**Chalene:** So we have a special request from the Twittersphere of how to deal with people who are a pain in the butt like people who you are like, you are driving me up a freaking wall and I want to kill you but I can’t because a) I don’t want to go to jail or b) I am related to you or c) I am married to you or d) I have to work with you. There are those people who are like you just can’t cut them out of your life, you can’t cut them out of your world. You have to deal with them. What do you do about those people, how do you deal with people who are a pain in your butt and you just can’t walk away. That’s the topic.

So let’s get started, shall we? Let’s do this and maybe this is a topic that you’re like, oh my gosh, this – my girlfriend is so dealing with a crazy mother-in-law or a crazy sister-in-law or a co-worker or someone like specifically we are talking about people who are a pain in the butt but there is like not much you can do about it like you can’t just go like, well I am not calling them anymore or I am not going to deal with them because you have to deal with them because they are like family or it’s a situation like there is nothing you can do about it.

It can be incredibly frustrating, incredibly stressful. It can be so stressful that you can’t really think straight like you just – it so boggles the mind that it disrupts your normal work, it disrupts your happiness and it becomes all consuming and you just don’t know what to do about it. That’s what I am going to discuss with you today. We all have those people in our lives sometimes more than others. The question is what do you do about it? How do you win because that’s really what it boils down to like if someone is a pain in the butt to you, it’s typically because you are trying to help them see things your way and they just aren’t seeing it or they want to push their beliefs or their whatever agenda on you, there is no getting around it or they are just being so irrational that it – you are like, I don’t even know who this person is. I don’t even know where to go from here like this doesn’t even make sense.

It’s often somebody who is in our life that we really it’s either by a marriage, like it’s your mother-in-law, your sister-in-law, brother-in-law. It’s a family member. So there is like, hello not a lot you can do about it. So – and in most cases, what you are dealing with is a difference of opinion and you want to accomplish something and maybe you have an agenda yourself and it’s just such common sense that it makes sense we would do it this way or it makes sense that we would you know not do it this way and this person is being very irrational and very emotional and its incredibly frustrating because you are like, this is just a common sense thing. Why does this person not get it.

Well that’s where you are. The first thing I am going to ask you to accept is that you are not going to win if the end game, if your goal is to change their mind and get them to do what you want, you will not win no matter what because they are in no interest. They have no interest whatsoever. They are motivated in the least to change their mindset or to hear what you are saying or to see it from your perspective or to understand what you are saying because they want to win and they are not rational and you are.

Nine times out of ten, it’s just a power play and because you are the rational one which I am – I am just going to have to assume that you are because you are the rational one, you just need to understand that you can’t beat somebody who is irrational and if you try to, you will end up losing in the end because all you lose is sleep, your sanity, your ability to concentrate because you are arguing with crazy. You can’t beat crazy, you can’t win and you can’t change their mind and you can’t bring them over to your side because they don’t want to go there.

All right, so what’s our next option? Well, I believe your first option is to change your goal. Let’s say, you want someone to follow-through on a particular act or you want them to do something or you want your mother-in-law to stop coming over and cleaning your house and you want your sister-in-law to just cooperate and understand that you know, you are going to host Christmas this year and it’s just not that big of a deal or you – whatever it is, you have a goal that you have in mind and you are not going to accomplish it.

So what I want you to do is to ask yourself, okay if I can’t accomplish that, at a minimum, what do I want? What’s like the next thing I will accept and when I work with people and talk with others about this topic, we can usually ask enough questions and it boils down to – I want just peace. I just don’t want to fight about this. If they are not going to do this, if they are not going to be able to see it my way, then at a minimum, I want them to just – to stop being so irritating. I want to stop fighting about this. I want to just drop it. Can we just drop it? Can they just cooperate?

So in other words, if you make peace your goal, you will probably win because if peace is your goal, it’s a lot easier to accomplish that than it is to win a battle against someone who is ku ku for Cocoa Puffs. They are just irrational and sometimes rational people become irrational when you trigger something in them. So like the rest of the world might not see them this way like the rest of the world might see them as like super cordial and reasonable and kind and level-headed and you are like, that is not my experience. This person goes crazy around me.

Well, often times, that’s because you trigger something in them. It can be jealously, it can be a lack of power, it can be fear that they are losing significance or importance, it can be your mother-in-law and I can tell you that most likely, the pushback that you are getting from a mother-in-law is based on her feelings that she’s been replaced, that she’s not the most important woman, that she is less significant than you and that’s hard to deal with. So they will do crazy irrational things to just prove to you that they raised that man and 15 other children and they know how to do things right and they are going to tell you how to do it but often times when someone there is acting irrational who normally is rational around other people, it’s because there is something about you and it’s not your fault but there is something about you that makes them like mad at themselves and so they are going to take it out on you.

So it might be that you trigger like it bothers them that you are successful or it bothers them that you are happy or it bothers them that you are financially secure or it bothers them that you have your stuff together and so they want to do whatever they can because it’s upsetting like it’s triggered something in them that upsets them and so they want to attack you or they want to – you know, you are sensing this like irritability that really comes from a place where people aren’t happy with themselves.

So I think if you know that, it feels less personal because one of the hardest things about dealing with someone who is irrational is, you are like, this does not make any sense. I don’t understand why anyone would act this way. It boggles my mind. I am coming from a place of love or I am coming from a place of commonsense and it will stop you in your tracks and you are like, I can’t even think about what I need to think about today because this just doesn’t make any sense and it starts to feel personal and you start to feel like the crazy person like you can’t think about anything else because you are like, it doesn’t make sense. I don’t get it. What is going on?

And I guess that’s why it bugs us so much because we are like, I can’t get anything done and so we are going to deal with this because you are like, I am so consumed by this and it needs to go away but it’s not going to go away with you trying to change their mind or you trying to win them over to your side. Step 1, no it’s not personal. It is about them. It’s the way they feel about themselves, it’s something inside of them in an adequacy that they feel that has triggered this irrational behavior that doesn’t even make sense. It’s not personal.

So that should make it feel a little bit better. It’s like – and if nothing else, it should help you to feel a little bit of empathy. So when you are empathetic towards people, then you know you are like, okay this isn’t so personal and it’s easier to respond in a loving way as opposed to a, “I must win” kind of way. The second step is, lower your expectations. I will just bet, you know that this person is going to do this before they did it. I will just bet, this isn’t the first time. I will just bet, it’s kind of like a common theme with this person. So #1, why are you expecting this person to be rational like ever?

They just normally aren’t around you or in this particular situation. So lower your expectation. If you’ve set an expectation that you and I both know they are never going to do that thing that just seems so like dah, common sense do it, if you know in your heart of hearts that they should and there is no reason why they shouldn’t but that they won’t, then don’t expect that to happen. Set a lower expectation. People will rise to the expectation but only if they have the ability to and this person doesn’t have the maturity or the self-awareness or the rational thinking to act that way.

So you need to lower your expectation so that you are not sadly disappointed in the process. The next thing is, ask yourself this. What is at a bare minimum what I can accept and how can I just maintain peace because we are talking about someone who you can’t cut out of your life. Now if it’s someone you have choice like I – talking about someone that maybe is a client or a friend who you are just constantly having this battle with them, well you have choice and you don’t have to invest your time or spend your time or engage with this person.

So my question to you would be, why are you trying so hard? Why are you so desperate to get this irrational person to be rational? So look at yourself in the mirror and go, why is this so important to me and can I let go off it. If however as I suspect, this is someone in your life who there is not much you can do about it, then I am going to ask you to set an objective of just having peace and knowing you are going to let them win. And oftentimes when you let that person win, you can bring them over to your side.

You see when two parties sit down on the table to negotiate, assuming they are both rational, they both have to give up something in order to come to the middle. I mean that’s a negotiation, right but when you are negotiating with someone who isn’t that rational, they won’t give up anything. They are like, you come over here and I ain’t going over there. So your best bet is to just agree that what you want is peace and you know this person well enough to know what that’s going to take and to just give it to them if you can afford to and by afford to, I mean if it doesn’t cost you like how much does it really cost you and are you willing to do that.

Let me give an example. I guess a good example would be a family member who – gifts are really important to them for celebrating. I – once I got to a certain you know level of success in our – financial success, Brett and I asked our family members if we could take care of a family in the military or families in military and if we could all do this and everybody likes it and loves it but not everybody does and I had a family member who just felt very hurt by that that we weren’t going to be exchanging presents and to me, I was like but why we can’t buy each other presents whenever we want like it didn’t seem rational to me but then I just had to realize like well, that’s okay.

I don’t need to win this. If this makes this person feel you know loved and appreciated and thought of, it’s how they like to show love and appreciation and it hurts their feelings, well it’s no sweat of my back, then we can do that and I just had to go like, I don’t need to win this. I can let go it, you know and I am not going to win it and so I can let you have that one. You know what I mean like it’s no sweat just realizing like okay, that’s fine and that’s a pretty basic one but I am sure you have people or situations where it’s far less rational, right and so you have to ask yourself like, what honestly can I really tolerate to have peace because ultimately that should be your goal is peace because it’s only with peace that you are going to be able to go back to your normal routine.

It’s only with peace that you are going to be able to move forward, take care of the people that you need to take care of and feel happiness. When there is discord in our important relationships, it’s really hard to have balance anywhere else or focus anywhere else. So make peace your – make it your goal and set your standards a little lower. You know, you have to pick your battles wisely, yes and there are times when you are like, well I would love to just accept this but it’s going to put us in financial dire straits or I would love to accept this but it puts my child at risk or I would love to accept this but it’s dangerous, I’d love to accept this but it’s not healthy in which case, then you have to find a new way to approach the subject because whatever you keep trying to do isn’t working.

So I want you to think about this person and think to yourself, okay what’s most important to them, what is most important to them, what’s their issue, what’s their hang-up like is it power, is it saving, is it having help, is there issue of recognition, is the issue that they want to feel important or significant, is the issue that they want to be the one who is making all the decisions. So once you know what their issue is, use that even if you have to be like a little bit sneaky about it and give them – if it really requires you getting them to make this little bit of a change because it’s dangerous or its unhealthy or its putting your family at risk et cetera, most people, most of these things, most of these things can be resolved by allowing the other person to feel significant, to feel heard and to feel powerful.

When you find that someone is being very irrational and a pain in the butt, 9 times out of 10, it is because they feel tiny, they feel insignificant, they feel powerless. So if you just do whatever you need to do to make them feel as though they have that, it’s funny how and they will be like oh well I actually kind of like your idea and then it feels like it’s their idea. So give that a try and I would love to hear back from you your feedback like send me a Tweet and let me know, okay I tried this and you write, if nothing else, I have peace.