

FIERCE FREEDOM AWAITS

with Dr. Yashika Dooley

Episode 2 – Cognitive Bias and Asking for Help with Dr. Kristin Vickers

Welcome to the Fierce Freedom Awaits podcast, episode number 2. Are you afraid to ask for what you really want and need? Then this episode is just what you've been looking for. Today, we're talking all about cognitive bias, challenging ourselves to do less, and experimenting with the ultimate ask. Stick around! You don't want to miss it.

Yashika: Hello, ladies. And welcome back. This is Doctor Yashika Dooley and I am so excited to have you all listen to [Doctor Kristin Vickers](#). She is a clinical health psychologist and professor of psychology at the Mayo Clinic. Welcome.

Kristin: Thank you. Happy to be here with you.

Yashika: I am so excited. We have a lot of information to unpack, so we are going to get right in. So, now, tell me just a little bit about yourself. Where did you grow up, and how did you get into this whole psychology field?

Kristin: Oh, wow. Okay. Um. I'm from Sioux Falls, South Dakota. And in third grade, I knew I either wanted to be a psychologist or a nun. (laugh) So-

Yashika: Oh wow. (laughter)

Kristin: I had the idea of being a, a helping type of person.

Yashika: (laugh)

Kristin: Uh, and, and I, I loved the idea of just having, um, conversations with people. I mean, I loved to watch Donahue, and Oprah, anything that would help understand, especially people who are suffering and the idea of, um, partnering with them and having the privilege of helping them move toward more strength and recovery.

So I went to uh, graduate school at the University of North Dakota. And my internship at University of Chicago. Uh, came to Mayo Clinic in 2000 to do, uh, a postdoctoral fellowship. And now I direct that same fellowship, um, all these years later.

I've always enjoyed studying psychology. Uh, but the fun thing now is just applying it. Every day in different contexts. I have clinical work, I have research work, and

education. And so across these different areas, I'm looking at, uh, motivation and self-compassion and feasible ways to make healthy change.

Yashika: That's awesome. So, I know we talked previously about like, cognitive bias and negative self talk and this is a lot of the premise for what we're talking about today. So, why don't we just kinda start there and just, like, go over just some basic concepts about what we should know when we're looking at these ideas.

Kristin: Cognitive bias is looking at, um, the ways that we have negative self talk. We can have positive, also, but in, in this situation, when I'm looking at self compassion and helping people who are experiencing burnout, I'm looking at what are you saying to yourself. You know, what, what language do you have to talk to yourself? I'm very interested in language. I'm paying close attention to the words that people use to describe themselves.

When I ask, can be women or men, tell me about, uh, what you like about your body. And just silence. You know, people who aren't even necessarily coming in for a body image disorder, but just, you know, kinda where you're at, tell, tell me what you like, uh ... And there's no words for it. Or they'll say, my eyes, or my smile. And uh, it's really hard for people to say, I like this big booty. (laugh) You know, it's hard for people to say this is attractive, uh, to myself and to others. I, you know, I like how I look right here. And there just isn't, there aren't words, there aren't language for it.

So then if I ask the same people, well, uh, how, gimme some words, describe what you don't like about yourself. And then oh my goodness, it's just at the tip of their tongue. You know, and-

Yashika: Yes.

Kristin: there's no poetry in the way that people describe their bodies and their appearance. And yet, there is descriptive language about what they don't like.

And so that bias, uh, is loud and clear. What I help people do is look at what they're saying to themselves, and ask them in a nonjudgmental way, is it helping you or not?

Yashika: I like that. You know, it's really interesting, I think ... it is hard, even when you were just asking the question, what do you like about yourself? I, I'm a little speechless. That is not something that I think about all the time. I can come up with like five things that I don't like, (laugh) because that's on the tip of my tongue all the time.

So, it, it-

Kristin: Right.

Yashika: -I think it, very hard. And even with things that people tell me that they like about me, I don't always agree.

Kristin: Yeah.

Yashika: So even that, I'm kinda like, eh, I wouldn't say that. Eh, I, I disagree. I think it is very hard-

Kristin: Yeah.

Yashika: -to have that, like, what is, what is that one thing that I really like?

Kristin: Right. You know, I link this sometimes to, uh, the golden rule. You know, like treat others the way that we want to be treated. And most of us who are in helping professions, uh, we are in caregiver roles. Uh, we have some empathy and, and care for others. We are good about giving to them in the way that we would want to receive. You know, this, the-

Yashika: Yeah.

Kristin: The handing out, this includes compliments. It's good going out, but really, you know, the golden rule is also called the ethic of reciprocity. And I think of it as this, you know, cycle. It's a, it's ... We go back, I give to you, you give to me there is this core human thing about, we want to, we want to treat others the way that we would want them to treat us. But with caregivers, the bias can be, um, well, I'm, I'm fine with giving out. It's just the coming back in that's hard. I can give compliments like crazy, but if someone gives me one, I'm gonna shake it off or minimize it.

And this isn't, uh, this is certainly not just body image. That's just such an easy example. And this includes our efforts in the workplace, our accomplishments, um, uh, our traits. Uh, things that could be interpreted as negative or positive, and somebody's giving you a compliment. Brushing it off basically uh, eliminates that language.

Instead, if we look at what people say to ourselves, consider the source here. If it's someone whose opinion you respect, and you uh, you share the same values, you know, you understand what they mean when they say it. There, there's no ugly underside to the comment. It's just a compliment. And it's someone noticing on purpose what you have is an asset, what you have is a strength. And we should be gobbling that up and storing it, and saying, yeah, I got this.

In, in my coaching practice, we call that giving affirmation. We don't wanna just, um, coach a person on a behavior. We wanna coach the whole person. And so it is much more holistic for our health to say, huh, well this is a compliment. I'm gonna store it, because this, this means I have this skill. And probably I can apply it other places.

Yashika: That's good. So, how can we begin to reframe, really, kind of the way that we think about ourselves? I mean, I feel like ... it's really hard. Do you just start saying, I hate my big butt, but now you just switch it around. I love that big butt. Like, it just-

Kristin: [crosstalk 00:09:59]

Yashika: -It just still doesn't seem quite right.

Kristin: It's very much like telling someone who's extremely worried, just giving them pat reassurance. Like, it'll be fine, oh, you're scared of driving, don't worry. And this is why, um, uh, people who love someone with anxiety get so frustrated. Because they will offer reassurance over and over again.

So you're right. Just saying, huh, that's not a thing. Uh, and drop it, is absolutely um, not accurate. I think that, uh, looking at cognitive bias as, as something that ... is not a failure of coping, but scientifically, uh, based on behavioral research, we know that this is what people do. And these, there are all kinds of biases. And, and, uh, some of them, I'm interested in how they apply them outside of the social sciences to say, like, in ... For ins, for instance, in medicine, uh, how biases like confirmation bias, which is to look for ... or interpret evidence-

Yashika: Mm-hmm (affirmative).

Kristin: -that supports what you thought. You know, rather than looking for disconfirming evidence. And uh, or ... We draw different conclusions from the same information, depending on how that information's presented. All these little things. I talked to the guy, uh, at the conference I spoke about the one I think is funny. The, IKEA effect. Should I say that?

Yashika: Oh yeah. Let's talk about that. That's good.

Kristin: (laugh) And so I like this one - the idea that we are more invested in things that we work on. Now, for me in my clinical practice, it's true. Uh, you know, my, my, clients, my patients are more invested in working on a plan for, for wellness, or um, for changing an emotional health issue, if they're, if we're collaborating and we're actively involved.

The example of, um, you know, people really valuing even more than probable worth for something that they help build, the IKEA effect. But there was uh, research even earlier than that when cake mixes came out. And it really challenged the identity uh, of women who were baking. And the idea, well why, you know, it seems like cheating. Or why would I do this.

Yashika: (laugh) Yeah.

Kristin: And that, this is, this marketing thing, and so what do they do? Now you add an egg. And that changed it. And it was much more accepting. And so, or much more acceptable. Like, I, I, I helped make this. And these little things that we, that we, uh, experience positive and negative, shape our behavior.

There is things that happen in our environment that have us look a certain way or the other. The learned helplessness model of the depression I might mention, uh, with that, when we think about um ... the, the, a bias that happens, that leads to depression.

And this is, uh ... This is something I, story I tell to the, to patients all the time. There's so much uh, recognition. It, it's simple and it, it's obvious but it comes from a real behavioral science. Animal science of uh, dog in the cage. And the investigators, uh, gave electric shocks, which were painful, uh ... underneath the cage, in certain areas.

Now as they would zap in one area, if the dog could keep moving to other areas of the cage without experiencing pain, it would keep going. So it's responding to its environment. It feels a, a threat. It keeps moving, keeps problem solving. However, if that environment, that cage gives shocks no matter where that dog moves, that dog lies down.

And I think it's so sad. Sometimes I cry when I'm telling this, because it's just, it's so ... yeah. And, you know, the dog doesn't know what's gonna happen next.

Yashika: Right.

Kristin: But, you know, we get [inaudible 00:16:02] enough. And, and this can happen, you know, in our relationships, in uh, what we-

Yashika: At work.

Kristin: -say to ourselves.

Yashika: Yes.

Kristin: It can happen at work. Yeah.

Yashika: It happen, I, I mean, I experienced that. Where, whether it's my own bias or it was, you know, just kind of perceived in my head, but there are times where you feel like no matter what I say, no matter what I do, I'm being beaten down. Like, it's not right. It's not good enough. You know-

Kristin: Right.

Yashika: -I spend all this extra time with this patient, and now I'm getting a patient complaint because I was late (laugh) or-

Kristin: All exactly. Yeah. Yeah.

Yashika: -you know, you like ... I, I can't win. And so you do feel like, I, I, like why am I trying so hard? You know, I'm beating-

Kristin: Yeah. Yeah, that's ... yeah.

Yashika: -it's crazy.

Kristin: Yeah. And that's a really great example. And of course, we have a bias toward negative feedback.

Yashika: Yeah.

Kristin: So you know, you have a, a run of few uh, patient encounters that are really challenging and draining. And it's easy to extrapolate from that, well, you know, my job just sucks and there's just no way I'm gonna be able to, you know, have a life outside of this. When, uh, you can have a day that is, kind of one, a more normal day. And you don't necessarily run through it, uh, and give it that power. Like, today went well because of this, because of this.

But the negative hurts us, so we pay attention to it.

Yashika: Yeah. Well, and the, the day that went well, you just kind of think it's a fluke. You're like, ah, that's a one-off. That really, that's not real. Don't expect that for tomorrow. (laugh)

Kristin: Oh, exactly.

Yashika: [crosstalk 00:17:32]

Kristin: There's a psychological, um, uh, theory around that that's all, also [inaudible 00:17:43] um, uh, Dr. Martin Seligman's work, how optimism can be learned. He has a book called Learned Optimism. But the idea within that, it's another um, how you understand good things or bad things as coming from within you, or outside of you.

And so the idea for someone who has depression, what they do is, uh, if something bad happens, they assume it's them. If something good happens, they assume it was external. So that, what is my internal life and what is uh, around me. And really confusing like, the cage for uh, you know, the shocks everywhere as some sort of personal failing.

Yashika: Yes. And, and it's easy to do. So-

Kristin: Yeah. Yes.

Yashika: -easy to do.

So now, I know you, you talk about coaching. So how do you, in your coaching practice, begin to teach others to ex, really experiment with these cognitive biases that they have?

Kristin: I am the, uh, medical director for well, wellness coaching at Mayo Clinic. And do uh, a lot of executive coaching and other types of coaching. I love the coaching relationship. Uh, and it very much like a psychotherapy relationship, in the way that I practice, in that it's very collaborative.

Yashika: Mm-hmm (affirmative).

Kristin: And you're looking for, um, you know, information from uh, both experts. You know, the person who's coming to meet with you is expert, too. So what I do, first of all, is create a safe place to be vulnerable. Um, and usually that's just being my real, authentic self. And uh, and it's ... I don't come at it like, I know what is, uh, right for you, and I'm gonna write it down and I'm gonna hand it to you. And your job is to adhere to it. You know, it's like, not a compliance thing.

Yashika: Right.

Kristin: Um, coaching and, and the psychotherapy that I do, too, is much more evocative. And you're trying to pull from and understand. So, uh, usually I am, I, I invite people to ... a, approach their thoughts and their behaviors kind of in the spirit of, of mindfulness. And we talk about mindfulness as paying attention on purpose. But here's the key, without judgment.

And so I really model for them and, and encourage them to say okay, so you did this. You thought this. Huh. Let's just be curious about that. Let's just look at it, let's think about it. And without saying it's good or bad, you know, I'm really just step one, bringing into awareness, um, patterns of thinking.

And some can be, uh, really easy to nudge away, because then I, I might just say, huh, where's that coming from? And they'll start to, to think about well, you know, whose voice is this? Or who actually thought this? Or is there an activating event or experience that ... And, and then I say, oh, consider the source.

And uh, you heard me say a little bit about that earlier, but I think this is so important. I uh, I'm a, like a recovering people pleaser (laughter) and so I've, I really ... It's easy for me to overextend and to say, you know, yes more than no. And I, I ... And I really uh, love to help.

But this idea that, I need to be able to identify and, and set limits uh, within myself. And to, it's a protective thing, to be able to uh, look at how we ... uh, how we think, how we act, and say, well this might be, this might be coming from somewhere. Let me take a look at that, instead of saying it's all my fault. Let me take a look at it. And then, trying to with some objectivity, think of, well, what's the source of this? This feedback.

And if we say, consider the source, the, uh, the question I like to ask is, is this someone whose values, or lifestyle or perspective, uh, really line up with yours? And if it's true, that it does, then I can say, well I can understand why that was really painful, then.

Cause here's someone you, you can trust. You can be vulnerable with. And then they slap this one down.

So that, that really registers deeply. You're still thinking that.

Yashika: Right.

Kristin: Um, so then if that bias, well maybe we need to look for, uh, you know, uh, not confirmatory, uh, information which would queue us up to do that. Oh yeah, remember that time ... So here's when I did it again, here's when I did it again. But we look for experiments that can challenge that.

Or going to reliable sources, because if you only view ... these thoughts through your own lens, um, it's hard to, to challenge them or be open to the possibility that they're biased.

So coming at it from the eyes of someone who loves you, uh, the perspective of someone who deeply knows you and has worked to understand you. That's different.

And then, you know, we talk about personality. Because there are all kinds of different ways to live, and all different personality types. And you know, uh, I think compelling research about how, um, personality is biologically predetermined. We have, we can be wired that way.

So, what is, what's bad news and a negative thought to one person can be uh, great news to another. So the individual differences is really important. So I have to ask, well, is this adaptive? Is this maladaptive? Is this helping you? Is it, are you moving forward with this approach?

Someone who's always early for meetings and, uh, has a strong view that we show one another respect by being on time, can feel completely disrespected by people who come in at the last minute or five minutes late. Then maybe the whole meeting, uh, just ruminating, go around and around, err, you know. Which intensifies the anger, or frustration. It, it, you can't be working on that and listening attentively to the meeting.

So little experiments just, you know, and you could come at that so many different ways. You know, come late, see what happens. Uh, or just come, come with an idea that this isn't a respect issue at all. And how could you challenge that, how could you prove it. And that, that's a really nice way for us to challenge some of our negative self talk, is to do little things that um, that prove it wrong.

Yashika: Experiment

Kristin: Or, challenge that it's completely right. Mm-hmm (affirmative).

Yashika: It, I guess that-

Kristin: Experiments, I like word that you used. Yeah.

Yashika: It's like being a rebel. I, I guess I, I mean, I ...

Kristin: (laugh)

Yashika: I don't take a lot of, if, if people are coming late to my meeting or if they're doing other things in my meeting, I for one realize everybody's really busy and trying to do a, a lot of things-

Kristin: Yeah.

Yashika: -so I am usually happy that they just showed up. Even if it's like for 15 minutes. (laughter) I'm like, they're here. They got the email.

Kristin: Yeah. Right.

Yashika: But I do think for me, the idea that I would show up late on purpose, that is anxiety-provoking. I'm like, I ... I don't know. I'm like, err..

Kristin: Yeah. And I'm not giving everyone permission to be late for everything (laughter) from now on, but I have had people take a, what I call safe risks.

Yashika: Mm-hmm (affirmative).

Kristin: You know, not things that are really gonna jeopardize your, uh, your career. But, but little things that challenge assumptions that you're making that may drive your behavior.

Yashika: Right.

Kristin: And so if you're pushing yourself excessively, because you're afraid of being a couple minutes late, and, and instead of tearing across, uh, the street and getting there, and not, you know, having a snack, not stopping to go to the bathroom, and ignoring your body, just zipping in, rather than taking those three minutes. You know, what would really happen?

And the faster we move, the, this is another bias thing, thing, the faster we move, the more we feel like we need to be rushing. Right. So, even if we just slowed down a little bit - An experiment might be walk slowly to that meeting. And see the difference in time. Like, how much more does it really take, because you are, you're kicking up data. You're, you're teaching yourself. Um, with, with what you're doing.

But you're right, anxiety-provoking, I love it, cause that means there's, uh, we could, we could have graduated exposure. We could challenge it a little bit. Cause anxiety is necessary. We need it for survival. Uh, but oftentimes it's excessive.

Yashika: Yeah. That's, that's good. I, I'm gonna have to think of a couple things that I can start challenging myself on. I mean, I think, you know, in my mind, my goal is challenge myself every day. Do something that makes me uncomfortable every day. Um, but actually doing it is sometimes where I get caught up. You know, you're just kinda like, today might not be the day to do that. Maybe we should just do it the regular way-

Kristin: Yeah.

Yashika: -just to make sure that everything goes smoothly. (laugh)

Kristin: Right. And what I would say um, to that, uh, is break it down, break it down. Make it easier. And so, and that's true in anxiety uh, like exposure therapy, cognitive behavioral therapy for anxiety. We have a fear hierarchy. We, we, we work up to really scary things, but we start with things that are only a bit scary.

So if it's overwhelming and it makes us wanna run and avoid and uh, or freeze and be paralyzed, then this is too much. So you gotta sneak up on it. Little bit at a time.

Yashika: Little bit at a time. Okay. We can try that.

And then, I know-

Kristin: And see that's self talk too. Oh, I'm sorry.

Yashika: No, no, go ahead. Go. That, what's self talk? Tell us about that.

Kristin: Well, I mean, I guess, you know, thoughts and behaviors, I, I'm just gonna lump em all together-

Yashika: Yeah.

Kristin: But the idea of, um, our, how we think of ourselves, When we decide, hey, this is too much, today's not the day. And we, um, make the decision to make it easier, or make it more interesting, or to ask for some supports, or to make it a little bit more fun, when we do that, then we're practicing compassion toward ourselves.

So what a difference um, you know, what a different way to approach ... If that same meeting, if we said, I can rush, rush, rush, or I can walk over with the person who's running the meeting. You know, and then they'll be paced at that pace, and it's not gonna start till she's there. So, uh, and you, you can come at it from so many different ways. And it's not about meeting that goal. It's, it's really an experiment where, huh, I wonder what's gonna happen.

And learning experiments are just fantastic. So, the idea that when we practice easing up on ourselves, we are practicing um, self compassion. And you know, making it a daily

practice, making it something that our brain learns to do, is like um, teaching our brain to experience anything else differently.

Like, I, I talk about, um, if somebody goes to an art appreciation class, or the, uh, you know, wine tasting ... craft beer ... You know, when you learn a language, what uh, they say there's a hundred words, uh, for snow. When you, when you learn to look at texture and flavor and color and the lighting and um, all these different ways to think about something external to you, you perceive it differently. You know, the, the wine'll taste differently when you, when you know these words that are associated with it.

If it's a beautiful painting, when you know about the shadow and the light, you will focus on that and perceive it differently than if you didn't. And I think that's the idea of learning how we, how we perceive our world and challenging it, um, that it, it ... We don't wanna just be lazy with it.

Yashika: Right.

Kristin: We wanna, we wanna learn more. So it's, um, more contextual, and probably more fair to ourselves.

Yashika: That's good. I think, and it, for me especially in like a hospital environment, it is hard to slow down and even give myself a moment to think, so that I can challenge myself and try these experiments. I, you know, it's like you go on autopilot. Things are fine until I like, hit that parking lot. And then from there, I go from zero to a hundred, I mean, it's ... It's crazy sometimes. And I have to kind of ... stop. You get so, just caught up in ... I can't even say it's a moment. Cause I'm like in the next ten hours. (laugh)

Kristin: Right. Right. I mean, I ask um, busy folks, like when was the last time you peed? You know, did you, did you make time? When is the last time you, you realized you were hungry? You know, because we can suppress that. We have low interoceptive awareness. We just tune out our body.

And we can do that with our thoughts, too. I'm just gonna kinda ignore uh, what I'm afraid of. What I'm excited about, uh, about. And just chug forward. And that, you know, all foot on the gas, go, go, go, and just try and survive the day, is how so many people live. And um, and I'm not saying it's wrong. It, it, if that energizes and, and you can be well and healthy within that, um, environment and that pace, and some people can. They thrive in it.

Yashika: Mm-hmm (affirmative).

Kristin: And others, and we look at those people, and think, oh god, that's the, you know, they're setting the pace. I guess I have to keep up.

Yashika: Yeah.

Kristin: And we're just miserable. You know. And what I find, too, in working with um, with uh, physicians and clinicians, you know, after a, a long clinical day, and all of the, you know, paperwork and demands and um ... red tape and, and ridiculous things that we have to do on top of what we like to do ... Uh, we go home with the expectation that we can go ahhh, and uh, and relax. And people will try and do that, and, and they're just still buzzing with intensity.

So at the end of the day, I really work with people on some little experiments of how to engage their thinking, engage their body and their mind with something, you know, pleasurable. Uh, you know, even, like listening to podcasts, is a, actually really great strategy, because you're listening and you're, uh, you're thinking. It might be challenging you. But you can also move around. You know, you, you ... It's different than being very passive, you know, throwing yourself down on the couch and putting something on. Because you want to do kind of step-down with your mind and your body.

And then we, we can learn to do this. It, like, turning up the volume on a, um, on a radio. You know, it's like, okay, I know I'm, I'm turning up because of the demands, or the, uh, I've got this deadline. I gotta make sure, uh, to dial it back down, too.

Yashika: That's good. I like, and ... I like the idea of listening to something. I, and ... I've become a much bigger podcast listener, but I do find that ... it's nice to hear some other concept or kind of challenge my brain, but it's ... in, it's in listening to them, where they are saying-

Kristin: Yeah.

Yashika: Consider this for a moment, something that I probably wouldn't have considered. But they were like, you know, let's just step outside of yourself, and let's just consider, in an alternate universe, if you did this. And I'm like, huh.

Kristin: Right.

Yashika: I can try that.

Kristin: Right.

Yashika: And it is nice to kind of just, turn it down. (laugh)

Yashika: So, I know one of the other things that you talk about, especially in medicine, is this idea of generosity burnout. (laugh) Can you kind of-

Kristin: Yes.

Yashika: -explain that to us, help me understand that a bit more.

Kristin: Yeah. Well, honestly, I, I, I happened upon it. You know how you're reading something good, and you get linked to something good, and you know, things just get pushed to me or people send uh, send me, hey, this sounds like something that you would say or know.

Kristin: Generosity burnout. It's like, how and when being selfless, uh, backfires. I mean, there's different ways we're giving. It's so easy for people to learn to expect, you know, somebody brings uh, the cookies, as a, as a, you know, special thing. And they did it once in three years, it's a special thing. Somebody who brings cookies every Tuesday, they don't do it, and everyone's mad. (laughter)

You know, and so, and there's ... There's also just this, um, this expectation, there's some gender bias in this, is it ... For different ways for people to be generous. And what I think, uh, I for instance, am someone, I love to help people when they are, you know, at home, they're ill. Uh, something's going wrong, and I would love to bring over to them some homemade comfort food. I, I just am the worst. I'm just, I can't, I can't cook. And so, I'm an assembler. I put things together.

So, um, when a colleague of mine was out, uh, on medical leave, I said, oh, I would love to bring you a bunch of yummy things, but how about some toilet paper and a bottle of wine? (laughter) Cause it's like, that's easy for me. You know, so, so to be able to say, um, be generous in the way that is easy to you. Um, because otherwise it's, it's really a sacrifice. You know, and not looking at it as if, if I'm really straining and giving so, so much of myself, then I will be rewarded. I'll feel good about myself. True. And that's that, kinda going back to that ethic of reciprocity, or golden rule. It's true, it feels good to give. It feels good to help. But we really have to keep it in check. Because it can become unbalanced when we're always thinking of others and not putting the attention back on ourselves.

Yashika: Yeah.

Kristin: It's, it's like um, compassion fatigue in some way. People who are high on empathy, they uh, they understand the emotions of others. Uh, they, they just have, maybe great, um, appreciation for uh, differences. We get, they hear it. They, you know, you, they can become a, an emotional sponge, basically. And, and take on the pain and the suffering of, of others.

And so, to, to basically think about, I wanna care. Uh, I don't wanna care too much, because there's a risk. And that sounds dangerous. You know, how, how, how would it be bad to care too much? And there's different ways to de, define that you know, for each person, whatever their risks are. You know, caring to the point that you have to drink a lot when you get home.

Yashika: [inaudible 00:39:46]

Kristin: Um, alcohol, to kind of cool down and, and, uh, or whatever-

Yashika: Unwind.

Kristin: -you know, or ... or what was it?

Yashika: Unwind. That's what a lot of people, I, I need, I need that glass of wine.

Kristin: Oh, yeah. Unwind.

Yashika: Unwind. You know, I just need to, just you know, calm down. That's, yeah.

Kristin: Yeah.

Yashika: I hear that.

Kristin: Yeah. Yeah, exactly. And I mean, I'm all for unwinding, and, and I love a glass of wine. Um, the idea is how am I using this?

Yashika: Yeah.

Kristin: You know, is this because I am so overworked and I've ignored my body all day, and you know, in fact, any of these thoughts that I have about myself that are critical, I just let myself soak in em and just immerse myself. Yeah, that's true, you know, I'm bad at that. Thinking that that's gonna help me. You know, turn up the heat on myself, turn up the inhen, intensity.

If, if we have cranked up in all these different ways, including, um, we're so generous that people have this expectation of us to continue to be, um, I also call that the curse of the confident. Which is a little different. Um, and that's just basically you know, the better you are, the more people are gonna want you to do. (laugh)

Yashika: Oh yeah.

Kristin: And I always say that, you're so doggone confident. You know, it's too bad for that, because it, you know, the, the requests will keep on coming. But if you crank all that up during the day, you know, of course, um, it's not gonna be easy to just flip a switch to, to calm energy.

Yashika: Right. So, I know at the conference, one of the things I loved that you talked about is kind of, flipping that around and making like, these outlandish requests of your social supports. And like, how do you tell people to incorporate that in, and, and kind of talk about that?

Kristin: What do you mean? You'd have to remind me. Um [crosstalk 00:41:30]

Yashika: (laughter) You were talking about, like you should make these wacky requests. I mean that, like, asking them kind of like, can you bring me some toilet paper, or can you like, stuff that I was like-

Kristin: Got it.

Yashika: [crosstalk 00:41:45] never ask that. Like, so-

Kristin: Ah.

Yashika: -explain it like, I guess, why would I make that outland, I mean, I would never ask anybody to, to do something that wacky. I feel like, oh my god.

Kristin: Yeah. [crosstalk 00:41:56]

Yashika: But you were like [crosstalk 00:41:57] wackier the better. (laugh)

Kristin: Yeah. And um, and it's an experiment. Uh, what, what, I had a great conversation with conference attendees the next day. Um, eh, over breakfast. We had a little, uh, you know, meet the presenter. And we were, everyone was on a love fest of gratitude about how, um, you know, how all these people helped them. And so they feel guilty about complaining, kind of, because there's so much help around.

And I um, I threw in there, oh, last week, I had to ask a friend to borrow a thousand dollars. And, because I've done it before, uh, can you get me to payday, um, it, I didn't even like say anything. I didn't say why. I just put one of those little app requests. Like, can I have a thousand dollars? And it came through. And I paid it back. Um, but the idea is, it's, it's embarrassing to ask for things. And we're afraid that we're gonna burn out everyone around us.

Yashika: Uh-huh (affirmative).

Kristin: But the more you ask people for help, um, the more that they will ask you for help. And I think that we can really help our com, our community around us, our support system. By getting a little bit more real. And uh, and people can help us in all kinds of different, different ways. And so why not ask for what you, what you really want.

It, so often, um, my patients will tell me, especially if they're going through grief, you know, people are bringing and offering things. Um, and I had to help a patient um, who was in the process of grief, who wanted people to stop bringing casseroles to her house, because she was trying to, uh you know, watch weight management, and it was really hard to have all this tons of food around.

And so, but people want to help, so we had to figure out what can we ask for, what are some things. And so they were, they were more instrumental support. Can somebody mow my lawn, you know, can somebody help me uh, you know, get a plumber over

here, can you make the call and the appointment, and then be here when the plumber comes. These really just practical things.

And giving ourselves permission to ask for help in the areas that are hard for us. Because they're probably easy for other people. You know, it feels good to me to be able to do, you know, things that are easy for me, but I know uh, help someone else.

And truthfully, how we often approach it, um, we'll say, well, I don't know how to help this person that I love. You know, she's at, she's at work, she's stressed. And so, what we say is, hey. Let me know if there's anything I can do for you. And the person goes, oh, thank you. Yes. And then nothing ever happens.

Because that's weird. You know, it's like, well, how, what do you request? And you don't wanna, you know, you don't wanna have dinner with them and have a big conversation. You wanna be able to like, blurt it out and just say, oh my god, I need this. Um, then that's what you, that's what, that's what you want. You're being real, and you're asking for, for what you want.

Yashika: That's good.

Kristin: Is that the wacky thing I said?

Yashika: That was the wacky-

Kristin: I mean, I do [crosstalk 00:46:07]

Yashika: Yeah. I think-

Kristin: I ask-

Yashika: -but in just the way that you brought it up, too. That the whole conference was like, wow. (laugh)

Kristin: Yeah, things are getting real. Well, and I'd, I didn't say at this one, but I have said before, that I asked, um, a friend whose husband I knew was at a grocery store. And then they were gonna come to my house for dinner. And I said, would you mind if your husband bought me some feminine products? (laughter) And she's like, no. Uh, and, and I'm like, he seems like the kinda guy who would just go through and feel just fine about it. And she's like, go ahead and ask. And she was laughing, cause of course, I'm just kind of this over-disclosing person.

And so yeah, I just call him up and ask him for what I want. And it was delivered. And it was so easy. And it saved me a trip to the grocery store. And I hate going. So, it was lovely.

Yashika: That's ... No, that's a great example. I mean, I guess. Yeah, I feel like, even if I know somebody is going to the grocery store or somebody's at the grocery store, I, I guess in my heart I feel like, oh I'm going to burden them. Oh, I shouldn't ask them to do whatever. But I, but I really probably should just step outside and ask.

Kristin: You should.

Yashika: [crosstalk 00:47:17]Cause I would totally-

Kristin: Please do.

Yashika: -do it for somebody. I mean, I would be like, of course-

Kristin: You would.

Yashika: -I can pick it up. It's one aisle over. I'm aisle three.

Kristin: Yup.

Yashika: That's in aisle four. Which kind do you want?

Kristin: Exactly.

Yashika: I would probably ask them, do you want [inaudible 00:47:27], how many do you want, what, what brand do you want, cause yeah.

Kristin: (laugh)

Yashika: But you just don't think of it that way.

Kristin: And that ... You don't. And then when you're able to, you know, hand it over, just a little gift of ourselves. You know, we just go barely out of our way, and it actually helps someone with so much more depth. I mean, it's just sets up ... You're modeling for those, uh, friends of yours. Do the same for me. And then all of a sudden, you've just got a community of people who, uh, is helping each other in a way that is much better than just saying, if someone, you know, offers and they have free time and they've got great energy and they're in a good mood, and they have the resources, then I will ask them pretty, pretty please. But I don't wanna bother you.

You know, there's so much concern. And so like, yeah, just ask for what you want. Within limits.

Yashika: Within, within limits. And I do think probably just that first time or two, where it's terrifying. But after I ask you the first time, I mean, the next time it's more like, well, it wasn't a problem last time. So of course, I can do it again. And it makes it so much easier. But it's just getting over that hurdle, as with most things.

Kristin: It is. And you know what's hard, uh, beyond that, is saying no to a request. Because even if it's an easy one, I had a, um, a friend last night who texted me and said I'm trying to get little kid down, uh, and her, her mother was there in town, and so she just wants to be out of the house for half an hour. Am I asleep, can uh, she come over and, and hang for 30 minutes? And I was almost asleep. And so I was like, oh, I love this woman. Of, she would do so much for me. She does. But, I was like, um, I'm so sleepy.

And just with that little bit, it was no ... It wasn't a big deal. She has all kinds of other people, and different things that she could do. She was just thinking, hey, I've got a, a few extra minutes here. I'm not on the mommy clock. Let's go hang with a friend.

And just by me even subtly saying, eh ... Now, if she was having, you know, uh, if she was in crisis, if she was stressed, uh, I would have woken right up. And been right there.

Yashika: Yeah.

Kristin: And I would have brought energy to it. But being able to say no to things is, um, really important for our, for our energy and our emotional well-being. And if our, you know, if our kind of mantra is, I'm a helper, so I help. Um, and we don't say no, and we don't set limits, then really we have a, a, a risk for resentment. Uh, rising up in us. And the sense that people take advantage of me, or um, nobody does this in return. And that happens.

So I coach people on giving less, when it's too much. And you see, can you maintain those relationships? And if you can't, then maybe it's not the healthiest thing. Same with projects. You know, you are asked to do so much above and beyond other people. Um, because you do and you're good at it. What would happen if you did less? Um. Yeah, and it, and it is interesting to take a look at how comfortable we are and what we say to ourselves, self talk again, about it being okay to say no.

Yashika: That's good. And I like how you didn't really, I mean, you got the point across of saying no, but you didn't really say no. I mean, that's an interesting way to do it. We talk about all the time, how can I say no and feel comfortable? Um, and maybe you can talk about that a little bit. Because, I guess, it seemed like almost, like you were kind of exploring, did she really need me? I'm gonna tell her I'm tired-

Kristin: Got it.

Yashika: -but I'm still kind of open-

Kristin: Yeah.

Yashika: -if she needs me, I'm all in. But-

Kristin: Yup.

Yashika: -it's not-

Kristin: That's it.

Yashika: -my first choice. So I-

Kristin: Yeah.

Yashika: -I can, I love that. I've never heard of that before. Now that's a great way.

Kristin: And you know, it's kind of like triage in medicine. You're kinda trying go through your algorithm to see how, how important this is to someone. You know, so um, like ... the thousand dollars that I asked for, it wasn't ... It wasn't going to cause me any horrible consequences. Uh, and so, uh, if someone said no, it was no problem, um, but ... It was, so, it was, uh, it was a convenience request. However, if I had, uh, if something was on the line that I was gonna experience a major loss, and I'm at a deadline, those are two very different things. And we don't feel comfortable asking about and talking about those things.

So how are we gonna triage? You know, how are we gonna figure out um, because if we say to people who, uh, care about us, this is important. I am in need of help. Uh, if it's a healthy relationship, they'll step up.

Yashika: Yeah. And so do you, so if somebody's asking you a request, and-

Kristin: Mm-hmm (affirmative).

Yashika: -is there a time when you ever just say, no, or how do you do that? Or do you kind of do like, eh, I'm a little tired, or eh, where you kind of more hesitate, just to feel them out?

Kristin: I'm ... You know, I, um, I'm a direct person. And I'm, I'm a kind person. But I feel very comfortable just, uh, laying it out. And where I am in the Midwest, sometimes this is, uh, people have big eyes in the room when I just say, hey, you know, everyone in the room seems to think this is a no. You know, somebody's leading it, and I'll say the energy in the room, or uh, I'm feeling a no. And I will say that at an executive meeting. I'll, I'll be looking around. We've been talking about something. There's nobody jumping on board. And I'll just say, hmm, feels like a no. And I look around.

You know, and just inviting the fact that I didn't argue data. I didn't make it personal. It's just, the example I give is, if you were in a room, and you just became aware of just some ambient sounds. Like, there's some, you know, buzzing or a fan turns on, or there's, you know, a clicking that happens. Um, or if the temperature of the room changes. You might just ask people, is it, is it warm in here? Is it too cold? Have you noticed?

And that, just like, the barometer of have you noticed, is a wonderful way, um, to approach saying anything. It's just like, huh. Um, I'm thinking a no. You know, you just ...

And you really are not saying it with more intensity than that. It's like, I'm saying this just like if it was just a noise. I'm not making personal. I'm not making it intense.

So even describing what's happening. Like, I'm uh, so I was gonna ask you something. I'm a little, uh, worried about asking, cause it's kinda weird. I don't usually ask for something like this. You just put a little qualifiers in there. I'm gonna go for it, and tell me how I do. Um, would you be willing to pick up my kids from school and drive them over to somebody else who's gonna watch em? Um, and I know it's not on your way. I'm just trying to find someone to kind of fill this gap in my day.

I do that all the time now. I really practice what I preach. And it's ... Again, you find someone that it's easy for, and now people are used to just saying, I can't. They don't give any explanation, cause we've gone back and forth. So, it's just a no.

Yashika: Right. Yeah.

Kristin: So, you, you ... I would say, if you don't feel comfortable right now, it's because it's, uh, it's foreign to you. And with practice-

Yashika: Yeah.

Kristin: -you know, you just, you end up feeling good in giving and receiving.

Yashika: That's nice. I need to just practice it. I think that, that is the hard thing, is you feel like I wanna say no, but I need to give them all of my reasons why, to substantiate my reason for saying no.

Kristin: Exactly. And then what does that teach you about your worth? You know, think about the self talk, think about the learning there. And it's like, okay, I had to butter him up, and I have to, you know, explain it, and that ... Yeah. Well, I think you should practice. Ask me for something right now. Ask me for something wacky. We'll see how you do.

Yashika: (laugh) I can't even [crosstalk 00:56:35] It's really hard for me. It, I mean, I really need to think of something. This is one of my major issues, absolutely. Because I am so used to doing for myself. I mean, I'm the oldest of three. And so I think I've always just been, kind of like, if I wanna get it done, and especially if I wanna get it done right-

Kristin: Yeah.

Yashika: -Type A, do it yourself, you don't have to worry about it. And so, this, I think this is one of my major challenges at home and at work, is asking anybody for help. Or even if I give it to them [crosstalk 00:57:06] take it back. (laugh)

Kristin: (laugh) Yeah, when do I stop.

Yashika: Yes.

Kristin: Yeah, I mean, it's, you nailed it. It is, when it's unfamiliar, we just keep doing what we're doing. And so, uh, and then we don't feel confident in our ability to do it. Oh, I could never ask for that. I could never do that. So, yeah, I think that we have to help each other in, in all aspects of our life. And to really feel connected and belonging and part of, um, a community, and we know how isolation and loneliness and uh, it, it ...

These are factors that affect not only emotional health, but physical health. You know, there's, uh, so much on the impact of loneliness and lack of social connectedness. And so, to be able to say, this strengthens your ties with people, to practice kinda, hey, can you do this? No, I can't, okay. That's, the sense of belonging and community is, is so healthy for all of us.

Yashika: Okay. Okay. Let's see. I think I, so ... And see, this, this is ... I'm already in my head, thinking I don't want people to feel obligated. (laugh)

Kristin: I said, I said feminine products on your show. So there's that. I mean, the, it's already out there. We're gonna be ourself.

Yashika: I know. Okay. This, this is my big, absolutely crazy request, is-

Kristin: Okay.

Yashika: -I am gonna be having a six month, like, teaching program. And I'm, I'm enrolling women right now. So I would love to have you come in and give a talk, or give a couple of talks. To women in that program. Cause I feel like you would be amazing. So, it's-

Kristin: Oh, hell no. Um, no way I would do that. Kidding, [inaudible 00:58:45] I'm just kidding. I, you know what, I will say, this is what I'll say. Um, you know I love this stuff.

Yashika: I know.

Kristin: And you and I could talk and talk and talk.

Yashika: Yes.

Kristin: I would love to do it. And I, um, it would have to be distance, it would have to be virtual-

Yashika: Yes.

Kristin: -And we just have to, like do you have a locked date-

Yashika: No.

Kristin: -that this is scheduled?

Yashika: No.

Kristin: Or just in flux?

Yashika: It's in flux.

Kristin: Yeah, well let's explore that. Yeah. [crosstalk 00:59:06] Let's explore that. Let's figure out, uh, figure out when it is. This is the kind of thing that I, I love to do. It is also the kind of thing I'm invited to do quite a bit.

Yashika: Mm-hmm (affirmative).

Kristin: So let's just see, I, I, I want to make it work, and that's the ab, absolute truth.

Yashika: I love this.

Kristin: So ...

Yashika: This is good. This is live, and this is real, ladies. We are, this ... This was not planned. But I feel uncomfortable asking, and one, I feel uncomfortable because I don't want you to feel obligated cause we're taping. And so, this-

Kristin: Yeah.

Yashika: -you don't know how much of a stretch that was for me. Cause in my head, I'm like thinking, oh, I don't want her to feel like she has to do it. And I know everybody's busy. You know, and so I think-

Kristin: Yeah, you know what though? I, I don't feel like I have to do it.

Yashika: Yeah.

Kristin: And that's the beautiful thing, and that's where I think we need to model this for one another. If nobody says no, then we're just, we're just taxing each other needlessly. You know, it's uh ... Yeah, I, I, I'm one to ... I'm gonna get together with someone. Maybe, after work. And it depends how I'm feeling. If I'm tired, it depends the energy in the house. Let's see how cranky my daughter is, or, you know, it, yeah. I might be too full.

And it's just like, there are var, variables that will be considered, and then we'll just make the decision then. It's, it's that triage thing we talked about. Allowing there to be a, just a transparent, huh ... These are the variables. I have the desire to do it. I would have fun doing it. And this kind of, this feeds me. I enjoy this. Uh, my schedule is wacky, and uh, let's just see if we can troubleshoot and we'll ... So it's not done. I haven't said a clean yes. Cause it depends.

Yashika: I like that. No, but even in that conversation, it's nice to hear how you answer. Cause I feel like, that's a great way to answer that question. Cause I feel like, people catch me off guard all the time. And in that moment, I'm kinda like ... Sure. You know, I, I'm so out

of sorts, that I you know, either, I don't, I ... I could even just say let me get back to you, but I don't even do that. I think I'm just like, okay, sure. That's like the first thing out of my mouth.

And then later on I'm like, oh, why'd you say that?

Kristin: Oh, yeah.

Yashika: What are you gonna do now?

Kristin: Exactly.

Yashika: You're stuck.

Kristin: Oh my god, I know. I, I bet so many people who are listening to this can relate to that. And, and I think people take advantage of it. You know, sneak attack. You know, like, uh-

Yashika: Yeah.

Kristin: -Oh, since I've got you here, I was gonna ask you, uh, and, and take too much. And so, you know, what, why, why we don't just say no to somebody's face, all kinds of, uh, good reasons. Uh, uh, professionalism, and the relationship, and not wanting to hurt somebody's feelings. But, um, allowing yourself to be just as important as the person asking, um, making the request.

Huh. Okay. Wow, you're up to that. You're doing that, too. Impressive. I mean, authentic. Don't, don't just ... you know, fake. If there's, if there's something in it that you can just affirm, like, whoa, okay. You got a whole nother thing you're doing. Um, well, uh, I wanna know more about it. And uh, I wanna see if I can make it work.

Yashika: Right.

Kristin: And so you, you ... If it's true. Um, and then what you do is you buy some time. It's like when somebody wants money, and you say, over the phone, telemarketer. You say, well, can you send me some reading material? (laughter) And so, you know, it's just kind of pushing the no out a little bit, if you're having trouble saying no.

Yashika: Right. That makes sense. So, I know-

Kristin: Breaks it down. Graduate exposure.

Yashika: There you go. (laughter) I took a major leap right now, you don't even realize.

Kristin: Listen, I'm seriously proud of you. And I'm, I'm not just saying that. Um, uh, you couldn't even think of anything at first. You know, I thought, this is all gonna get edited out, who

cares. But you, you, you kept at it, and you kept thinking. And now, and you came up with something that you probably uh, face very often.

Yashika: Yes.

Kristin: And you, you may not even notice how often you say thing, yes to things you don't wanna do.

Yashika: Yeah.

Kristin: Cause it's your default.

Yashika: Yeah. And my heartbeat is racing. You don't understand. I was like, oh my goodness, but I'm happy I did it. I do feel better. I mean it, it is kind of freeing. Cause I was like-

Kristin: Yeah.

Yashika: -you know what, regardless of what the answer is, I'm okay with it, cause I hadn't planned on really asking you anyway.

Kristin: Yeah.

Yashika: So I'm like, well, she says wacky-

Kristin: Yeah.

Yashika: Let's just ask her, and if she can't do it, then fine. I am, I am like no worse for the wear right now, so that was good.

Kristin: Yeah. Neither am I.

Yashika: Thanks for pushing me.

Kristin: And so then it'll be easier next time, when I ask you to get me feminine product-

Yashika: Yeah.

Kristin: Or wine, or to drive my kids around. You know, it's, it, we're setting up, just, a nice ... friendship.

Yashika: Yes.

Kristin: Right? We gotta take care of each other.

Yashika: Yeah. So, last little bit here. So you talked about you teach coaching, and I know-

Kristin: Mm-hmm (affirmative).

Yashika: You talked about, there's lots of different coaching relationships, and kind of this idea of self coaching. I mean, I really found that when I got a coach, I mean, it just opened up a world for me. Like, I loved reading books and ... But I just didn't feel like I was making all the steps and progress I could. But coaching-

Kristin: Yeah.

Yashika: -I feel like, for me, is what got me there. I think maybe just talking it out. I'm not sure. But what is kind of your feeling as far as what coaching does, and how people can utilize coaching?

Kristin: Yeah. You know, I, I think about coaching. It's, it's not just for deficits. You know, think about again, in athletic coaching, uh, people who are, you know, Olympians are um, coached all the time. And so the idea of someone who in, knows you, knows how you operate, and puts that in front of you, and helps you with, um, you know, subtle corrections to enrich, uh ... To, to make your, to make you better. And so if you put that in the context of us in our, in our professional life, in our personal life, um, you said talk it out. And I think that's, that's it. Coaching is evocative. We're pulling from the person we're helping.

But we don't just hold it. We really feed it back. And so, and we remember it. And say, oh, you have this strength. Like, I would, uh, if I was gonna do that for you, I could say, oh, you know, I think you are a little bit driven by anxiety. Or you, there's a little, there's like kind of, uh, the threat of things. Right? And, is that true?

Yashika: Yes. Absolutely.

Kristin: For you, a little bit, you, you worry about things.

Yashika: Yeah, I do.

Kristin: And it's, uh, it's ... and you're, and you're kind about it. Uh, and so putting that back out there isn't a criticism. It's to say, huh, what about that? I think we've mentioned you know, worry or, or that a couple times with you. What do you think about that? Is that a thing?

And then, being completely open, uh, if somebody said, no, you're way off base there. You know, it's not that. Let me give you an example. Okay, clarify. And so what you're doing, the, the ... Um ... The image that I have in my mind, when I'm describing coaching. Uh, is different than you know, pushing someone to do something. You know, some, sometimes we just want a push. We want to be, uh, like ... Give me the plan, and get out of my way. Uh, or, just, just tell me to go. There's room for that.

I work with people who have a lot of ambivalence. Like, I, you know, should I cut down on my work, or um, you know, try and make it more livable? Is this an acceptance thing? Is this a change thing? And ambivalence is just so, so normal. And, cause we have competing demands, and there's good and bad things about making any change.

And so, the image I have in my head is, uh, do you know those little, um, toys where like a car, and you, uh, you back it up, back it up, back it up, and you're revving it up, and then it zooms forward on its own momentum?

Yashika: Oh yeah. Uh-huh (affirmative).

Kristin: You know what I mean.

Yashika: Yeah.

Kristin: Like those. I see coaching is that revving up, and so, when it, you know ... When the person goes, they're going on their own energy. They have more commitment to change, they have more motivation to change. And so, it's theirs. The consequence, if, if I just tell somebody what to do, and then it's all my energy, so it doesn't work. Okay, now I've gotta have another plan. And that didn't work? Now I gotta have another plan.

And instead of being, uh, independent and, and curious and pushing themselves, to, to keep trying and experimenting, it's, oh, I gotta go back to my, my coach and find out what the next step is. And, and you don't want that. You're gonna feel more confident, if you are, uh, you're working on something that you're actually curious about. Huh, I wonder what's gonna happen.

So, revving up so it's your own, uh, motivation. And for your own reasons, too. That's another important part. You know, that we're not just changing because other people, uh, want us to, or it would be the right thing to do.

In fact, at that conference, a woman asked me, uh, to visit with her just a little bit about a leadership position that she was considering. And I know, uh, what a tremendously, uh, busy and talented and very well-respected person this is. And so, uh, she's laying out, you know, what it would be, what it would be.

And I said, uh, exactly what I thought. I said, that sounds like a ton of work. And I just, that's all I said, and then I just sat there for a little bit. And then her face, I watched carefully, and, and she just like exhaled. And you know, she was talking, it, this is good, it would be good for this. I could have this. And not in a self-promoting way. She was really like, she wants to do good. She's a good person.

Yashika: Right.

Kristin: And so, and she could do it, and she'd be successful. And so then I said, prove to me that you actually want it. And, and I go, I'm not gonna believe you unless it's really, really

compelling. You know, prove it to me. And when you challenge that, then you see, oh wait, well this person wants me to do it. I think this would be good for this reason. But really, that's not my core value, and in fact it takes me away from other things that I care about.

So a coach can, can challenge. It isn't always, you have to do more, or you have to be better. Sometimes, um, you get comfortable, uh, with, with saying no and setting limits, and and, choosing you over others. And many of us need practice with that.

Yashika: That's good. I like that car idea. That, that drove it home for me. I'm like, that's exactly what it is. Revving up-

Kristin: Yeah.

Yashika: -and then I'm taking off on my own energy. And I think that-

Kristin: Right.

Yashika: -That's also, I mean, I love the fact ... versus, I've been in, I guess, I ... I guess you'd call it therapy before, where I felt like, I wasn't making progress. We kept talking about the same things.

Kristin: Mm-hmm (affirmative).

Yashika: I don't know. I didn't feel like we were really going anyplace.

Kristin: Yup.

Yashika: But I did see a huge difference with coaching, cause I did feel like I didn't need to go back to that person when I had a new issue. Like, I had the tools to now start applying it on my own. Be like, okay, what would my coach say, how should I think about this. I guess I'll do um, like, self-coaching, like you talk about.

Kristin: Yes. Yes. And you know, uh, um, to go back to uh, the view where seeing a psychologist, or psychotherapy or, uh, whatever the, the uh, the setting is. I say to people, treat it like going to the dentist. If you don't like your dentist, if you don't feel like things are, are uh, you know, moving in the direction that you want, um, dental work is important. And it works. It's, uh, it's practiced, you know, differently.

And so, how, even if I perform same procedure, it's like, if this is where I feel comfortable and safe, and it's a vulnerable place. But I like to go to her. And switch up your dentist. Get a different one. You know, go make changes in the people who help you. And that, that includes um, you know, your, your physician team. Your, um, uh, your therapist, all that.

So I put that out there, because therapy's wonderful, and it's evidence-based, and it can, it can really change. But what I like about new psychotherapies, it's called the third wave of cognitive behavioral therapy. I won't get into all that, but the idea is, just in the last, um, many years, we're looking at adding much more that sounds like coaching to the psychotherapy experience. And for some practitioners, it was always there. It's, you know, adding the compassion, the motivation, looking at values, working to understand, uh, uh, what's reasonable and feasible for this person, and how they are uniquely them. Um, and that there might be all kinds of things that they struggle and suffer with, and let's have realistic expectations. Which, should be basic stuff. But uh, but that's, uh, that's important.

So you want to feel that you're not just being coached on a behavior. You know, if, to really be that revved up car, you have to feel like this is relevant to me. I think this person gets it. I think this person isn't judging it. And you know, I'm kinda getting curious about trying it out. I'm just gonna try it, ah, let's just see what happens.

Yashika: That's good. So-

Kristin: Mm-hmm (affirmative).

Yashika: -if anyone is listening, what kind of, what are the big takeaways? I mean, we've gone over a lot. Um, but what do you think-

Kristin: See how you said anyone listening, it's like a little lack of confidence right there.

Yashika: I know.

Kristin: We're gonna coach on you. Am I right? There's so many people listening right now.

Yashika: I know.

Kristin: God.

Yashika: I, I need to work on that. I, I, and I'm trying.

Kristin: Yeah.

Yashika: It, but you know what, it's, it's so ... It's so subtle, until somebody points it out to you, like, I didn't even notice I said that.

Kristin: Yes.

Yashika: Wow.

Kristin: I know it. I watch language.

Yashika: You, you're good though. (laugh)

Kristin: And it's not, and you know that it's, it's not a, it's not a criticism. It's a, huh-

Yashika: No.

Kristin: -did you notice? Yeah.

Yashika: And I like that huh. I need that. I do need that.

Kristin: Mm-hmm (affirmative).

Yashika: Because I think there are little subtle things that I can slowly start to change, so it's nice to have somebody point them out to me.

Kristin: Yeah.

Yashika: And a lot of people don't feel comfortable pointing them out, you know?

Kristin: Yeah.

Yashika: So it's nice to have that.

Kristin: And a lot of people don't feel comfortable being open to it-

Yashika: Yes.

Kristin: -and so it is, it is a brave thing to say, you know, I'm just gonna admit that there's things that maybe I don't even notice about myself. Again, when we're busy in our mind with our problem solving and all of the executive functioning that we're, uh, we're focused on at work and at home, potentially ... It's, it's hard to think, well maybe I'm actually going about this the wrong way. Or there's bias in the way that I think about it.

Yashika: Okay. So here we go. For all of the women listening, and there are a lot of them out there, what are the big takeaways-

Kristin: (laugh)

Yashika: -that we wanna tell them? What can they walk away with?

Kristin: From our conversation? Overall? Or from coaching?

Yashika: From our conversation or if there's just like a couple of things, if, if they get nothing else, remember these, these big bullet points. Whatever that is.

Kristin: Okay. Yes. Um, radical self compassion and self acceptance. Things are hard for you because they are actually hard. You know, there's, there's competing pulls back and forth. So, acknowledge and recognize, there's things that are hard. And ask for help. And, and don't see it as a personal failing if you are afraid. If you, uh, if you don't feel confident. Um, if you are frustrated that things are hard. They're hard cause they're hard, and ask for help.

Yashika: I like that. That's good. Thank you.

Kristin: Seems like if I would have said that right away, it would have been a much shorter conversation. (laugh)

Yashika: But, I think sometimes you've gotta, you've gotta get all the background so that you can really, when you give the point in a simple statement, you're like, now it all makes sense. Of course.

Kristin: You know that, yeah. What you just said, I think that is one of the strengths of coaching, because there are themes that you keep coming back to over and over again. And if you'd just said em, they'd sound as, you know, trite or overly simplistic. But then when you look into it, you say, ah, but there's all these layers that hold me back.

Yashika: Yeah. Thank you so much. You have given us a lot to think about. There's gonna be lots of information, all in the show notes. Um, I appreciate you taking the time and I will be talking to you more about that conference.

Kristin: I know you will. And I will uh, just delete the email. No, I will not, because I honestly, honestly, want to do it. Um, so, uh, this was really fun. And we'll, we'll keep in touch.

Yashika: Okay.

Kristin: Absolutely.

Yashika: Thank you.

Kristin: Bye.

Yashika: See you, and have a great day. Bye.

Thanks for joining us! As you heard, many things can feel overwhelming and scary, but really, what is the worst that can happen? When we ask ourselves these questions, we often learn that our thoughts are our biggest roadblocks. So much of what we think and believe is preventing us from living in a life of real abundance. If you are listening to me right now, maybe you too are craving more.

Our goal each week is to break free from the struggle and finally crack the code. Wouldn't you like to be one of the few that understand that the power is within you and you hold the key to unlock your freedom? Find this episode and all the resources for brainstorming and what you really want and the people to ask over on the website [Fierce Freedom Awaits.com](https://www.fiercefrees.com). Have a wonderful day, and I'll be talking to you soon!