

Mindset of Winning & Losing, Managing Moral | Jocko Willink & Dr. Andrew Huberman

When we win we feel like we can keep going Right You look at the team that wins and it's like they'll play another game The Super Bowl winners are you imagine they're jumping up and down and they could probably play another Super Bowl losing We know can sure can drop things like testosterone and dopamine for some period of time But when you were in the teams what was your observation about how winning and losing would impact people in the short and long term In other words would you observe people that had a quick reset button And could you say that was terrible and then transmute I guess I'm getting into kind of the the the Eastern language now convert that into energy to go do better the next time Whereas we also see people military and in the civilian world that a loss in particular severe losses basically set them down the path of like less energy It certainly isn't less calories In fact most of the time it's the other way they start consuming more calories and that doesn't get them going So again this notion of energy and now I'm asking wins versus losses What did you observe And from the perspective of leadership and maybe more importantly from the perspective of yourself How do you work with that How do you calibrate wins and losses How do you transmute losses into energy Because wins we know convert to energy but losses oftentimes can sap our energy way way down I think to start with I think that the selection process to get into the seal teams is going to weed out a bunch of people that can't recover very quickly from something bad So you probably heard these type of stories before the kid that was the star of the football team the star of the basketball team the captain of this the captain of that he's been winning his whole life He goes to buds and he quits because in buds you're you're you're not gonna win you're certainly not gonna win everything They're gonna find what you're not good at and they're gonna exploit that and you're gonna lose This is what happens So a lot of guys that may lose and it disrupts their their motivation They're probably just gonna quit And so that's why you get this massive attrition rate with guys that are studs I mean we're talking uh division one athletes division one athlete division one wrestlers division one football players division one runners and swimmers They all come to BS they all quit not all of them quit But there's plenty of examples of the highest level of collegiate athlete in sports that translate very well to what you're doing in in basic Seal

training and they quit and sometimes it's because they don't know how to lose they don't know how to recover from a loss and they're they're just so so I think already and once you get to a Seal team you've got people that are generally speaking gonna be pretty resilient when it comes to dealing with a loss Not only that I mean you just get used to You talk about losing people You're friends with this guy You meet this guy in seal training Hey this guy seems like a stud Oh he's just gonna quit and and you're gonna lose 567 people eight people people quit so fast you don't even keep track of them So you're just gonna lose you're just gonna get used to it So there's that now once you're in the teams and what you're talking about is now you start taking much more significant loss You're not losing a race you're losing one of your friends And this is what from a leadership perspective you have to you have to pay attention to So when you're a leader in any organization you're basically in charge of a mob when it comes to what their morale is they're they're a mob and they feed off of each other just like a mob rioting in the streets going Oh we can break this window Let's break all the windows and they they they move this mob mentality and that happens with morale inside of a team and you as a leader can't get caught up with the mob You can't let that happen You have to detach yourself from the mob mentally so that you don't get caught up in their emotions and their morale Because if you get caught up in their emotions and you get caught up in Mora their morale you can't correct it So we go out on a mission The mission goes great We get into a gunfight kill a couple of bad guys Everyone's OK High fives everyone's feeling great You come back to base Hey we don't need to debrief That was perfect Hey we don't need to get our gear you know uh maintained We can just go to bed We we're awesome That's when the leader has to say oh we've got the mob and the mob is becoming slightly arrogant Hey guys real quick That was a good op But there's some things we could improve on You gotta bring that mob back and bring them back to center line Same thing in the other direction you go out on an operation It doesn't go well you go out an operation you take casualties Now you come back to base You see guys moping around you see the the spirit starting to break and same thing if you if you're part of that mob you'll be you'll be with them Your morale will be breaking your spirit will be breaking You gotta look at and say oh I see what's happening Hey guys listen up That was tough Didn't go the way we wanted it to go We need to learn some lessons Here's some things I can do better What can we do better to make sure that that never happens again What can we do to make sure we have the opportunity to go out and avenge

our brother on the battlefield What can we do to move this thing forward So as a leader when it comes to winning and losing you're generally going to be the person countering what the mob mentality is because when the mob starts winning they want to keep winning and they might get arrogant when the mob is losing they might start to lose more because their attitude goes down the drain So that's what you have to pay attention to from a leadership perspective For for me personally I think oh I know what I did when when I lost guys was focus on All right we need to we need to celebrate the life We need to move the lo mourn the loss and then we need to go to work we need to get our gear back on We need to lock and load our weapons We need to get back out there I I know that that's what we need To do You know so often the best way to contend with with problems with issues with adversity is action is by taking action the more you sit and the more you wait and the more time you spend with that adversity with the upper hand inside your head the the worse it's gonna get So for me always taking action making something happen it doesn't have to be huge It doesn't have to be some mammoth you know um triumph that you're gonna go and go and pursue But if you say hey listen this is what happened didn't go the way we wanted it to we're gonna get our gear back on we're gonna go back out we're gonna we're gonna we're gonna do this other mission and that's that's what I think I think taking action and it's in a in your personal life too You know if something doesn't go the way you wanted it to go you didn't get the job you wanted you didn't get the hire you didn't get the promotion You can go home and sit there and and and dwell on it That's not getting you any progress or you say ok you know what Let me do a quick analysis Why didn't I get that promotion Oh it's because I didn't get this qualification or I hadn't jumped through this gate Ok cool What do I need to Let let me let me look into how do I how do I get to jump through that gate So next time I will get the promotion and you start taking action So action for me is a cure for a lot of problems that we have in life