Episode one David and David

Speaker	Start	Text	End
Bruce General Intro	00:00	Managing money and knowing what is good for your financial wellbeing at every stage of life is a skill. It's a skill every person needs. Managing money well means having an adequate level of protection, more savings than debt, and knowing how the choices we make can either make us or break us. Of course, we're all human. So, in Your Money Matters, a podcast brought to you by Discovery, I unpack practical aspects on banking, life insurance, investments and more in discussion with experts. Join me for these interesting conversations and hear how small things we do can take us to greater financial security and more of life's rewards.	00:43
Bruce Episode Intro	00.43	So, what is your relationship with money? Why do you feel the way you do about money? How does that affect the way that you deal with money? And what would be the consequences over the long term as a result of the behaviours that come from your feelings about money? Critical questions for anybody wanting to invest because your behaviour determines your outcomes. David Zidel is a lecturer at many business schools across South Africa and he is an author and David Leibowitz is the Associate Specialist in Technical Marketing at Discovery. David Zidel, why do we make the financial decisions that we do? How do we make those decisions?	01:32
Zidel	01:32	So, I think a lot of people make financial decisions by complete default and it's without much thought and what happens from a human point of view is we're either in our head or in our heart. We're either thinking or we're feeling and a lot of the decisions we make financially are feeling. So, I think a lot of financial decisions are made impulsively without the thought process going into it initially and that becomes the problem financially, long-term. Because if you keep making decisions based on how you feel at the time, your feelings change, your decisions change and you make decisions that are great short-term, but not great long-term.	02:14
Bruce	02:14	How do we separate the two? We are complex beasts as human beings. Our decision-making processes generally are made on feelings. I mean, we don't necessarily think about the people we fall in love with, at least not initially. It's a feeling. When we are deciding what we're going to have for supper, it's not an intellectual decision, it's a feeling, it's an emotion, perhaps. We don't necessarily give anything we do nearly sufficient thought possibly, David?	02:40
Zidel	02:40	I agree with you a hundred per cent and that's the difference between what used to be called the slow thinking and the fast thinking. The fast thinking is the immediate reaction; our feelings, and all animals have that and that's our animalistic behaviour, but we as humans have that other aspect which is the thinking and that's where we need to slow down and think. And we've got to force ourselves, in fact, to do that. So, you're right. We just react, make decisions but it's around:	03:41

		"Let's stop, slow down and think what do we really want?" And once we've got that long-term planning then we've got to stick to it. So, we've got other thinking along the way of every time we now have made this long-term plan, or we've looked at something, which we generally avoid. Let's say we've made a long-term plan. How do we keep ourselves on track? How do we stop ourselves from making that emotional decision or emotional purchase and think does this fit into my long-term plans?	
Bruce	03:41	It's so interesting, isn't it? Because when we look and we think about our own behaviour when it comes to money and we go "look at that car or look at that house, oh, look at that pair of shoes or look at that handbag or look at that phone", whatever it might be that attracts our attention and distracts us from our long-term planning, is emotional. We may be feeling a little bit under the weather. We may feel like we need a little bit of retail therapy, so we act emotionally, I mean what makes us want to drive one brand of car over the other? Most of us don't look under the bonnet, don't look at the specs of the car. We look at the car that makes us feel like we're finally cracking it, I suppose and that's the problem. How do we then separate this animal emotion versus human intellect David, how do we actually do that?	04:30
Zidel	04:30	So, you need to start off with an absolute plan. And I don't know if you remember, I think you're far too young to remember it, but in the early days we used to have these boards when these motivational speakers, used to come up and put up these boards or these goal boards and you used to physically take pictures and stick them on the board of this beautiful house and say "that's what I want to get to" and they said you need to stick it on the mirror that's in front of you. So, every day, when you're brushing your teeth or you're shaving, you're seeing that and that's your goal and it's in your face all the time. We need to do something similar to that, maybe in a different way, but we need to first of all sit down, think, discuss. What is our main goal? What do we want to achieve? And then what is the plan to get there? And it's fascinating. I drove to the studio today and I left early, early this morning because I was out of town and I was thinking when we have a plan, we've got to plan how long is that trip going to take? What's the speed I'm going to travel at and if leave it too late, I've got to travel faster and as I need to travel faster it gets more and more dangerous and at some point, it's just not even achievable and it's the same with finances. So, you've got to first of all make that decision. You've got to know what that decision is, but then you've got to know what are the steps that you take as you go along to achieve that goal. And the most important thing is, keep reminding yourself of what that goal is because we get distracted all the time as human beings… and I've got this goal and I'm saving money for this house. But all of a sudden as you say, wow, those shoes look great or my neighbour has	07:10

		bought this amazing car. I don't want to look as if I'm not as good as my neighbour. I better get the same car and all of a sudden, we are distracted from what the main goal is. So, we have to find a way of being able to remind us of what that goal is. And the problem also is there's a concept in behavioural economics of what we call "discounting the future." When things are in the future, they seem less significant than if they are right now. So even somebody who's trying to lose weight. If they look in the future at being thin that's what their goal is. But, boy, this piece of cake in front of me looks a lot better now we discount the future and you've got to keep remembering what is it that we want the most, compared to what do we want now? And we often make the now decision than the most decision.	
Bruce	07:10	What glorious analogies, I mean my riposte to you about the cake is that in five years' time the cake will be stale. And so that's why it's got to be eaten now. I mean it's a fairly obvious answer! David Zidel, what wonderful analogies and what wonderful thoughts you've planted in our brains. David Leibowitz, can we therefore help people to make better decisions? Because in the short term there is distraction, there is enticement, there is advertising. If you pick up… you go to the dentist, which is essential, and you pick up a copy of *Vogue* in the days when dentists did have magazines on the little tables in the middle of the room and you were allowed to touch them, you look at the *Vogue* pages and there's a Montblanc pen and a Cartier watch and you just have this extraordinary FOMO because the world is moving on and you are the one who's responsible with the pictures of the house and the car and the school you want your kids to go to on the bathroom mirror as David Zidel suggests we do, yet everything is so pretty and it will make you feel better and make you look better and it'll make you a better person if you have the short-term fix, how do we break that?	08:26
Leibowitz	08:26	So, Bruce I mean the first step is recognising that we're impulsive and sometimes make irrational decisions, but, pointing out irrationality, it's not enough to change behaviour – how often, when people tell us to change our behaviour do we do it just because they tell us to? So, one of the solutions is that you can take advantage of a programme like Vitality money, which is Discovery Bank's behavioural programme. And what this does is that it incentivises you and nudges you to make more rational, positive financial decisions. David Zidel has spoken about discounting the future. What we need to do is use this programme to help counter the irrationality and the thing is that these irrational decisions, they are the ones that bring people joy. So, you need to use another incentive or reward to persuade them to make the more rational decision. An example of this is how we've taken savings for our clients and gamified that experience. So, as part of our Active Rewards programme, we reward clients for managing their savings every week and	09:43

		what happens if the balance drops below a certain threshold, they don't get a reward but instead if they maintain that savings balance, we tie rewards to that positive behaviour. They get part of our shared value rewards currency, which is Discovery Miles and then they can use that micro-reward on something like a coffee or a smoothie and it can still give them that serotonin hit or alternatively they can, you know build these Discovery Miles up and accumulate them over time towards something larger and then that reward incentivises them to break their bad behaviours.	
Bruce	09:43	Is that sustainable though David Zidel, I mean, after you know a month or two of getting free smoothies and the thrill of getting the free smoothie, I kind of go, "but I can get one of those little polystyrene things with four cups, four of my own smoothies if I can spend the money right now and I can get all four flavours and I can sit there and have them until I feel sick. When we incentivise better behaviour, unless it changes fundamentally, the way we think, is it sustainable?	10:11
Zidel	10:11	I think it goes to what Simon Sinek talks about of finding your *why*. You have to have a very powerful driving force of why am I going to give up something in the short-term that I really can enjoy right now for something in the future that seems a lot smaller? But the rewards are trying to do substitution reward. So, it's trying to give you the reward in the short term so that you are not just delaying the reward until the future, you're getting these little gains as you go along, but it has to speak to you personally. So, if you love cappuccino and you carry on loving cappuccino, yes, that's going to motivate you. But if it doesn't, if now you're sick of coffees, then it'll lose its effect that now, another cappuccino, another cappuccino. So, a reward like this, is you need to find a way of rewarding yourself that continues rewarding you in the short term. And if you're the type of person who likes looking at goals, you might even want to carry on doing it when you see an indicator staying in the green rather than the red even if you're not getting the cappuccinos, but you've set yourself a target and you can see that you're on track, that can motivate you. The problem also with human psychology is sometimes when we stop hitting the goals that we want, we get so demotivated that we stop looking at it at all and I was reading some research recently that spoke about the financial crisis and the dip now that we had with the markets that people who were invested in the stock markets as it was going up, they were logging in two, three times a day to look at their share portfolios, but the moment things went bad, that's the time you need to really monitor it, people stopped even looking at it. When they start feeling bad about something, they stop looking at it and that's the time when you need to really look at it. So, in terms of long versus short-term gains, yes, it definitely helps to have some short-term rewards helping you with long-term gains. But it has to talk to you, and you have to really be able to motivate	12:35

		yourself based on that. And so maybe rather than just coffees that could be a choice of many different things, but things that speak to you.	
Bruce	12:35	David Leibowitz, I mean when it comes to the sustainability of the rewards and the changing of behaviour, when you look at the data patterns and Bruce comes in and he's getting his free cappuccino every week or every month or whatever the frequency is and he's loving his free cappuccinos and eventually he's kind of “I couldn't be bothered to exercise the points,” so decides to not claim the points because he wants to get something bigger and better later on because he's learning a little bit of restraint. Are you seeing those changes in sustainable behaviour where people stop claiming the short-term rewards and start going “Actually I'm beginning to understand this this benefit of delayed gratification”?	13:18
Leibowitz	13:18	We've just made a change to our banking programme actually, where we're really trying to push the concept of loss aversion. So, loss aversion is when you want to change people's behaviour to, based on a fear of losing out on a particular reward. Now, with our current programme if your clients can see that they're getting a particular reward this month, say they're getting 75% off of their healthy groceries. What we've done is we've added in a new view that people can see how their rewards are tracking for the following month and the impact of this is: "Ooh I can see I'm getting 75% now and but my percentage for next month's actually looking like 30% ,35%." You know, people, they don't want to lose out on that big number. So again, they keep up those positive behaviours more because they're scared of losing out on that positive reward and they want to get it in the next month. And we've just launched this and we're already seeing very positive feedback from clients, that this is driving positive behaviour and sustaining interest in the programme and the rewards themselves.	14:11
Bruce	14:11	David Leibowitz, you guys base – and there's a global study on this concept of shared value – as if I as your customer feel I'm getting something from you, you get a commensurate benefit as the business as well. I mean a lot of this is based around that isn't it?	14:27
Leibowitz	14:27	Absolutely. So, you know, a lot of the stuff we're doing at Discovery Bank is underpinned by the principles of shared value banking and the shared value banking model is something we've developed and designed on the back of other successful shared value models we've implemented across the Discovery businesses and the objective of these models is to create sustainable, mutually beneficial relationships between clients and, in our case, the bank and	15:48

		society. And what happens is that for clients, they'll benefit from improved wealth and higher savings levels, competitive interest rates and fees, amazing incentives and benefits and overall an exceptional client experience. For the bank what this is going to mean is improved product usage in a greater persistency from our clients and most importantly it'll lead to a low risk of missed payments and defaults amongst our client base. And then the great thing is that for society all of this leads to kind of overall more disposable income and greater wealth and potentially less financial reliance on the state, family and friends. And particularly in retirement when people have the most need to be financially independent and what we're doing is we built the Vitality Money Programme to drive shared value banking by encouraging people to objectively assess their financial situation and make the necessary changes and use the available tools we've provided as well as the incentives to address these behavioural biases.	
Bruce	15:48	I mean in real terms and when you talk about incentives, you see if you exhibit a certain number of positive behaviours, you get not a cappuccino, not a juice, not a smoothie but you get a higher interest rate there actually comes to a point where there is a financial reward for behaving better financially.	16:07
Leibowitz	16:07	Exactly. Now that you know the important thing with the rewards programme and David Zidel touched on this is that you need to have rewards that are valuable, that are tangible. It needs to be something that clients value and that they can use. Now obviously what that means is going to vary to clients. So, we have to give a range of rewards that's going to appeal to everybody. Now, we do this in the way of dynamic interest rates where through improved financial health we reward people with improved interest rates on their borrowings or high interest rates on money deposited with us. For other clients, it's more important to get those short-term rewards like a monthly reward back on their healthy groceries or their personal care spend. So, what works for all of our clients is more lifestyle rewards, things like discounts on holidays, on holiday packages, on travel. They are able to sustain this behaviour and rather save up and earn that reward to that international holiday every year. The important thing is that we're giving clients rewards that they value and things that they are going to work towards in a sustained manner throughout the programme.	17:03
Bruce	17:03	You know, it's so interesting you mention an international holiday every year and you listen to financial planners; you listen to financial advisors and it's all about sacrifice, sacrifice now for the future and far too seldom do we talk about actually life isn't about simply saving for a long-term future. Life is about living but finding a balance between the short-term joy of life and the long-term consequences of not providing enough for your old age. I think that behavioural	17:38

		balance is so absolutely pivotal.	
Leibowitz	17:38	Absolutely. I mean what we found is that in order to build a sustainable financial future there's five key controllable behaviours that individuals need to manage and through this they can have a sustainable, material improvement on their financial position and reduce the risk of defaulting on financial obligations in the future. But at the same time getting to actually enjoy life and spend the money that they're earning responsibly.	18:02
Bruce	18:02	Is it a smart way to operate, David Zidel, to have this rather than a big stick approach of Fear and Loathing and the old-fashioned way of telling people, you know, “the cat food in the state-run, old-age home where nobody will care for you and your children won't want to visit you because you'll be a failure – I've had a financial advisor, briefly, like that – the idea that you can actually positively incentivise thinking around money over the longer term seems to be considerably more productive.	18:34
Zidel	18:34	So, I think it is and just if you look at cigarettes, for instance, there's always been this thing where people tell you you're going to get lung cancer and they actually put pictures of these terrible lungs on the cigarette boxes and that, people still smoke it.	18:49
Bruce	18:49	They stop looking at the box, it's not a complicated thing, I've seen people take cigarettes out of the packets of put them in a cigarette cases because they don't like to look at the ugly pictures. Boom. Job done.	18:59
Zidel	18:59	There you go. So, a positive reward is always better. I think what's even better than a positive reward is if you can get people from the head into the heart because you’re either thinking or you're feeling. And you know we often say: "What were you thinking? You know, if somebody is in a car and you swear at somebody who cuts in front of you and two seconds later your wife says to you "What were you thinking?" and the truth is you weren't thinking you were feeling. So, if we can move it, we can make the decision of where we want to go in the long term by thinking, but now motivate that through feeling then you've got the best and if that feeling can be a positive feeling. So, like these rewards if these rewards could be there in the short term. So now you’re discounting the future and looking at what's happening right now, but if you can turn them also into feeling rewards – and I think that's what Vitality's trying to do – but it's in a way of getting you to get those rewards but that you feel good about those rewards. So, whatever those rewards are if they make you feel better	20:25

		and even as I said if it's scoring nine out of ten on the gauge that they put up there. That would be fantastic as long as it talks to you specifically about how you feel because we react on our feeling, not so much on our thinking.	
Bruce	20:25	Why do we buy stuff we don't need? I mean every time we move house, and I don't know how often you've moved house, you're packing boxes and you're going “oh my goodness me, I’d forgotten about this widget, this gadget, this golf club, this whatever it is, this pile of books, this particular author” whatever it might be and you go “I wonder why I bought these things or this thing and I haven't looked at it and so you put it into another box which says “To be distributed”, however you distribute your stuff… you either give it away, take it to a charity shop or you try and flog it on the internet. Why do we do this to ourselves? It is this… Again, I get the idea that it is this short-term feeling, but surely, we're smarter than that, surely, we are better than that nowadays, but it turns out we're not.	21:12
Zidel	21:12	We're not, we’re definitely not and it's we always feel like we need to be rewarding ourselves and “I've worked hard and now I see this book, or I see this thing that, you know what? I deserve it.” And what's even worse than that is I see somebody else has got something and I'm better than them. So, I deserve that, and, in fact, I deserve an even better one. Research came out recently that – it’s astounding – that the people who go bankrupt the most are people who live next door to people who've won the lotto not the people themselves! It's the neighbours, because of that whole concept of wanting to keep up with the Joneses. So, if the Joneses had won the lotto and now, they can afford a fancy car, they live next door to me and we almost feel like we need to compete with them. And so, we start spending as much as they spend even though potentially, we can't.	22:07
Bruce	22:07	So, I go back to this idea of sustainability, David Leibowitz, and this idea that we need to amend our behaviours and surely at some point we are able to break the patterns of our past. Are you seeing people break those patterns?	22:25
Leibowitz	22:25	Absolutely. We've already spoken about financial plans and setting goals, but you know, the important thing is if people start employing tools like using a budget to receive their savings goals. We'll see that people who use a budget to meet these savings goals are more likely to have larger access to emergency savings and the people who budget on a regular basis are more likely to have money left over at the end of the month and what often tends to happen with that money is that they'll use that towards additional saving, and it does start driving that positive behavioural change through awareness.	22:55
Bruce	22:55	David Zidel, this idea of getting that balance right, striking the balance of enjoying life; people work hard for goodness’ sake. People need to understand that it is okay to enjoy yourself short term, but you need to strike that balance and I	23:13

		think that's something we often miss.	
Zidel	23:13	Yep. Absolutely and it's a case of do your homework first, and then enjoy the rest. So, there's a concept, there was a book that was written, called *The Automatic Millionaire* and it was written by another David, funny enough, David Bachman. And it's quite a thick book, but there are three rules really that he mentioned in there and he said the first thing is: pay yourself. That's rule number one – that's taking some of your earnings and putting it away. Rule number two, funny enough, is first pay yourself first. So, you put the money away initially. And then you live off the rest because then you've done your homework. You've done the exercise in the morning. You can go and eat the cheesecake in the afternoon because you know what that you've already done what you had to do. The third rule is: do it automatically. That it's not a decision that you need to make every single day. You've made the decision; you've made it and now it happens automatically. So, you, almost like you put a debit order on your own salary to take the money and move it away and let's say you take 20% of what you earn you put it away at the beginning of the month. You know that whole saying where the month lasts longer than the money or something along those lines? We've always got more month at the end of the money. So, if you've already put it away, we live within what we've got and then we can enjoy it and then we can do what we want with the other 80% because we've already done the homework. We've already put the money aside so the key behind this is doing it initially and making it automatic.	24:51
Bruce	24:51	David Zidel, the five things we can do. I don't know maybe three things, five things, you pick the number, we can do to change our behaviours to change the way we manage money; to do it better. We're never going to be perfect. We are you know; we are emotional beings, and we are going to go and buy the thing we don't need, the pen or whatever it might be. But how do we do better?	25:12
Zidel	25:12	So, I think the first approach is you've got to find out the why. Why do you want to do it? And then you need to keep that top of mind all the time and work towards it. And the second thing is once you've made a decision of how you're going to do it; you've got to have a strong belief that it works. So, I think one of the biggest problems with people not sustaining it is that they don't see results in the short term and then eventually lose track of it. So, one of the best illustrations is a home loan or mortgage bond. Do you know that if you spend 16% more on your repayments of your bond, only 16% more, you cut your bond life in half? And if you keep that on a sustained rate, after 10 years, let's say you take out a mortgage bond of a million rand. After 10 years you would have paid your bond off where your neighbour, who paid exactly what they should have done exactly on time, would still owe 800 000. That's a massive difference. So, if somebody first of all starts paying extra in their bond in the first couple	27:26

		of years, you don't see this big effect and so they stopped doing it. So, I think it's a way of first of all you got to find your why. Second of all, you've got to understand that these little steps that look like they not achieving much are actually achieving the right thing. So, you've got to keep reminding yourself or have the confidence that that is what it's achieving and then you will stick to it and then you've got to see what the overall goal is. So, it's about that "why" with those pictures and then it's following through and then it's realising that it has an impact and believing, really believing that it is and if it's Illustrated with a like this beautiful diagram or somebody explaining to what the long-term effect is, I think people will follow it because then they can feel that sense of achievement. So, the last thing is have some gauge showing you how you are achieving and to prove to you that you are achieving it. That it is not just hidden somewhere in the background.	
Bruce	27:26	David Zidel was talking a little bit earlier, about a really old school idea and these wonderful motivational speakers going on stage and almost cutting pictures out of magazines or pasting photographs on whiteboards and going: "Yes, you can stick this on your mirror!" and getting crowds hyped up. It's a deliciously old-school idea that I think is almost being replicated in the way in which the app works in terms of helping people to visualise their behaviours.	27:57
Leibowitz	27:57	Absolutely. So, what we've done – and we've just enhanced the Vitality Money experience to make this clearer to clients – is we give them a view on the five controllable financial behaviours we've identified, and we set personalised targets for them, what they should achieve to meet their personal financial goals and to be considered financially healthy. And what they can see is for each behaviour, we give them a ring and the more closed this ring is the more complete that behaviour is and the better the client is in a position to be performing well in that behaviour and this gives clients a dashboard, easy-to-see view of where the room for improvement is in their financial plan. And what happens is if they go into this, we actually now give them a more detailed view that gives them detailed targets of what they need to achieve. They can see that based on their monthly income; this particular number is what they need to hit to have sufficient access to emergency retirement savings. And the important thing is once they reach that and they've closed the ring and they can see they're in a good position they can also then see, other places in the app how they will start getting the rewards to sustain that behaviour. And what will also happen is as soon as those rewards stop dropping or the behaviours change and the rings start opening again, they'll see the rewards drop which can then start motivating them to then return to that original healthy behaviour and hopefully	29:15

		sustain it in the long term.	
Bruce	29:15	This idea of behaviours. How does the app help me change, these the magical five behaviours?	29:23
Leibowitz	29:23	So, what the app does is it conveys in a simple and easy to understand way what the behavioural targets are for you. And we've also now added a section to it to explain in simple language why the behaviour is important and how to improve on it. If I touch on what the behaviours are for example, we start with building an emergency savings and what we do is we've set a target that needs to be three times your gross monthly salary and we show the clients exactly what those numbers are and what improvements in that will lead to increasing your scores and we look at your short-term debt will tell you what is the target number. You need to keep your debt repayments under to be in a position that your debt isn't starting to eat into your disposable income and become a problem. If we look at insurance, we give you a tick or a cross and we tell you very clearly if you have the right types of insurance cover to protect you against adverse events. What we've just added is an enhanced view of your retirement savings and this is actually something that gave me a bit of a fright where we now show how in real time if you adjust your savings and contributions towards your retirement vehicles what your forecast retirement age will most likely be in how much you'll have to retire with and I know when I when I looked at this assessment, my heart kind of jumped for a second is like God I need to add increase my monthly contributions and I immediately went and did that and I saw my ring close and you know, I felt better and it gave me a sense of comfort that I'm moving towards financial sustainability and independence in the future and then the final behaviour is managing your property and saving for the long term and this is where we recognise that not all debt is bad debt, but when it comes to home and vehicle financing the important thing is that you manage it and pay it down as quickly as possible and we'll show clients how much they're paying off every month and that score will go up, the faster they pay it off and it'll drive that positive behaviour of reducing your debt and making sure that it's paid off and you have a place to live in, in retirement or alternatively you have assets to have your lifestyle expenses.	31:22

Bruce	31:22	Last thoughts to you, David Leibowitz on this. In the short-term, yes, the cappuccinos and things work. We see that it works, we see that it can change financial behaviours. But somehow, I can't help but feeling that we need this stuff drummed into us in the womb. We hear all these popular things of mothers playing Mozart to babies in the womb to make them better at maths and things and goodness knows whether it works but maybe this podcast should be played to babies in the womb to get the message through?	31:49
Leibowitz	31:49	Absolutely I mean, we know that we inherit financial behaviours from our parents and many of the good and bad financial behaviours that we display as adults are things we learnt through observation growing up at home. Studies have shown that children who grow up in households where you have open conversations about money and you are taught about financial management are more likely to become active savers, to budget, to save and plan for retirement. And on the other hand, the children who don't experience that or get exposed to that are the ones who are more likely to default or struggle in later life. I think the way of breaking that cycle is by creating better access to financial education. One of the ways we're doing that is that we've partnered with Worth to offer our clients financial education courses at a more affordable, accessible rate and by gaining this knowledge and financial education we hope that they'll be able to make more informed financial decisions in the future to plan for their retirement and build financial independence.	32:41
Bruce	32:41	David Leibowitz, thank you very much, associate specialist in technical marketing in Discovery and the wisdom of David Zidel, lecturer at multiple business schools and also an author, giving us some very deep insights and fabulous insights and great analogies when it comes to our attitude towards money.	33:01
Bruce Outro	33:02	Thank you for listening to this episode of Your Money Matters, brought to you by Discovery. Share the podcast and join the conversation on social media with the #YourMoneyMatters, and Tag @Discovery_SA. You can subscribe to the Discovery podcast channel, Discovery South Africa on your favourite podcast app or visit discovery.co.za to listen to all our shows.	33:33