk and took me on an extended trust and I'll tell you what, that act of yours just slingshot at me like right out of depression. It was seriously like almost from one day to the next. Like it's, I mean I'm not over being over dramatic here almost from one day to the next. I had a spring in my step and I remember all of a sudden it was like my old self was back and I went online and I bought this book or maybe you bought it for me to remember that leadership book and you put it in my hands or I got it somewhere. I don't remember. Yeah, I can tell

## EPISODE 2: BUILD TRUST

you what, it was a page Turner and out and I, and I didn't see myself a leader of anything

Speaker 1: [11:54](#) really up until that point. And now I had this opportunity and trust is being extended to me and the amount of like recovery that I experienced in that single act was so enormous that it was like put me on the trajectory that I'm on now where literally everything is the sky's the limit. Like there literally are no limitations. And it all started with me taking on that like, okay that was like a, you know those handshake basically like we can do this together, we can do this together, this is gonna work out and it doesn't matter what happened in your past. We're here, we're here in the present and we're moving forward and we are taking new ground. I remember you, you would preach that actually we are taking new ground on this mountain and I thought, man, finally like some excitement has come back to me.

Speaker 1: [12:39](#) Some meaning, some purpose has come back to me in an all had to do with trust. And I think this is a huge mindset shift for anyone with this disorder. Because, I mean, let me just take a second and build it down. Break it down according to brand values, which is what we talked about. Uh, last segment, you know, and if you did that little exercise, you have some brand values that you're working on right now. And one of mine was leadership. All of a sudden that got like put front and center. I was like, this is healthy, this is pulling me out of the ditch. Being responsible for myself and being responsible for others and being responsible for the health of this community like that is just insanely healthy. And so I built leadership and I started consuming content that had to do with leadership.

Speaker 1: [13:25](#) I started challenging myself to take leadership roles. You would put me on stage and that was so uncomfortable, so uncomfortable to get up there and be like, I'm this broken person and here I am, you know, just delivering announcements but like it frightened me to be on stage and for that just to continue and for the faith that you had put in me to say, come on man, rise up to this. That to me like was everything about leadership was empowerment. So leadership is huge. Loyalty. This goes back to the trust factor. Loyalty is huge to me now. I didn't practice loyalty for those years of downtime where I wasn't doing anything. I was trying to find a job and I was just kind of like laying out and laying low at my parents' house all that time. And I, and I didn't know what to do so I didn't have anybody to be loyal to.

Speaker 1: [14:13](#) But I recall a, my buddy Austin, who's one of my like support team guys who you're on that team as well. I, and we'll talk more about how that works in the future. But Austin came along

## EPISODE 2: BUILD TRUST

and had breakfast with me one time and he was like, dude. And he was like, you gotta start like setting an alarm and getting out of bed. You know, you've got to start getting out of the house. You got to start grocery shopping. He got, you know, like you got to return to life. And He of course he didn't understand what I'd been through totally. But I totally honored that because I wanted to be loyal and I wanted to Austin in my life. So loyalty is a brand value intelligence. This kind of factors into leadership and loyalty is choosing things intentionally consuming content for the purpose of growing mentally.

Speaker 1: [14:56](#) Like understanding how things work. Um, not being ignorant, like having intelligence is really vital. It really, it's a huge mindset shift. Uh, creativity. I finally got back into a creative mode. You were having me develop things on a weekly basis and we were trying videos and we were just, we were trying all the things we used to do. That's exactly, yeah, we were, we were just trying to copy it because it worked for the time, but suddenly it didn't work anymore. And so, but creativity was huge. I finally had creativity again. I mean, I'd never picked up, you know, a marker or a pen or a paintbrush or anything until I came back on the scene with you. And so creativity was a mindset. And then my final mindset was role modeling. And what I mean by that is I wanted to get back to what I had done at our old church, which was where I was raising up the next generation and valuing them and pouring into them and taking them places and blowing their minds with all the amazing things there are to see in this world.

Speaker 1: [15:53](#) And, and you know, for me, I was like, okay, we're on a new thing now and this mentorship, this role modeling now that's front and center. So I mean, Daniel, I listed all those things. Leadership, loyalty, intelligence, uh, creativity and role modeling. Can you think of anything else that you saw in my mindset? I can, I can, I, I want to tag on real quick to the role modeling just because that's an element I think we shouldn't, we shouldn't leave out that in fact we should highlight because one of my strongest memories of you back at that church was you'd be doing these massive art projects, which were high level, high end art projects, um, for the church. But you almost always, always

Speaker 3: [16:33](#) had a youth, a kid with you doing the project with you from my youth group. And, and these were, these were kids that had, um, that had parents that were, were nonexistent on drugs. Alcoholic's had nothing yet here you were giving these kids an opportunity. And I just loved that idea of passing that baton of worth and of value on to someone else. And so I think that's a, I think that's just a huge piece of, of building your brand is passing what you have on to someone else. But the two words that I

## EPISODE 2: BUILD TRUST

think, uh, that come to me beyond what you've mentioned here in, you mentioned that slingshot idea. I think that moment of slingshot, what I, what it maybe really brought back to you for the first time in that couple of years was drive. Um, you and I are very similar in the driven aspects of our personality.

Speaker 3: [17:25](#) We're very driven to do and to get done. And so I would say without a doubt, one of your brand values is that you're just driven. You see it, you want it, you plan it and you do it. And then the second one, and this is actually the one that separates us, which is interesting, is excellence that you're driven, but you won't allow the drivenness, uh, of your life or of the projects that you're on too to make the, to lower the excellence of the projects where I am just let's go, let's do and we'll fix it up later. And that's definitely one I think that separates you and you and me is, is the excellence but drive and excellence for sure that the two brand values I see when I think of you. Yeah. Key key things. So Daniel, you keep alluding to this.

Speaker 3: [18:12](#) Um, but you are a boss Bro. I mean like you are literally a boss. I say that quite frightening. Literally you hire you fire, you keep a nonprofit above water. Help our listener understand what qualities you look for in a person that you hire. You know, we talked about this really briefly in the first episode and this is something that Mike and I have together kind of been exploring and it's really interesting how he and I, we ended up exploring things separately, away from each other sometimes, and then we all of the sudden we realize that we're exploring the same things, but one of the journeys I've personally been on just recently is this journey of leadership in management and realizing that I need to reinvent myself as a leader if our church is going to continue to grow and be sustained and in to see great works happen on, on what we call our mountain here, a little mountain in southern Calla, California.

Speaker 3: [19:06](#) But I'll tell you with everything that I'm learning right now, it's also fresh and new that I don't want to get into any of the new stuff. But there's two kind of big principles that I've held onto from our first church experience together until now. And it's this, and in a church setting, almost everything that happens is by volunteers. You know, at our church we have just a few paid staff and most of them worked for almost nothing in everything else that happens is by volunteers. But I don't think that I've ever hired anyone that didn't first do their job for free and do it joyfully. And that's important to me because if they're not willing to do it with their own time because they have a passion for it and they joyfully do it, I don't think I want to hire them and pay them to do something that they can't do joyfully.

## EPISODE 2: BUILD TRUST

- Speaker 3: [19:56](#) And in the second, the second principal kind of flows right into that same idea of joy is that I kind of just put my foot down in this new, in this new church that I wouldn't hire someone that I couldn't be at unity with and have relational joy and peace with in our first church setting and in your, as we talked about earlier, you can have on the outskirts of the church staff and so you didn't feel a lot of the tension that was going on amongst the central staff. But one of the things I, I put my foot down about day one is that I would just never hire anyone or work with anyone in this new church setting that I, that I couldn't love. Be at peace with harmony, with in unity with, yeah. Listen, I know you can hear this. If you are in the position of looking for work, I want you to hear what kinds of things a good boss is looking
- Speaker 1: [20:48](#) for in the key qualities that you need to be able to have trust to build trust. Because here's the thing, I know you can do this. Your bipolar is not an excuse. If anything, you need to see yourself as an ambassador for this illness. I mean, think about this in your job. Maybe you're working right now in your job. You can be that person who brings the joy every day. It might be a job that you're not thrilled with. You might have terrible working environment or coworkers or boss or anything like that. You can always be moving onto the next job, but right now to build trust, you can build joy and you can be an ambassador for good. Like I have bipolar disorder, I've, I've worked for several people. I always try to be the absolute best employee that they have ever hired and that keeps me healthy and happy.
- Speaker 1: [21:40](#) And it's, it's so incredible to then develop a relationship with somebody who is perceived to be a hard boss. Yes. And then they melt because you bring so much joy into the workplace. I mean, you remember when I was working at that pet store for that summer? Yes. Yeah. Oh my gosh. So we'll tell the story of how this came about later. But I was working at a pet store, this was maybe two summers ago, and I really needed a job and I had lost my income and I was, I was just needing something. And so I'm a former employer said, well, hey, why don't you come take a few shifts over here? And I was literally putting away dog food, you know, and like people would bring their animals in the store and I'd have to go clean up after their, you know, when they would piss all over the floor.
- Speaker 1: [22:20](#) And I'm like, that's a nice dog. Now leave, you know. So I worked that job, but I had joy every single day in that job. And because the owners were pretty, you know, mia, like people would ask me, so, oh, this is such a great store that you've got here. And they would talk to me as though I were the owner. Not, not like the regulars that know, but like people knew people would come in. I'm new to this, I'm new to this area. Like, this is such a great store. I love this and you know, we, you actually carry our

## EPISODE 2: BUILD TRUST

dog food in this store and they, you know, they would assume that I'm the owner and that's what being an ambassador for this illness means. Whatever you do always be building trust. So Daniel, do you have any last words that you want to tell them before we go?

- Speaker 1: [23:03](#) I want to add one thing. Okay. Um, that I've been thinking about and I think it's important, you know, there's this, there's this funny saying that we laugh that, that, that, that is fake it until you make it. And, and we laughed at it because it seems so silly and it seems like the wrong thing to do because we're supposed to be living authentic lives, but, but here's a little truth. I think that might be helpful. I think that anyone out there that's struggling with depression or bipolar and it's lost their confidence, I would tell them that they need to live in their confidence. I saw you, Mike, go to the lowest level of confidence in your entire life after your, after your big episode. You had no confidence to what you've been talking about over and over and over again for those two years. Not even be able to get out of bed,
- Speaker 3: [23:46](#) you know, on on time. But I would say this, don't live in your past where your confidence was smashed. I think that's what happens live in the confidence of what you can bring to the table. And I think that's what you've done in all of these jobs, whether it was a silly pet store job or working the construction job you've worked for a while, you haven't, you haven't chosen to live in your past, but you lived in the confidence of what you can bring to the table for your employer. And that's what I would encourage people to do. Yes, absolutely. Fake it till you make it. You'll get better. Yes. And you will find a better job. Yeah, there you go. All right. That's all we have for you today. We'll see ya.
- Speaker 4: [24:29](#) [inaudible]
- Speaker 1: [24:33](#) wow. Was that good? What Daniel said about confidence there at the end is a direct reward of being trustworthy. And no matter where you're at right now, you can always be building trust with your key family members, with your friendships, particularly if they've gone cold or or even with your employer by bringing new life and purpose to what you're doing for them. I mean there are literally endless ways to build trust with the people that matter. And what's so cool about this is that you're actually building trust with yourself. So those are some key takeaways that you can pick up and I've put them in the starter kit that's included with this episode. To get that starter kit, just go to Mike lardi.com forward slash two and that's the number two Mike clardi.com forward slash two and grab this starter kit that I've made just for you.

## EPISODE 2: BUILD TRUST

- Speaker 1: [25:27](#) It has the questions for this trust element and those are what you can use with your lifer. Your lifer might be your mom or your cousin or your life or might even be your college roommate. So Daniel is my lifer. He's always got my back. The questions you get in this starter kit are going to build that enormous trust back into your relationship with your lifer. Or if you don't have a life at the moment, you can give these questions to your support group leader, whoever it is. Just get talking and just do some serious business with your challenges about trust. And if you want to ask me more questions about this episode or maybe you have a topic that you'd like me to speak on, just visit me over at the bipolar now podcast group on Facebook and I can't wait to talk to you. So those are your two action steps. Download the Starter Kit, MikeLardi.com forward slash two and join me over in them bipolar now podcast group on Facebook. Okay, that's it for episode two. Next week, Daniel is back with me once again to discuss how your activity level affects your level of depression and what you can do about it you don't want to miss. So I'll see you here. Same time, same place. Adios.
- Speaker 5: [26:53](#) [inaudible].
- Speaker 2: [26:54](#) Thanks for listening to the bipolar now podcast at www dot mike lardi dot com.