

The banner features the 'play to potential' logo on the left. To its right are contact details: a WhatsApp icon with the number '+91 85914 52129\*', a Twitter icon with the handle '@PlayToPotential', and a globe icon with the website 'playtopotential.com'. Further right, under the heading 'Also available on:', are icons for Spotify, Apple Podcasts, and Google Podcasts. On the right side of the banner is a portrait of the host, Deepak Jayaraman, with the text 'Podcast Host Deepak Jayaraman' below it. A small disclaimer at the bottom left reads: '\*Just send us a Whatsapp with your name, number and email and we will add you to our distribution list.'

## Context to the nugget conversation

Dan speaks about the Four core regrets that often lie below the surface of the regrets which we often experience – Foundation regrets (I wish I had done the work to lay the foundation when I was younger), Boldness regrets (If only I had taken the chance), Moral regrets (I wish I had done the right thing), Connection regrets (If only I had reached out). He also speaks about how the regrets we have reveals something about the needs we might have.

## Transcription

\*\*\*\*\*

Deepak Jayaraman (DJ): And you talk about the four core regrets Dan, now might be a good time just to sort of double click on that, can you give the listeners a sense of what these core types of regrets are?

Dan Pink (DP): Sure. So my argument, and I think I am more right than wrong, is that with a way to understand what people regret is not to look at the domains of their life and by domains, I mean, this is a career regret, this is an education regret, this is a finance regret, this is a health regret, but to go one layer beneath, and I think one layer beneath there are four core regrets. One of what I call foundation regrets. Foundation regrets are if only I had done the work. And these are people who regret not working hard enough in school or university, people who regret a lot of regrets by not saving money, by spending too much and saving too little, a lot of regrets about poor health choices. So it is small choices early that accumulate to negative consequences later. Second one, boldness regrets. Boldness regrets are if only I had taken the chance, and these are people who regret not traveling, lot of people regret not pursuing a romantic interest, not asking somebody out on a date, a lot of people regret not speaking up, not asserting themselves, people regret not starting a business, so that is boldness regrets. Third category, moral regrets, if only I had done the right thing. Again, these are people who, you know, all these regrets begin at a juncture, so people are at a juncture, they can do the right thing and they can do the wrong thing, they do the wrong thing and they regret it. And so, we have a lot of regrets about bullying, more than I ever would have expected, a lot of regrets about marital infidelity. And then, different notions of morality that are not necessarily consistent from place to place. Moral regrets are the one area where there is some variation nationally, there is some variation based on political view, etc., etc. And then finally, connection regrets are if only I had reached out, it is all about relationships that have come apart, usually slowly and undramatically, people want to reach out, they do not, they think it is going to be awkward, they think the other side is not going to care, so it drifts even further, and all of a sudden, the relationship, sometimes it is too late. And when we look at these things, all this triple clicks here, when you look at these things, each of these four core regrets, to me, reveals a need. Foundation regrets reveal a need for stability. A good life has some stolidity to it, some predictability to it. Second, a good life has growth and learning and psychological richness, that is boldness. A good life

has goodness in the sense that, I am really convinced that most of us, the vast vast vast vast majority of us want to be good, we want to have a life where we are being good, and then the other one is love. And so, this negative emotion of regret, this emotion that we often say, we do not want to think about, we do not want to reckon with, actually ends up revealing the path to a life well-lived.

DJ: Lovely. And in your research Dan, is there a pattern around the incidence of these four kinds of regrets, do you see much more of one versus the other, can you give us a sense of how it...?

DP: Yeah, I think so, but here is the thing, so the regrets that I collected, it is all qualitative research, so I am loathe to make like definitive claims because it was not a random sample and all that but I have a lot of regrets, what I saw overwhelmingly is two biggest categories, the biggest category was connection regrets, the second biggest category boldness regrets, and then moral regrets was a pretty small category. It seems like connection and boldness comprise well over half of them, well over half.

## Reflections from Deepak Jayaraman

DJ: This is an interesting point that Dan makes. I notice that some of these regrets often get amplified around key moments of transition in people's lives and people can make changes to minimize regrets in a certain domain.

A slightly related point came up in my conversation with Bruce Feiler (BF) – Author of *Life in the Transitions*. Just like Dan speaks about how regrets often reveal our needs, Bruce speaks about ABCs of meaning.

BF: *"I call them the ABCs of meaning. And the A is agency, what we do or make or create. The B is belonging, our relationships, our colleagues, our friends, our loved ones, our co-religionists, people we volunteer with. And then the C is a cause, a calling, a purpose or something higher than ourselves. So, we all have a way that we kind of balance these. I am an ABC, I am a writer so, I am very agentic, I am very involved with family and a very active dad and cause is kind of less important to me. My wife Linda Rottenberg who started and runs an organization called Endeavor that supports high impact entrepreneurs in 50 countries around the world, she's very cause oriented. She gets back to entrepreneurs all over the planet. Then she's very agentic because she's you know a founder and a builder and a social entrepreneur. Relationships yeah, she tolerates the rest of us. So, she's like the CAB. So, what tends to happen when we go through a lifequake is that we rebalance like maybe we have been working very hard and we want to spend more time with our family or maybe we have been a caretaker or caring for an aging relative or a child and maybe we are now moving on from that and we want to give back or maybe we have been giving back in our career, we want to do something more for ourselves. So, what tends to happen in these lifequakes is because they are sort of breaks in the normal, they are opportunities and, in some ways, I would even say obligations to rethink what's most important to us and allows us to kind of breath, take stock and maybe then shift our priorities somewhat."*

DJ: Back to what Dan says, once we surface our needs, that can become the filter criteria through which we evaluate various possibilities and pathways that come in front of us. Thank you for listening.

## End of nugget transcription

\*\*\*\*\*

Nugget from Bruce Feiler that is referenced: [Shape-shifting instead of resilience](#).

## RELATED PLAYLISTS YOU MIGHT LIKE

**Regret:** Regret is a word that we often use but do not quite understand that well. Jeff Bezos speaks about his regret-minimisation framework for making high stakes decisions. Several people speak about “No regrets” as a way of life. Dan Pink recently wrote a book - The Power of Regret - How Looking Backward Moves us Forward. This playlist has nuggets from our conversation with Dan and some of the other speakers who touch upon this topic. You can access the playlist [here](#).

**Navigational Principles:** Leaders discuss their personal frameworks around how they made choices around pivotal moments in their lives. They articulate the set of criteria we should consider having when we are at a fork on the road and have to pick between disparate options. Arguably one of the most critical skills of the future as we navigate a world of abundance. You can access the playlist [here](#).

## SIGN UP TO OUR COMMUNICATION

**Podcast Newsletter:** Join 1000s of leaders who benefit from the Podcast newsletter. Not more than 1-2 emails a month including keeping you posted on the new content that comes up at the podcast. High on signal, low on noise. Sign up for the podcast newsletter [here](#).

**Nuggets on Whatsapp:** We also have a [Podcast Whatsapp distribution group \(+91 89914 52129\)](#) where we share 2-3 nuggets a week from the Podcast archives to provoke reflection. If that is of interest, please click [here](#) and send a message stating “INTERESTED”. Do also add this number to your Phone Contacts so that we can broadcast our messages to you when we share a nugget.

\*\*\*\*\*

## Dan Pink - Nuggets

- 89.01 Dan Pink - Lawyer to Leadership Thinker
- 89.02 Dan Pink - Regret - The photographic negative
- 89.03 Dan Pink - Four Core Regrets
- 89.04 Dan Pink - Regrets and Choice
- 89.05 Dan Pink - Counterfactual thinking
- 89.06 Dan Pink - Goldilocks balance in handling regret
- 89.07 Dan Pink - Inward Outward Forward
- 89.08 Dan Pink - Regrets and Transitions
- 89.09 Dan Pink - Rifts and Drifts

## About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

### **Disclaimer and clarification of intent behind the transcripts**

This written transcript of the conversation is being made available to make it easier for some people to digest the content in the podcast. Several listeners felt that the written format would be helpful. This may not make sense as an independent document. Very often spoken word does not necessarily read well. Several of the guests have published books and the language in their books might be quite different from the way they speak. We request the readers to appreciate that this transcript is being offered as a service to derive greater value from the podcast content. We request you not to apply journalistic standards to this document.

This document is a transcription obtained through a third party/voice recognition software. There is no claim to accuracy on the content provided in this document, and occasional divergence from the audio file are to be expected. As a transcription, this is not a legal document in itself, and should not be considered binding to advice intelligence, but merely a convenience for reference.

The tags that are used to organize the nuggets in the podcast are evolving and work in progress. You might find that there could be a discrepancy between the nuggets as referenced here and in the actual podcast given this is a static document.

All rights reserved. No part of this document may be reproduced or transmitted in any form or by any means, or stored in any retrieval system of any nature without prior written permission.