

Mike_Z_Whole_Podcast

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SPEAKERS

Michael Zildjian, Mark Agostinelli



Mark Agostinelli 00:00

Hey welcome back Beers and Careers faithful listeners. This episode of the podcast is brought to you by the DAVIS Companies. DAVIS is a technical staffing full service technical staffing firm with offices in New Hampshire, Massachusetts, New Jersey, Georgia, Tennessee and Minneapolis. So check them out www.daviscos.com DAVISCO S.com. Today's guest is Michael Zildjian. Yes, the same last name as the people who make those very nice symbols that you see on drum sets but no rule, no relation directly we get into but there is a there is an ancillary one really wild guy went to school out of Pepperdine, which is gorgeous. And it gets in like the Malibu area if my memory serves me correctly, but then got really into the concert music industry, spent a number of years doing that out in California and then was really moved by he had a serious inflection point in his life when the Boston Marathon bombing occurred, and decided to move home and change really, what he does, how he creates his income. And it's really not about making money for him anymore. It's truly about impacting the lives of others. And we had an awesome conversation. He's an author, a podcaster, a speaker, both motivationally and just to help kids get on the right path. So we had an awesome conversation. Someone who really is just trying to make the world a better place with one smile at a time and he was an awesome guy to meet someone I probably wouldn't have met if it wasn't for the podcast. So I'm feel very grateful to have met Michael and hopefully, we'll continue our relationship. I hope you enjoy this as much as we had fun making it Well, cheers, thank you for coming on.



Michael Zildjian 01:48

Hey, thanks for having me careers. Yeah, my isn't Korea.



Mark Agostinelli 01:51

You go by Mike or Michael either. Okay. And see, I know I felt like so many so many names. appear a little time your choice was a pilsner. Yep. We're supposed to be Lagunitas Pilsner.

M**Michael Zildjian 02:05**


Well, that's just I don't actually go that's the one I like because I don't as I said to Andrea, I don't. My huge beer guy, but I like beer. Yeah, when I drink it. I want it to taste good. But not have this like giant pit in my stomach. Right? It's weighing me down on all of your calories. There you go. I'm with you. Um, there was a time when I did have all my calories in college when one year in the summer, I was so poor, that I would go and get to Guinness for dinner and that would be my dinner and my bones for the night. That was their dessert. Wonderful. Everything all in \$6.

M**Mark Agostinelli 02:42**

Phenomenal college story. Well, I saw your background and we'll do an intro with the whole background. Yeah, sure. But just out of I got to ask you what it was like to go to Pepperdine because, because I remember being in high school and starting to look at colleges. I specifically remember this kid that was really good friends with Kevin Johnson. Like being like, hit me with his elbow and be like me, I look at it like this. Pepperdine and it just a picture of the Malibu class and I was like, Man, I'm going to school in Vermont. Right? Like, what the hell was I doing? Yeah. So what was that? Like? How many how many kid from Boston ended up at Pepperdine?

M**Michael Zildjian 03:19**

Yeah. So I went to a college fair with two high school classmates who weren't going to college. Okay, yeah. And after I gathered all the literature, as you do, right. As I got all the literature at that time, I'm still grabbing pamphlets and stuff. They're like, hey, why don't you go to school by a beach. That's what we would do if you ever go into college. So I got all this literature from schools near beaches, and then quickly whittled it down and realized that Pepperdine is like the only decent school so, but I wasn't an adventurous kid at that time in my life. All the other schools I applied to were in the northeast, okay, as far as Syracuse and is south as Philly. Okay. And I always wanted to go to Syracuse was huge Syracuse basketball fan, and then I realized where it was yes. And what the weather was like, and I was like, oh, and I had a brother living in California and LA. Okay, so I said, screw it and went for it. It changed everything. And But to answer your original question, it was amazing. Yeah. I did leave after my freshman year went to Providence College for a year. Okay. Total. It was like for me being, you know, a loudmouth Boston kid going to a Christian school in Southern California. Right. Like being in a different country. Right. So freaked me out. I had a grandmother who was getting really old and I knew she didn't have a lot of time left. And I was super homesick. So I basically came home for a year and went to Providence. And then I realized I was getting the exact same education for the exact same price. Right. And although I love the cool, unique thing in Providence, yeah, it's not Malibu. Right? Right. So I went back to Malibu I wanted to be out of your car. And you know, one of the really cool things and it's when I mentor kids, it's one of the stories I use because it gave me a whole new perspective on how great Pepperdine really was. right because I had left it and then come back. Yes. And like you don't realize how lucky you are people come up to, you know, complaining about a test. Take their head and turn it for them. Yeah, see that? That's the Pacific Ocean. Yeah, I think things are pretty good. Right?



M Mark Agostinelli 05:16

Take a deep breath. Yeah.

M Michael Zildjian 05:18

Take a deep breath. Always good advice. Yes.

M Mark Agostinelli 05:20

Right. I loved your bio I feel as a as a Boston kid myself. I feel like we got to have a lot of common interests here between the golf the travel Yeah, those types of things. You describe yourself as a on on your BIOS author podcaster speaker but maybe you can give maybe the stand up philosopher. Yeah, stand up. Exactly. Yeah. Can you give us maybe the what you how you describe what you do today, but maybe also a quick, a quick soundbite on how you got to where you ended up? Yeah, well, I once you left Pepperdine.

M Michael Zildjian 05:53

Yeah. The quick version of that story, said I was a business major at Pepperdine, bored to tears and wanted to do something different had started playing music in a band change my major, long story short, they created a major for me.

M Mark Agostinelli 06:10

That's me. breaking stuff,

M Michael Zildjian 06:12

timer, breaking, I love technical difficulties, whatever else so they actually created a major for me a music and business. I wanted to go into the music business. I went to work for record label, realize that that business model was dying. And that, you know, I'm not the smartest guy in the world. But in the record business, I'm like in the 98th percentile, and I was only going to pass like half of those people if I really tried. So I went and worked for this company called cars direct.com. They were one of the first cart direct car sellers online, internet boom. 25 years old, \$8 million budget for us, just the promotional guy. Our total marketing budget was over 100 million. The marketing directors got yelled at by the board for not spending as much as they told them to as funny. So that was a crazy experience. I I sponsored a NASCAR race, the Vegas Winston Cup race at the time, did all that good stuff at Madison Square Garden, all this crazy stuff is 25 year old. And then I got married and went to work for my father in law who was running a casino in West Virginia, okay. And I was the sort of the entertainment director there. And I had always been in marketing. So I was sort of entertainment director of marketing, got divorced, left that job. And then kind of floated for a little while and and then got back into the concert business on the West Coast, running a concert series at a place called limestone amphitheater for about seven years with an independent concert promoter group. So for that period of my career, I was mostly a concert promoter producer, also licensed music for TV and

film. Managed artists was in LA living in LA in the entertainment business, and just kind of suffocated by it. Right. Like, what am I doing here? All I do is build egos and bank accounts. Right. And what's the point? You know, I was fairly successful and had a good life. It was one of those things where like, I would go to a concert weekend where I would work 1516 hour days, sometimes two or three days in a row. That's it. That's a huge deal. But it's a job and yes, you know, people would be like, have fun. Yeah. I'd be like, Screw you. Yeah, I don't tell you to have fun when you go to work. Right, right. And then I thought, hey, wait a minute. Maybe we should tell each other now. Yeah. When we go to work? Yeah. That was sort of like the flicker of like, that was the AHA, yeah, like, maybe something's wrong here. Maybe I should be doing something different. My mom had been telling me for years. You know, I don't think you're meant for this business. Maybe a little too deep for this business. Of course, we never listened to our parents, right. It's one of the things that I talked about a lot. None of us do. That's just the way we're built. Right. So I finally did. And then my real aha moment was the Boston Marathon bombing, my bachelor pad in Hollywood Hills. And the bomb went off. And I felt the shake, you know, in my soul all the way across the country. And to me, the message was really stark and clear, which was we can't keep treating each other like this, right? Somebody's got to do something. A lot of people got to do a lot of things. And I'm not willing to be one of those guys. That's lamenting how we're leaving things for future generations, but standing on the sidelines and doing nothing, right. So excuse me, it took me a couple of years, but eventually I said, Screw it. And I jumped and started building what I'm doing now. So you said author podcaster. And I say stand up philosopher, because it's funny. Shout out to Mel Brooks yesterday, the world part one for you. Comedy fans out there. But it's also more akin to what I do. I'm not a big fan of necessarily motivational speakers or life coaches, because I think a lot of those people talk a lot and don't do anything. Yeah, they don't really do much they don't live it, right. And so, you know, to me, I'm just really a guy in front of a microphone or in front of a camera or in front of a tight, not a typewriter, right? Use those in our laptop. And, you know, just sort of given my view on the world and seeing and finding, you know, really, again, starting with that aha moment of what's the way I can be of service, to my community and to the world, to make a difference, to show us that we don't have to be so divided. And that kindness can be, you know, something that we all have, and we all practice every day, and that the world can actually work one day, the way we all hope it can. So I just decided to jump into that pool and see if I could swim and, and make a difference. And so that's what I'm doing. And now it's, you know, just started the second book, I've got the podcast now for about a year, start making videos for schools, I do talks at schools and organizations, I'm developing a TV show. So just creating as much content to spread positive messages as I can. And that's, that's really, that's what I do now. That's that three minutes. That's seven minutes. I know many,

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Mark Agostinelli 11:13

you know, even though we get to do whatever we want, it's good. Isn't podcasting about beers or careers? That's right.

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Michael Zildjian 11:21

I did want to be authentic and actually have cheers again. Yeah, that's it's because in

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Mark Agostinelli 11:26

Korea it is. You know, some people have gone vodka soda. I don't wine once. We had wine once. But yeah, you gotta keep it. Yes. Very. I mean, I'm humble.

M Michael Zildjian 11:36

Generally, I drink more cocktails and wine than I do beer. Same. Not when I'm on a beers and careers

M Mark Agostinelli 11:42

pay mass. Right. So what do you drink them? Now? Where's the Wait, where's the golf?

M Michael Zildjian 11:47

Where's the golf fit in? Yeah, so I guess I skipped that part. So when I had that first idea, I was just an entertainment guy. Yeah. And as several of my close friends told me, Hey, Z, love you. But why is anybody gonna go see you talk about life? I was like, well, that's a fair point. Yeah, a little bit harsh. Yeah. And I kind of had this idea. Well, actually, the idea for the book originally came to me and I in a dream, and the book is philosophy on golf. It's about the parallels between life and golf. And the dream was pretty simple that if you truly visualize the shot, then commit to the shot to the brief moment of impact when you actually hit the ball and make contact, and then let go of attachment to outcome. Yeah, that wow, that'd be a pretty good way to play golf. And also be pretty good way to live life. Yes. So I had this dream about that, which is weird. But yeah, I have weird dreams. Sometimes I get messages about things I'm supposed to share. Yeah. And I went and played golf a couple days later and tried it. And I damn near made my first hole on one Mr. Nine inches. And I was like, Hey, I think there's something here. Yeah. And so a couple years ago, in 2017, I was in Florida, helping my sister open a business, she decided to be an entrepreneur, and I had some background to help her. And the way I paid myself for doing that was by sitting down and writing this book. And I'm a big golfer, I love golf. It's taught me a lot about life. And it's taught me a lot about patience, most of which the lessons I don't enjoy. Yes. Isn't that life, right? So that's how it fits in. It was like, I need a vehicle to prove that I have something to say, yeah. And then I had no idea if I could write a book. And I've never written anything before. I just just like, I'm just gonna sit down and do this. And I have no idea if it's gonna work. And it was terrifying. Yes. Right. But that was one of the great lessons and one of the things I do more and more now is like, someone gives me an idea. Like, that scares the shit out of me. Okay, that's what I'm gonna go to. Yeah, I'm gonna go do that. The

M Mark Agostinelli 14:00

magic is out of your comfort zone. Yeah, yeah, that's, that's interesting to you. Well, I guess when I'm thinking about the book, you can get this on Amazon too, right? Yeah. Or listening. They can get it anyway.

M Michael Zildjian 14:10

M Michael Zildjian 14:10

Go back Kindle and audiobook in case she liked it. I did. I have a friend who has a home studio in LA. I went out there for a couple of weeks for meetings. And it was really cool experience. It's tough, man. I mean, you're talking, you know, being super aware and talking for like, hours on end and at some point, you just can't anymore. Why you need a good sound. Your voice sounds like crap. Yeah, we're done for Yeah,

M Mark Agostinelli 14:38

shut it down. How many I gotta ask as a New Englander. How many rounds a year do you get in now?

M Michael Zildjian 14:44

It depends on the year. This year has been a pretty busy year. And as a guy in my mid 40s have been dealing with some lower back issues. Nothing serious but annoying stuff that it makes it not as fun to play golf. Yes, I get that actually today to my friends. Like, Hey, let's go hit some balls and like My back feels great. Yeah, yesterday they asked me this morning I wake up tightened up again. Yeah, I can't go today I could. I could yeah right do you deadlift I went to a yoga class. That's what I did. That's literally what I did. That's like, you know, the steps so I but I used to play up until the last couple of years a funny thing like if you enjoy playing golf don't write a golf book that you're like trying to make a career out of it because I never I'm busy building this I don't get to play anymore when I was doing career stuff that I didn't really enjoy. It played a lot like three times a week. Yeah, no changes totally. Yeah, now I'm running my own thing and it's I have to make it work it's yeah, it's all me at this point. Still very cool. So I don't get to play as much as

M Mark Agostinelli 15:53

I normally do. There's like usually like a rapid fire around where I just asked a few questions to kick it off, but I almost feel and I don't want to do it but I almost feel I'm a golf not so okay. I didn't really get into golf though until much later in life just because I didn't play in high school same growing up and although looking back man I wish I did because

M Michael Zildjian 16:16

a lot yeah. Just a lot of ways right.

M Mark Agostinelli 16:18

Oh my god. Yeah, just I just joined a place to because I got really kind of addicted last summer so I played the most I've ever played this year but I gotta have so like, my rapid fire questions I think with you need to have a little bit of a golf theme. If that's all right. That's right. So

M Michael Zildjian 16:34
what this is your show? Yeah.

M Mark Agostinelli 16:35
What's the best track you've ever played? Favorite track favorite track? Not best favorite, favorite

M Michael Zildjian 16:41
track I've ever played? I played some pretty good ones. Probably Torrey Pines. Okay, up there. San Diego. Yeah, very cool. A couple of times career lo round. Just did it this summer. 76. My man. Yeah. On my birthday, my man.

M Mark Agostinelli 16:56
Okay. Oh, wow. Yeah, there you go. I

M Michael Zildjian 16:58
had had a tough couple months prior to that, that we need to get into it. I had a young cousin that I was sort of like a mentor big brother to the past from cancer. And so it was a brutal couple of months, obviously, when you go through something like that. And that was one of those days where it's just like, you know, I was still talking to him like, Hey, man, be with me today. I just want to relax and play golf. And then every every time I hit a bad shot, I got a good bounce or a good kick. Or it was just one of those days. So you know who knows what you believe what anybody believes. But I feel like he was there that day knocking the ball for me.

M Mark Agostinelli 17:34
Yes. Now i i can i can get down with that. That makes a lot of sense. Do you favorite? Give me your your favorite. I was gonna ask you your favorite beer. But what about your favorite like cocktail slash beer to have after around or during around?

M Michael Zildjian 17:49
Yeah, so cocktail after around. In summer rounds? Yeah, either vodka tonic or like a martini. As it gets into Fall, Winter more of a old fashion.

M Mark Agostinelli 18:01
Oh, man. You and I are. All right. We're brothers from another mother. I'm a Manhattan guy. But some. Family. Some some family and I have good drink. Gray. Gray. Martini!

but same. Family. Same same family and I love good dirty Grey Goose Martini.

M Michael Zildjian 18:13
Yeah, absolutely.

M Mark Agostinelli 18:14
That's awesome. So favorite quote.

M Michael Zildjian 18:18
Favorite quote is Martin Luther King. Darkness cannot drive out darkness. Only light can do that. He cannot drive out hate only love can do it. That's one that when I've got a lot of them. But that's the one that like, the biggest lesson. We all need to remember every day in this whole world needs is like there's no way out of this. Except for one way. Oh, it's so important to be cool and be cool with each other. Yeah, there's only us. There's no us in them, right? Just us. If we don't act like it's us, then we're all in trouble. That's the way I look at it. I

M Mark Agostinelli 18:56
like it. I like it. That's a

M Michael Zildjian 18:58
second favorite quote. Because I have to say this. Yeah. There's hundreds of Dalai Lama quotes that I love. What probably my top is he says, My religion is kindness. Which again, doesn't matter if you're Christian, Muslim, Buddhist, whatever. He's a Buddhist religion is Buddhism. But what he says is my religion is kindness. Like again, let's just be cool to each other. It's really job number one. Yes. And we don't that's probably like Job Number 100. Right on the list of most people as they go through life,

M Mark Agostinelli 19:28
right? Well, man, if you tell me kindness is my religion, I feel awkward asking you this. No, God, please Did your favorite curse word? Yes.

M Michael Zildjian 19:35
So the three questions here I have two versions. Are we going PG? Rep don't give a shit. Okay, so, by far anybody who knows me well knows that my favorite curse word is count. Okay, by far there's not even a close second. And I'll explain why. Because half the people listening just cringed. Let me tell you something. Just

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Mark Agostinelli 19:57

real quick. Yeah. Another thing we hit it off That's a

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Michael Zildjian 20:01

word that literally means nothing. Yeah, it's all words have made up meaning anyway. Right? So that one especially, and people get so offended over nothing people from this part of the world. Yeah, that it's amusing. It's amusing to me that it's just the word. And it doesn't really mean anything like to me. I cringe when people say the word hate. Oh, I I hate pepperoni on my pizza. I hate that NBA play. Wait, why don't hate and like that makes me cringe. Yeah. Someone says the C word. I laughed. Yeah, right. It's like a It's a it's a great like, attention break. It is just like, alright, well just drop that in there and move on.

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Mark Agostinelli 20:41

i That's a quick aside. I spent some time living in Australia after college. When my wife nice girlfriend at the time was there with me. We were there for a year. Adelaide. Okay, Adelaide. So yeah, I played some lacrosse down there. But I was there for 18 months and got to travel everywhere. And we came home. Because my visa ran out, right, I had to finally come back to the real world. And my wife got so accustomed to using the word count. Like she'd be using it out. And I would be like, she's gonna hate me for telling this story. Sorry. I'd be I'd be like elbow here. Barbecue can't be saying that here, right people in the pure triggering people, right? So, so funny. So now I love that

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Michael Zildjian 21:23

I was once at an Irish wedding where I was a former client of mine as all his buddies that he had grown up with. So I was just the American guy that they're trying to kill by making me drink myself to death. But of course, we're traveling all over the place. And at one point, we're at the bar at the reception I sent in front of one of their mothers, she slapped me straight across the face. And I was like, Okay, so there are boundaries. Even that's not a programmer testing. Yeah, I'm just one of those people that I usually find the line when I've crossed it. Yeah, it's looking backwards behind me like, Oh, there's the line. Let me just quietly take a step backwards and start over.

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Mark Agostinelli 22:04

No, that's cool. I dig it. I admit, I'm interested to hear from you. Because I

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Michael Zildjian 22:09

think it's important to say you said I'm embarrassed to ask you this next question. Like, they're, they're not mutually exclusive things. I like just you know, I know, but I think people need to

they're not mutually exclusive things. Like just, you know, I know, but I think people need to understand this, because it's a serious thing. Like words are words they do have meaning, right? But he does a much more harmful word than Yes. There's just no argument to that, right. And you can be a person who really deeply cares about kindness like I do, and say words that other people don't like, right? That's okay. Right? Yes. Right. Because it doesn't make me a bad person. It doesn't make you a bad person. Your actions make you with a good person, or

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Mark Agostinelli 22:42

I mean, freedom of the freedom of speech.

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Michael Zildjian 22:46

Of course, and most of the people that cringe on silly words like that. It's like, do you want to put our resumes next to each other in terms of the charity work I've done in my life, right? I've done for other people and what you've done, right? You just don't like a word, right? I actually hope every day 100 using words that sometimes you don't like, Well, I'm sorry, but they don't like

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Mark Agostinelli 23:07

them aren't really because they came up with their own reason for not like they were told not to. And they agree, which is, which is half the problem. Do you find I love your I love your sentence you said about there is no us and them. It's really just us. Right? Yeah. I mean, I think the more some in my early 30s. Right. So a lot but yeah, I get that just starting. I get that. Yeah, just starting to get it together. Do you feel like you were in a competitive environment in LA? Sure. When you came from Boston, which is notoriously a hard place, a competitive, hard and competitive place. And when you think about kindness, and you think about that being your message daily? Did was like, where's the party that was conflicted in that like, like, even explaining it to people? I mean,

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Michael Zildjian 23:56

it might explain why I was mostly miserable in the entertainment industry, because there wasn't a lot of kindness around you know, people, I still get it. When I go to schools and I talked to kids, what they asked me about is like, how many what famous people do you know? Like, you're not listening to me. I was in that world deep in it hanging out with famous people partying with famous people, all of it. I left it because it sucks. Yes. Because there's nothing real there. That's what I'm trying to tell you guys don't think I'm cool. Because I used to know famous people, you should think I'm cool, because I gave up everything to try and spread kindness. Yeah, that's what I think it's all about me. Like how many people would do that. And by the way, I wouldn't recommend it. It's not easy, and it's not for the faint of heart. But it's just something that I felt compelled to do. Like I said, I when I when I see a mass shooting on TV, and of course I haven't watched the news for like six years because I'd rather be under informed than SmartMove sad or mad all the time. And again, that's how they pit us against each other. Right? But I It hurts me to see other people hurt each other and hurt themselves. Sort of that's what I'm getting back around to now in this work is that, you know, we all have

stuff to work on. And this isn't easy for any of us. But the biggest thing not being addressed in this country is gun control is not even in the top 10. And by far, number one is mental illness and mental well being right, when we have so many people that think it's okay, that they that they matter so little, that it's okay that they can hurt themselves and other people. That's a major problem. And we need to address it. Yes. And, you know, again, that's where I address it. We're not the same, we're not built the same, we're never gonna think the same. We're not always going to agree. But we can always choose to be kind, right? We can always choose to be respectful, even with people, especially when we don't agree with people. One of the most frustrating things to me is people that go around and preach things like tolerance, and then they don't tolerate what people don't think like them. That's insane.

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Mark Agostinelli 26:01

I mean, no, no, I don't watch the news.

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Michael Zildjian 26:04

Exactly. And then you know, you have the just to be fair, and in case you end up on the other side of the political spectrum, it's the same as people that say, I don't want to get the government off my front lawn. Yeah. But I'm going to tell that woman what she should do with her body.

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Mark Agostinelli 26:17

Exactly what yeah, those two things don't add up there.

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Michael Zildjian 26:21

And, you know, all this stuff going on in this country with the impeachment, everybody digging in and becoming more divisive to me. There's got to be someone and lots of people really who just stand for unity. Yes, we're supposed to be the United States of America, right? United, we stand divided we fall, that's a real thing. We have to find a way forward together well, and to do that, we have to believe that there's no them. It's only us.

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Mark Agostinelli 26:47

Well, don't you think to no matter what the group of people that you get together. My background is mostly athletics, right, like in terms of teams, and that type of thing. And then now in the business world, but

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Michael Zildjian 26:57

I probably know an Australian lacrosse coach that you know, but we'll talk about that later.

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Mark Agostinelli 27:02

I'd love to. And I just feel like, regardless of the size of the group of people you get together, there's always going to be more things that that group doesn't have in common than does have in common. I mean, that's what makes us cool is that there were people and we I'm talking about, I'm talking about the very tactical level, how people behave. Does that bother people? I mean, I think at the macro level, we're all the same. Well, 100%, but

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Michael Zildjian 27:26

I'm right. But that's the thing. That's the dichotomy of human Yes, is that we are all the same and incredibly different. pletely different, exactly one of us completely different than anybody else. I'll never understand what it's like to be you. Yes. And you'll never understand what it's like to be doesn't work that you only get to see your picture of the world, I only get to see mine, but I can frame it. And if we remember and relate to each other, starting with our things that we have in common, then that builds a stronger foundation than starting with the things that divide us. Yes. Well, your politics are different than mine. Right. Okay. Well, when there's a national tragedy and say the Twin Towers come down, do you stop there in the rubble? And as somebody who they voted for No, you dig them out? It doesn't matter who they are, what they stand for, right? That's the type of the type of connection of humanity that we need to rebuild in this world that that doesn't just happen when there's tragedies. But that's like the normal way of doing things. Right. Let's flip this place be great if it was like that, right. And, you know, people think, well, that's crazy. It'll never happen. Why not? Yeah, it's I shouldn't we should pretty easy to do we try. It's free. It's free. That's a good one. It's free. I just check it just because it's not easy. It's incredibly hard. It's way harder to be kind than it is to be mean. Right? Because somebody frustrates you. We're human, you can just react. I'll give you that unload on that person. All your frustrations, super easy. The strength comes from I stand for kindness. I'm going to choose my words carefully and my actions carefully and let those actions and words show that I stand for kindness instead of being just someone who's full of shit. Yeah. And again, I'm not perfect. I still snap at people. I

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Mark Agostinelli 29:10

lose patience. You're human. No one. Yeah.

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Michael Zildjian 29:12

I mean, there's that's the thing with golf too, is like you never become a perfect golfer. No. Tiger Woods is not a perfect golfer. And that's certainly not a perfect person. And we're all flawed. It's close to perfect

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Mark Agostinelli 29:24

golf. Yes. He's

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Michael Zildjian 29:28

a huge Tiger fan. I think. You know, we're biased because we grew up in the tiger era and not the jack era. 100% you grow up with Tiger you think he's the best if you grew up when Jack was the best? He's the best and there's no wrong argument now there

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Mark Agostinelli 29:42

isn't. There really isn't you? I love it. That conversation is gone. I'm surprised I'm not surprised. But I'm fascinated how the marathon bombing was the was one of the trigger events for you only because I mean, no offense, but like Sometimes when I hear people talking about kindness or those types of things, I'm going to school in Vermont, right? It's like, it's one of those things where it's like, did the person have a spiritual journey eating mushrooms, and that's how they get I'm serious, you know, like, and then it was like something snapped him out. And they're like, man, none of this can matters. Like, you know that. That's the point is, I think one of your but I

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Michael Zildjian 30:23

was like, What's the biggest thing you learned in your career? And you just said, nothing. Manifest matters matters. Yeah. So do what you want, and what you enjoy and what you think might make you fulfilled. And that's why I'm doing that. Yes, I've had the most volatile bank account I've had in my adult life, but I'm mostly happier than I've ever been. Because I'm chasing my dream of like, hey, what if it works? You know? It's easy to think it won't. Because it's super grim. When you look around the world to think that like, everybody could just be kind to each other one day, but like, what if it did work? What if like, hundreds of years and now we look back? And there were a bunch of people around the world that said, Screw it, we're gonna rebuild. We're gonna start over and rebuild humanity the way we think it should work. Wouldn't that be cool? Yes. And wouldn't that be a good legacy to leave behind?

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Mark Agostinelli 31:16

And like, I guess I don't, how do you So then how do you keep yourself centered all the time? Because you said, yeah, I get I get I snap, like, do you journal? Do you meditate? Like, are you?

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Michael Zildjian 31:25

Yeah, I do. I meditate every day. Yeah, I do yoga. Okay. One of the ways I really love to keep myself centered that I haven't done nearly as much as I'd like this year is I like to go play golf by myself. And just walk and carry the bags and not talk to anyone and not think about anything and just my God, you know, hit the ball and enjoy it.

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Mark Agostinelli 31:47

I did that. I did that because I like doing it. But also, I find, I don't necessarily know if I what I

would do is called formal meditation. But this year, in particular, I started journaling just in the morning. That's very meditative. What do you what are you grateful for and what your affirmation of the day? And the days I when I audit, like my week, the days I make sure I stick to that plan? Yeah, we're all there. But the days I do that stuff I do I have better days. Yeah. And I don't mean in terms of like, it doesn't SAS or like, right, just I just mean. Like, I was a good person today. Yeah. You know, yeah, exactly.

M Michael Zildjian 32:26

And, you know, I think it's important what you just said, because, you know, I talked about in the book, and I just made a video about anxiety and talked a little bit about me.

M Mark Agostinelli 32:35

On Instagram.

M Michael Zildjian 32:36

Yeah, yeah, I saw that. Yeah.

M Mark Agostinelli 32:39

Yeah, put your phone down. Yeah. I couldn't agree more.

M Michael Zildjian 32:43

I mean, that's the I mean, if there's one for everybody

M Mark Agostinelli 32:47

keep it up while you're listening to the podcast? Yeah,

M Michael Zildjian 32:49

exactly. Yes. Well, you saw the joke in there, wait till the videos up and then put it down. But meditation is different for everybody. So not everybody's gonna be transcend a transcendental meditation lists. And I go to a mountain, right and lived there for two years, right? We have to find things that are within our scope. And I talked about on that video when I was a kid dealing with anxiety and not knowing that that's what I was dealing with, because we didn't talk about it, then. I would shoot hoops for hours on and yeah, that was my meditation. Yes, I didn't think about anything. I didn't worry about anything, just, you know, get yourself in the right position to make this shot. Okay, now make this shot. And that was it. And that's very meditative. It

could be a crossword puzzle, it could be knitting, it could be anything. It's about turning your mind off so that you realize that there's a separation of church and state in a way, right? Like, right, your brain, to me is this really awesome computer that strapped to the top of our bodies. It's got all kinds of apps, all kinds of really cool stuff, state of the art. But the real intelligence comes when you turn that off, shut up and listen from your heart and soul and your intuition. Yes. And connect to something that's bigger than all of us. And we don't understand it, or how it works or what it is. And we all have different ideas about their that but there's something there. That's much more intelligent, when you take your ego out of the equation. Just go Alright, well, what's the best thing I can do now for myself and everybody else? Like that's a higher intelligence place to come from and your brain doesn't let you get to that place

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Mark Agostinelli 34:21

a lot. If you don't know if, like, if you don't deal with things to it, you're your boss. I've found in my brief, few trips around the sun, that when you try to quiet right, so for example, this summer, there were times when I was like, I'm so motivated to get my handicap down. So I'm playing golf for probably the wrong reasons, right? Like, I'm just trying to get a result. I'm trying to get really fucking good and I'm not right. And so I would find

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Michael Zildjian 34:50

any amount of time to get really just not it's not It's unfathomable. Right and

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Mark Agostinelli 34:55

so like I'd find myself out there and I can specifically remember them and it's actually the thing that probably was my favorite thing I've learned about myself from golf this summer was, like on a Sunday playing when, like, I probably shouldn't have, right? Like, I left my wife at home with the kids, I probably had other things I should need to take care of. But I was like, you know, I'll just do that shit later, right and play golf. And then I'm sitting there on like, the third hole with three hours, three and a half hours to go in the round being like, Man, I shouldn't be doing this. Yeah, like, like, you

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Michael Zildjian 35:25

got a good way to do anything? No,

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Mark Agostinelli 35:27

because Because in reality, I wasn't like, settled and having some level of inner peace, to really do the things I want to do. So that was like, one of the things that taught me was like, Well, you can't do you can't do things that are Well, it's funny, because now when I leave,

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Michael Zildjian 35:40

M Michael Zildjian 35:40
like, if you play well, when you're in that state of mind, there's there might be something wrong with you

M Mark Agostinelli 35:44
know, it's so it's so true.

M Michael Zildjian 35:46
Because now you should have a conscience about those things.

M Mark Agostinelli 35:50
I think I think it's conscious. I think it's truly conscious, because now, I'm in a role of leadership here. And I know and I had great leaders that I reported to still to this day, but in the past Patti, who's been on the podcast, who would look at me, like, you gotta go home, like that. Like, she could just tell that I needed to deal with something at home, whether it was so simple as cleaning the kitchen from last night or real are something I had to deal with at home because I couldn't do a good job at work until I took care of that, like make your bed everyday kind of thing. Yeah, almost. So that's been my favorite. Like been the biggest takeaway, like to the point where people now when they invite me because I started meeting more people, not the golfer that you want to go golfing. It's like, now I do like an audit. Yeah, I'm back. Alright, so what I'm going to do this week, right, so that I can enjoy, right? So the

M Michael Zildjian 36:33
more hours hours to not think about hanging with your buddies and swinging

M Mark Agostinelli 36:38
or walking by yourself. But it's funny how you

M Michael Zildjian 36:41
and again, you know, it's tough for a guy with wife and kids. You almost can never do this. But if you can turn off your phone for four hours. Yes. Like what a gift that is to not so connected to

M Mark Agostinelli 36:51
that. I'm pretty I'm pretty. I don't want to say I'm good at it. But I'm a little weird about it. Like I sleep. I don't know, phones upstairs for me. Yeah, at night. And probably after eight o'clock, I shut it down. And I go to the gym in the morning, and I don't look at my phone until I get home

from the gym. Nice. So so I have like that whole Yeah, I mean part of it. I'm sleeping. But it's a 10 hour window. Yeah, but the phone is

M Michael Zildjian 37:11
off disconnected. And most of us including me. I mean, I keep my phone in my room now for the last couple years because I've meditation app. Yeah. So it's like ridiculous,

M Mark Agostinelli 37:20
right, Sam Harris. And so there's that

M Michael Zildjian 37:23
with us. Why am I spacing on? Insight Timer, Insight Timer. Okay. It's a free app. It's great. It's got all kinds of stuff on there. Just basic timer,

M Mark Agostinelli 37:34
guided meditations and notes for the podcast.

M Michael Zildjian 37:37
Music Yeah, it's really cool. But you know, now I have my phone in my room. So when I wake up check. I do. I mean, I

M Mark Agostinelli 37:46
have an alarm clock. Yeah, do Yeah. Yeah, same one that I woke up to in high school. Nice somehow.

M Michael Zildjian 37:54
I can't stand the sound of alarms. Yeah, they dry up. My body clock is so weird. And I don't like it to the level where probably three times out of the last 100 that I've set an alarm. I've slept long enough to actually hear it. Yeah, right. I always wake up and like right Alright, shut that thing off because I don't want to get that's not how I want to start my day.

M Mark Agostinelli 38:14
It's more of a backup plan from Yes, it's definitely more of a backup when I have

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Michael Zildjian 38:18

suffered by not having that backup. Yeah. For sure, amen. Maybe Miss flight or two in there and back in the party and days. That's

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Mark Agostinelli 38:31

really cool. So do you look back on that experience? Like what do you draw from that whole experience? With what just like partying in the LA scene? Like oh, actually been?

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Michael Zildjian 38:42

Well, you get to see you get to see behind the curtain at the Wizard of Oz. Right. Right. Like, just the dude. Yeah. You know, I when I first went to Pepperdine, I called it the celebrity petting zoo. Because this is when just when they were starting to do like people were jumping fences and taking photos of celebrities. Okay, so they were out and about often in Malibu at the restaurants and at the supermarkets. And so it was like you're just living amongst the zoo animals, right? Like, you thought you could never get close to the zebra and next thing you know, I'm drunk at the supermarket and Bob Dylan's got bright red eyes buying what God knows what? Right next to them like wow, that's a weird moment. Yeah. And I've had you know, tons of those and in my life starting there and continuing I mean, we could do a five hour podcast just on those stories. But the one thing I've learned is that people are just people fame does not change fundamentally, whether you're a good person or not, in fact, it makes it more likely that you think you can get away with being an asshole. Yeah. And that's what I dealt with a lot. But you do have the gems in and amongst that and you know, for one of those for me was Dave Grohl,

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Mark Agostinelli 39:58

who's your favorite like that cool.

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Michael Zildjian 40:00

This guy I've ever hung out with like it just like you and I sitting here just a normal guy. Yeah, no pretentiousness. Like just a good dude just happens

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Mark Agostinelli 40:07

to be fun. Yeah, right. And

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Michael Zildjian 40:11

the weird part of that story was with my background and my name.

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Mark Agostinelli 40:15

Yeah. So this is weird. I was coming on the podcast, and I said your name and they're like, like, like the symbol. It's like, well,

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Michael Zildjian 40:24

sort of kind of my cousins. Yeah. Are they? Yeah, so there's gonna be some so yeah, it's a made up name. Which means symbol maker basically. Okay. Yeah, that ancestor had made this alloy showed it to the king. The Salton sounds like great work for me. Now we'll call you Zildjian. Because that means the guy who makes cymbals. Wow. Yeah. So anyway, every day that was cool. It's like one of the moments where I'm like, oh my god, we're doing this TV guide post me party with the Foo Fighters. Yeah, love the Foo Fighters love Dave Grohl is like my rock hero, big Nirvana fan, big food fan. So I say the guy that I've worked with forever, and the concept is like, you know, I never meet the artists unless, you know, it happens organically. I don't really care. Yeah. But I want to meet Dave. Yeah, he's like, no problem. This guy had toured with Nirvana back and more. So Dave gets out of his car and shows up to his parking lot in LA. We're the back lot of where we're doing this party and, and my buddy's like, Hey, Dave, get over here, man. Come here. I got someone I want to do you want you to meet. So I'm standing like this so cool. Like, I'm never like this. And I'm like, Yeah, but now I'm like, to me like what a normal person would run this situation. Oh my god. I can't believe I'm gonna meet Dave Grohl. I can't wait to tell him like how great I think he is like all the stuff that I would never do. Yes. Like I'm they're fully invested all in. And, and Dave's walking over and like five steps away. My buddy goes, I want you to meet my friend Mike. Siljan. He goes, Mike Siljan No fucking shit, dude. It's such a fucking Pleasure to meet you, bro. I was like, wait, what? Yeah, the way I was supposed to say that. I was gonna say that. Wow. And you steal my thunder, son of a bitch. And then we just really? Then we just, you know, we just started talking and he's such a good dude. He's like, hey, Taylor. Get the fuck over here. Man. You gotta meet this guy. And so me Dave Taylor and two of my buddies and up just hanging out backstage all night at this after the play. Yeah. And literally like this like but just talking shit to each other. Like they were railing on my friend. And he was given that right back to it was totally normal is amazing. Yeah, completely normal. No bullshit. No anything just like, hey, I'm a guy that plays music. And yeah, I'm pretty fortunate to get to do what I do.

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Mark Agostinelli 42:39

Was there anyone that you met throughout your that part of your career where their song comes on the radio now and you got turned it off? Like you just that person was so vile? I guess? Probably you don't want to mention it. That's probably a dumb question. No,

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Michael Zildjian 42:52

it's not because I don't care. You're not in that business anymore. Assholes. uracil. Yeah. And they should be exposed to such. Van Morrison.

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Mark Agostinelli 43:00

No way complete as that makes sense. I worked for

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Michael Zildjian 43:03

him for two weeks. I never talked to him because I knew I would hate him. See, I don't even use that word. And that comes out in that sense. Because I knew he was so mean to people. The first concert we did was at the Greek theatre in Berkeley. And as you have to drive through the venue to get to backstage, so everybody's crowding around his limo, he rolls down the window, sticks his middle finger out and starts telling everybody to screw I'm like, Oh, great. These people just paid \$300 to see right. There's gonna be fun. But by far the biggest. And I almost had to punch him in the face was Paul Anka. And as you can tell, I'm not a real tall guy. Yeah, like 5858 and a half. On my best day, Paul, like, up to my, to my nose, okay. And he was the meanest, most disrespectful SON OF A BITCH I've ever met in any walk. And so he mFw me for about 10 minutes, and then said, now get out of my dressing room and went around the corner back into the shower bathroom area. And for some reason, he had somehow hit the Sicilian button, and I snapped, and I slammed the door, but I stayed inside. And I said, You, and he turned around a quarter. And he looked at me. I said, you heard me? Yeah, a little bit. Yeah. I'm standing right here. You want to talk to me like that now? Because now I'm not calm. Right. Right. You think you're a big tough guy, right? Yeah. Get him out of here gets security. So it turned into this big ordeal melee, right? Not physically. But I had to go back I didn't have to go back then. And apologize to the people I worked for said you don't have to. They wanted him to break his contract. That's a whole other story. But also, I was like, you know, we got 3000 People here paid to see him I'm sorry. Yeah. And that's when he like got my fit. I didn't come a bit check on the punk now and you know, I think to him, that's probably worse because the era that he came from, and so I Call it Mr. Rankin so sorry. You know, I hope you have a great show tonight. Am I a punk? Mr. Hanka? I really apologize. You know, I know we got off on the wrong foot. I hope you have a great night. Am I a punk? And I was like spitting at me. I'm like, my head. I'm like, yeah. Oh my god, I'm gonna hit Paul Anka in the face. I can't believe this happening is I'm surrounded by two giant serving guys who are are my executive security team. Wow. At the time. One was a former WW II wrestler was WWF. And but yeah, those are those are two of the most vile people just just bad guys. Because I love vans music. Yeah. So that that was a bummer for me, because he's a great musician. And the band was great on that tour. But it's just, again, it's like one of those things when you see behind the curtain? Yeah, yeah. No one's seeing it. Yeah. When kids were to me, as I got older in my career, and into my 30s, and into my mid to late 30s, I was still in entertainment. You know, younger kids are just starting, would ask my advice. And I'd say, Look, my advice is if you really love film, or you really love music, go do something else for work, right? Because eventually this will and people told me this, and I didn't believe him, but trust me, you will see stuff. Yeah, that you don't want to see. Yeah, because this is really your love. You're gonna see the bad side of it. And it's not pretty right, you know, as we've now learned in the last few years with some of the transgressions and things that have gone on in the entertainment world, right. Well, this is stuff. I never saw any of that. Yeah, but I knew all of it was going on. For sure you can feel it if you're paying attention when you walk into a room you're like, wow, there's a bunch of creeps here. Yeah, I'm not sure. Right. And by the way, I sat in a car with just me and Bill Cosby and I and my creep radar did not go up. So I apologize people for missing that. Yeah, but who knew? Yeah, right. That he would be the guy that's like the biggest creep of all right? I blew me away

when I heard that. Because you know, the way he can I mean, I knew is kind of bullshit because of the stuffy crap you would give Eddie Murphy and those guys for swearing. Yeah, like, all right, dude, you're not perfect. What are you hiding? Right? Turns out, he was hiding a lot.

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Mark Agostinelli 47:17

Murphy, delirious and raw. Gotta be some of the best stuff. Oh, ever. Well, Bill

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Michael Zildjian 47:22

Cosby himself still one of the best. Yeah. And it's a bummer. You can't like say those bits out loud. Because people think you're a rape supporter. No, I'm a comedy support. You know, he wasn't a rapist, or I didn't know he was you preach kindness. But that's the thing is right kick does come back to that. Like, we have to tolerate the fact that none of us are perfect. Oh my god, we have to be tolerant of others when they make mistakes, or they say things that we don't like that they actually have a belief or a thought that we don't like. Like, if we want a tolerant world, we have to be willing to tolerate those things. It's not fun, and it's not easy. But the question is, do you want to tell her a world or not? Right? Do you want a world where you're just now you're the new bully? Yeah. And you call it tolerance. But it's not because you tell people what they can and can't say and can and can do. That's just bullshit. Right? You just you just replaced the old bully. And now you're the new bully,

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Mark Agostinelli 48:15

right? If you're your rules cheat, right? So if you had a magic wand with the world, what would you add eliminate or do right now, if you could? What would I mean making people I think, yeah, I mean, the thing in kindness easy. Sounds like,

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Michael Zildjian 48:30

you might ask me something like that. So on the way over, I was thinking about, and I thought if there's one thing that I would spread to everyone, it would be good. Well,

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Mark Agostinelli 48:37

yeah. Pretty simple, right? Like

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Michael Zildjian 48:40

the most basic thing that we'll probably all humanity started, we all had first before anything else. And maybe we still do and we're innocent babies, right? You start to see all the crazy stuff that's happening in this world and then that darkens us, but like, it would just be good. Well, it would be kindness. You know, I have, I wear this wristband to the camera. It says kindness matters on this side. On that side, it says Elena's voice, what my class president of Pepperdine.

His daughter was killed in mass shooting a year ago. And obviously, the most horrific thing that can happen to any person is the loss of a child. You're a parent, I know that I'm not even a parent. And I know that there's no way you can experience something worse than that. But there's still a choice, right? Everything I talked about in the book, the videos, the TV show, the podcasts, everything is there's three things self awareness, honest self evaluation, and commitment to making good choices. And the best choice no matter what happens is kindness. Yeah. Now there are some things that happen that are really fucked up. Yeah. And make it almost impossible in people's minds to consider that they could be kind in the face of that. But I have one I just hold my beer. Yeah, doesn't matter. Doesn't matter. doesn't forget but I have a friend who did it. Who went through The worst thing really and decided, he and his wife that they were going to make their daughter's memory, about kindness because kindness matters. The more kindness we spread in the world, the less stuff happens, the better. They have two other facets, facets to Elena's voice, which are one, we shouldn't make celebrities out of these maniacs that do this kind of thing. Is that only makes it worse. Amen. Right. And to which is a really important thing we touched on earlier, especially for veterans, but for everybody, we've got a serious conversation about mental health to be had right in this country and in this world, right? The mental health of people that do these things is the real issue, not the devices they use to do that. Because if you're mentally ill on that level, you'll find some way other way to hurt people if that's what's in your heart. Right. And I'm not saying for you gun control proponents out there that that's not a conversation to be had. But as I said earlier, it's not nearly as important though.

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Mark Agostinelli 50:56

It's not even a political thing. It's so true. Because even if I mean, you seem to me, sitting across, like you're a pretty happy guy, you said it right? You're happy chasing this party, like I would self proclaim, I'm gonna happy dude, right? I you know, most nights I hit the pillow and I'm like, my wife, you know, I'm like, my wife fucking rules I purposeful about what I'm doing, and I enjoy what I'm doing. But don't we all have times? And you're like, man, fucking This sucks, right? And if if people that are walking around saying that they're generally happy, have those moments? Can you imagine the people that the angst of people who aren't right, and then it's like, so I couldn't agree with you more? I think it's a it's a very hard conversation because it has to be nuanced. Yeah. But I do hope. I do hope that through mediums like podcasting, right, we do. About an hour. Yeah, there's plenty of people that do in three and a half, four hours and longer. Rogan Rogan, right. I mean, Rogan inspired this thing for sure. Yeah. I mean, that. That podcast changed my life. It got me back into the gym, got got my family right back at the very top of like, importance in my life. Right? Yeah, other than my own health. He's right, you got to take care of yourself, or your family. But those are I hope, that's an outcome of

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Michael Zildjian 52:06

things I'd like to do is I try to be very open and honest, but authentic? Yeah, as you I think you can tell. Yeah. And part of that authenticity is that people see me as I'm trying to do this, they see the happy moments, they don't see the sad moments. And there's a conversation as to whether you know, how authentic is to authentic and all that. Yeah, but the reality is, is that I still have many nights where I stare at the ceiling, like, is it gonna work? Why am I doing right? What's it all for? You know, all the questions that everybody has? Yes, I think that's my point.

And why I've been doing more talks and videos and podcasts on anxiety and depression is because everybody feels these things. Everybody experiences these things? On some level? Yes. And no matter what you think, Where do you think it is on the spectrum of what we think is bad? When you're experiencing anxiety and depression, personally, it doesn't matter where it is on that spectrum. It's, it's all the way pinned at the top. Yeah, in your mind and your body, because it's the one you're experiencing at the moment. And so I think that the important thing for people to remember is that we all have those moments, so it normalizes it. Yeah. And we need to kind of what I'm hoping we need to stop pretending that everything's okay. All right, sometimes it's not for me as Mr. Happy positive guy trying to spend kindness there are days where I'm like, Yeah, I don't want to do any of this. You met people. Why am I trying to help?

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Mark Agostinelli 53:37

know guys in the staffing, you're preaching to the choir, right? But I'm, I'm totally with you. I'm telling ya.

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Michael Zildjian 53:43

But, you know, again, that's it's the choice. What choice do you want to make? Right? Do you want to choose happiness?

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Mark Agostinelli 53:49

Oh, how about the choice by the way, speaking of golf, did you see the pro golfer who missed the cut, because the person with Downs couldn't control themselves? In the backswing, he actually lost the turn. He lost the tournament. I forgot who was missing.

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Michael Zildjian 54:06

I mean, miss, they're both bad. Yeah. The tournaments.

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Mark Agostinelli 54:09

way that that guy handled that situation? Well, I just was like, for those of you don't know, he basically found out about what happened went over and hugging and hugging the guy and was like, I appreciate I appreciate your situation, signed a hat for this kind of stuff and was like, and he's basically I'm paraphrasing, but his basic quote, after in the media was like, I'm playing pro golf for living like, zero, okay, it's okay. And I was just like, reading

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Michael Zildjian 54:34

a lot of self awareness there. And like, you know, with golf, like, you're talking

M Mark Agostinelli 54:38
about making the decisions to and how you react. That's a choice.

M Michael Zildjian 54:41
Right? His initial reaction wasn't a choice because he didn't have the context. Right, exactly. So initially, it was like, who's

M Mark Agostinelli 54:47
who's gonna measure Sergio Garcia? That's what happened to him. He

M Michael Zildjian 54:51
would never hug that kid. Yeah, sorry. Yeah. No.

M Mark Agostinelli 54:55
out of the country, right. But I love seeing that and being like, for me those moments, it's Like, why are those?

M Michael Zildjian 55:01
That's exactly like those are the choices like, that's the key moments when it's hardest, right? It's easy to be kind when it's easy when someone's being nice to you. It's really hard to be kind when someone's being a complete asshole. Yes. And but what I learned was that I'm in control of the things I say and do and I can't control what anybody else says and does, you know, I can influence them by showing them that I react, I still stay true to my commitment, right. But when someone's acting like that most people go, Well, they did it first. And think about that. Think about think about all the people that you know that say that that are not five years old. Right? Right. If you have kids that are five, fine, that's what you do when you're five, right? We still do that when we're adults. And it drives me bonkers. It drives me mad literally. Because how are you supposed to There's a story in the book about this, we played a golf around a golf with this caddy daddy. And his guy was like, super mean to his 10 year old kid the whole day, which culminated in him practically stomping up and down on a green saying the adult saying to the kid, you have no patience. And me and my buddy are looking at each other and looking at him, like, where do you think he gets that from? Dude? Right? Right. We're the ones responsible for teaching kids, even those of us who don't have kids, I was gonna say it's our conduct, how they learn the boys, how we conduct ourselves, you can't. So we need to hold ourselves to a higher standard of conduct if we want this world to ever improve. But how

M Mark Agostinelli 56:37
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did you get like, what I am interested to know from you is? Where was this like? The foundation of what you're saying? I'm guessing happened during your formative years? Like, do you attribute that to your parents? Or was it truly something that was more self reflected in your 20s? And 30s? Like, yeah, you know, I forgot about the pressure, but definitely

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Michael Zildjian 56:57

a traveler, tribute part of it to my parents. But let's be honest, my parents were raising four kids with no money and in the 70s and 80s. Right, they did not have it easy. And they did not deal with it well, all the time. Right? As they're humans, people do, right. But they were still great parents and loving parents and made it clear that they loved us. And so yeah, there was that foundation for sure. And you know, even more now as adults, but to me, it was again, you asked earlier, and I don't think I ever answered why was it the Boston Marathon bombing? Yeah, was the moment well, it literally hit too close to home, I know someone that was at the finish line that got their leg blown apart. And luckily, he was able to keep it and he survived. And, you know, well, it went as well as it could have rare but they caught the guys who Watertown less than a quarter mile from the house that I grew up. And so that whole week for me was super traumatic, because I was all the way across the country. And I couldn't be there. My parents are still living there. I had tons of friends in the area, my grandmother was living my parents at the time. And again, I just realized that like, if we continue to let it be okay to treat each other like this, then it's only going to get worse, we have to take a stand, that this is not okay. And not by screaming and saying those guys over there the problem, but what can I do to affirm and what I can do is I can be the best person I'm capable of being right, and show by example, that maybe other people will follow that this is how you should conduct yourself. And that's when I just said, From that moment, I said I from today. I'm getting emotional thinking about it. Like I have to hold myself to a higher standard, right? Because it matters. Yes, it actually matters. And that's why I still get emotional, because I can remember that thought of like, oh, shit, it's never gonna be the same again for me, because I just saw behind that curtain, right? And like, if we all did that, if we all had that moment of awareness and awakening, what would the world be like for our kids? Again, like you said, Well, you even have kids who are how do you? How do you get yourself to this place? Because I have nieces and nephews and I have tons of friends that have kids that call me uncle Z. Yeah. And, you know, those kids matter to me. And the way we leave this for them, to continue from here matters to me. And I think it should matter to all of us to the level where we get as upset as I'm getting right now.

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Mark Agostinelli 59:29

Yeah, no, it's, I mean, you're clearly a special person, because I think part of those times. I like it just the way you internalize that and then put it into action. And it's pretty incredible. Yeah. Myself, and

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Michael Zildjian 59:46

thank you for seeing that. And like I said earlier, it's not something I would recommend for everyone, right? No, but I'm not saying that. I'm better look, no, we're all different. We all have a different thing to contribute, right? And my message is that each and every one of us has to find the thing that we can contribute to the greater good to make a difference. Yes. Whether

that's at work at home, whatever your sphere of influence is, we all have work to do to hold ourselves to a higher standard. If we ever want this world to be what we wish it could be for our kids one day, right? Right. It's really that simple. Yeah, that's not simple to do. No,

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Mark Agostinelli 1:00:26

no. And I think because it's such a huge problem. Not huge problem. It's such a big task. I think it's daunting to

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Michael Zildjian 1:00:36

people. Yeah, people forget about it a couple weeks after a shooting or bombing like so. Alright, I'm back to my life now.

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Mark Agostinelli 1:00:41

Or were selfish. Like, even when you were talking with the Boston Marathon bombing some of the thoughts that came to my mind where I remember I was living in Natick, I had just moved out of Watertown. Oh, wow. I was actually in No, technically Newton corner. So okay, to Watertown guys. Like, that's not

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Michael Zildjian 1:00:57

good. What street man?

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Mark Agostinelli 1:00:58

Yeah, gala Street. I live right there. I lived on June. Yeah. Oh, no, that's true. Yeah. So I remember, I just moved out of there. And I remember like, that was the first time that one of those things really hit home because September 11. I was in eighth grade. And it was scary because my dad had flown out of Logan just hard to process and it was just a lot and I was like, Mmm, my mom crying and being like I don't like fully get I do get it because it's like war on our own soil. But I don't get it get it. But I remember the marathon bombing. Feeling feeling so violated in terms of safety. I was in a ticket. And I lived in this little one bedroom ranch. And for some reason that morning after when, the morning before they caught the guy and the member they thought he was somewhere between Watertown and Connecticut, right? Yeah, we had no idea where the guy was. And that was so violent. I remember walking out and my basement door was open. It was a it was the basement door was outside. And I remember saying myself, I'm so fucking afraid to walk down that those stairs because I don't know who's down there. And I had never been a thought that had crossed my mind in my life from violence. And but but now even thinking about that as a 30. I'm 34 now so that I don't know how old I was at the time. But thinking about that now. It's such a selfish thought. Like thinking about myself where like, it's, that's why I said you're a special person. Maybe because you're thought about it as like, no, what can I do,

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Michael Zildjian 1:02:19

but it starts it is a silver shot. But it's not because it starts from there. Right? Like, right. The first thing for me is how this affected me to write Yeah, friends and family there. And yeah, like if I was yelling at my dad to stay inside. Yes. Yeah, I just don't know what they're doing enough shoots. You know, but, you know,

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Mark Agostinelli 1:02:37

you're the real

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Michael Zildjian 1:02:38

aware thing that you had that day is like to take that thought and go, oh, there's billions of people around the world that live like this every day, every day. And when you think about it like that, you're like, holy shit.

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Mark Agostinelli 1:02:53

I love that stat. That's like, if you make more than \$36,000, you're in the top 1% of income earners in the world. It's like, whenever I'm having a bad day, I think about like, I missed a thing and missed my bonus. Or if I like, worked really hard. And I got no fruits of that labor. I think to myself, well, you're still filthy rich in the economics world. And you got all you got to be grateful for all the other things like Yeah, but

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Michael Zildjian 1:03:14

I think also, that's the thing, too, that I think is we need to redefine in this country in the world, what the measure of success is. We talk about it mostly financially, which is weird, but predominantly, predominantly, by far right and like, but is that you know, when and when you get to that level of success, and you're starting to see that. Okay, but my wife and kids are really mad at me. The money is only so I could do stuff.

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Mark Agostinelli 1:03:41

Fun thing. Right? Yeah.

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Michael Zildjian 1:03:43

And I think that the measure of success needs to be redefined for people, which is like, how good of a person was I today? How many people did I help today? Yeah, you know, that's the measure of success. It's almost like

M Mark Agostinelli 1:03:57
can you live with your conscience? Yeah, me as well. Is it for me really?

M Michael Zildjian 1:04:02
Understand the question of like, when you jump so far, in that way, like I have, like, can you survive financially? Yeah, yeah. Mentally, yeah. Deal with the programming, I'll say, because I can't think of a better word that we all grew up with that success is money. So if I don't have it, right, am I a failure in my 40s? Well, you know, talking to you and talking to other people, a lot of people would say, hell no, man,

M Mark Agostinelli 1:04:26
please keep going. Because no one else is doing. It doesn't matter, right?

M Michael Zildjian 1:04:29
Because my, my measure of success has to be redefined for me too. And I still have to battle that every day, when I look at my bank account and go, Yeah, all right. Well, I gotta figure out what the next couple of weeks are gonna look like and make sure it's all gonna come together. But look at the opportunity that I've given myself to actually put myself in a position to make a difference then a lot of people would be afraid to do and quite frankly, I was afraid to do it. I'm still afraid to do it. Yeah. But like you said, what the big we talked about the biggest thing I learned is that none of it really matters.

M Mark Agostinelli 1:05:00
He doesn't matter. So just pick something, which is also terrifying. Yeah, but it's true. Yeah, it really is true. But it can power you through those super uncomfortable times.

M Michael Zildjian 1:05:10
Absolutely. Because at the end, at the end of the day, when you're looking back on your life, you're not gonna go, oh, yeah, you know, I really staffed a lot of companies. Right, right. Obviously, no offense, but like, no, no, it's not gonna be

M Mark Agostinelli 1:05:22
so true. I bet it's gonna be the people here, but then more. So that's

M Michael Zildjian 1:05:26

M Michael Zildjian 1:05:20

an important thing as I'm sitting in the Davis company offices, and that's how you fund your family. Yeah, it's important. Yeah. And it's important. It is an important function. But it's not going to be the thing that you go. Oh, yeah. You know what? Nothing else really mattered because I staffed a bunch of

M Mark Agostinelli 1:05:41

people. Right? It is. It's so true. It was not the cute call me because I'll give you a talk. Well, Michael, I think we're probably over an hour. I gotta do that was fun. That was fun. I mean, I loved thank you for coming on. I can't wait to have philosophy. I think we could probably want to get some warmer out. We get to play around

M Michael Zildjian 1:06:02

a golf. Yeah, for sure. I'd love to me that. Oh, thankfully, my back will be in better shape. I'm

M Mark Agostinelli 1:06:06

drinking beers. I'll get you deadlifting you'll get it.

M Michael Zildjian 1:06:08

I don't think

M Mark Agostinelli 1:06:11

he'll like it. Over time. It will help I promise. But no, I appreciate your time. Love your philosophy on life, man and keep doing what you're doing. Because I think thank you. The world needs more of this for sure.

M Michael Zildjian 1:06:21

I think so. I'll definitely

M Mark Agostinelli 1:06:22

pull everybody else up. They're

M Michael Zildjian 1:06:24

compelled to do something like this. Check him out.



Mark Agostinelli 1:06:26

Jump in, read the book, retweet it, get it out. spread the good word. Yeah. Cool. Thanks a lot. Thanks, man.