

Catherine coaching Liz transcript

Coach (00:00): Okay, thank you so much for being willing to record. I totally appreciate it.

Client (00:05): Of course.

Coach (00:07): Um, how would you like to check in today?

Client (00:10): Um, I, um. I think like since our conversation last week, um, I feel like I am more aware of survival mechanism. Like, I'm sure that there are more aspects than the main three. Um, but I think that I have been like oh, okay, like, that's, that's what that is, you know? Okay care bear. You know, it's nice to see you. Versus like a, you know, versus feeling overwhelmed by it. I, I think that that was really, um, helpful. Um, yeah. And then I just, I wrote, I wrote some stuff, um, about, um, boundaries. Um, I have been kind of struggling over this thing with Sam. And I feel like I have made some headway. Um, I had a frustrating meeting this morning, um, based on our conversation before about like how, um, like how I wanted to communicate more like, and ask her to speak to me in a specific way. And, you know, perhaps use (inaudible:01:23). I found that like having that conversation before was like very, um, I noticed I kind of like have, have noticed what the pattern is, and why that's been so hard to talk about is like I feel like it's kind of an interrupt, like she'll interrupt me, and then kind of like negate what I say. And it's not a discussion, it's like, "I know, that's not going to work." And it's like she doubles down on it too. Or like, I will say something else. And then she'll be like, "Well, this and this and this," instead of like having a conversation.

So, um, I recorded, I was feeling frustrated about it after a meeting this morning, when I tried to kind of talk more about some other things that I had thoughts and feelings about, and it was met with that same pattern. So, I ended up recording a video to practice what I was going to say to her in real life. And I just felt like I would be too scared to say it, so I just sent her the video. So, I feel like it was like a bigger thing, because I am, I mean, I still feel nauseous thinking about it, um, the ramifications of it, but it's done, which is a big relief, I think.

Coach (02:22): It seems like a big deal for you to even communicate what it is you want to say, regardless of whether it was in the format you wanted to share it or not.

Client (02:33): Yeah.

Coach (02:34): So, congratulations. That does feel big.

Client (02:37): Thank you. I think so, and I think I said it in a way that was very objective and gave examples and had specific requests. So, I hope that it's meant well, and I think if, I actually shared it with my friend Amanda, because I was feeling so nervous about it. Um, yeah, and she, because I think I was worried about blind spots. Um, I'm always worried about blind spots in my communication, and I think in this particular situation, it feels very sensitive. So, I was grateful that she looked it over and felt like there weren't any glaring gaps, you know, or anything that was like, like not objective or hurtful or dramatic or whatever.

Catherine coaching Liz transcript

Coach (03:18): Mm-hmm. Um, Well, I, like I'm in, I'm, I heard you say that you're always worried about blind spots in your communication, which, um. It's like something worth exploring, but I'm also just seeing your request and curious if this feels like a natural place to segue?

Client (03:51): Yeah, I think so. I have a hard time with the check-ins because I don't want to repeat myself. And I feel like I write so much in the, in the in, the, our check-in sheet that like, I don't know, I don't know, I just feel funny about that. And I don't want to like rehash things, I guess. Like in a respectful way, you know.

Coach (04:14): Okay, what is, what is, what does, um, like repeating something or rehashing something have to do with being respectful for you?

Client (04:27): Um, ah, like, I just, I just feel like, um, I don't know, I don't like, I don't want to tell you things that you already know, you know?

Coach (04:44): How come?

Client (04:46): Uh, mm. Um, I don't know, just making the best use of our time together. And like I do, I definitely do have like a judgment around like taking up space and just like, like judgment about that. Like, I feel like it takes up a lot of space.

Coach (05:20): Hmm hmm. Um. What came up for you when you said you have a judgment around taking up space?

Client (05:32): Um, it just, it reminded me of my, um, so like I think I told you, I'm working with, um, this voice person, this voice coach, teacher. Um, and basically like all of the things that we're working on, in relation to that project of like speaking in an authoritative way and speaking in a healthy way, like a healthy way for your voice, to take care of your voice, has to do it taking up space. Like all of the patterns that I have are like making myself small and not taking up space.

Coach (06:08): Got it.

Client (06:09): Yeah.

Coach (06:10): Hmm. What contributes to you allowing yourself to take up space? What supports it?

Client (06:24): I think constant testing. I feel like that's, that's like part of the, like still, like hearing you say over and over again that I get to be whoever I need to be or want to be, like I feel like I still need to hear that a million times.

Coach (06:40): Mm-hmm. So, um, how would you like me to support you with that?

Catherine coaching Liz transcript

Client (07:03): I'm not sure. I mean, I guess that makes me think of like even just opening with that reminder.

Coach (07:15): Mm-hmm. What would the, um, what would be a supportive reminder for you?

Client (07:22): Um, just like that I get to show up as whoever I need to be, and however I want to.

Coach (07:35): Uhm. Would it be supportive to hear it right now?

Client (07:42): Yeah.

Coach (07:43): Elizabeth (inaudible 07:45) RN, you get to show up as whoever you need to be, and however you want to. [laugh]

Client (07:56): [client laughing] Oh, I appreciate your lightheartedness, too. Because so much of what I bring feels so heavy. And I feel like I have this very either/or, um, relationship with like, um, like being one way or the other. Like I'm allowed to be, like the time that I tried to pull a fast one and pretend I wasn't sad, you know? [laugh] I feel like it has to be one or the other, you know, and so it's hard to like hold, it's hard for me to hold both of those things. Like a lightheartedness and fun and play and seriousness and vulnerability.

Coach (08:42): Yeah, I totally get that, thanks for sharing that. Um, I also hear that you are both. [Hmm]

Coach (9:04) Is there any support that you need around those sniffles?

Client (09:09): No, that's just my runny nose. But thank you for calling me out.

Coach (09:16): Cool, um.

Client (09:18): I feel like I also should just probably start with confessions [client laughing] of like what I'm trying to hide.

Coach (09:31): [coach laughing] Um, uh, I noticed I have a concern about the use of the word confession. [client laughing] Because it seems like it feels like parental you know, or like you're at church or something.

Client (09:45): Yeah. Yeah.

Coach (09:50): Ah. Like, like it's my stand for you that you know that, you know, we are equals, we're partners. You know, there's no hierarchical structure here.

Client (10:00): Mm.

Catherine coaching Liz transcript

Coach (10:02): Um, and I know it's also a breakthrough for you to just put on loudspeaker whatever the thing is that you're trying to hide.

Client (10:11): Yeah.

Coach (10:12): So, how can we hold space for both?

Client (10:16): Oh, Cat, I lost you. Say it again.

Coach (10:20): I said how can we hold space for both? Like, you know that you get to share the thing that you try to withhold while also relating to me as your, as your equal?

Client (10:33): Yeah. [big sigh] I don't know. I guess if I'm phrasing it as what I'm trying to hide, it's a different tone.

Coach (10:56): For you?

Client (10:57): Yeah.

Coach (10:59): Okay. Um, would it support you to share?

Client (11:10): Um, yeah, I mean, I guess I'm still relating to coaching as being like a straight-line trajectory, um, of like, things that I should do, and not a judgment for the things that I'm not doing.

Coach (11:27): Mm-hmm.

Client (11:31): And, like this conception of myself as like, you know, very uhm judgmental, like I'm just not a lot of self-compassion.

Coach (11:44): Mm-hmm.

Client (11:45): I feel like that's allowed too, you know, like that's not allowed, that's not okay. What it means about me as a person. Like, I just keep trying to like wrangle myself into like, not perfection, because I acknowledge that perfection doesn't exist. But like, I definitely see it. Um, I definitely see it there, like hiding as like, "You say you don't believe in perfection, but here it is." [client laughing]. And like, what is the alternative? What does that look like? In terms of like the spectrum of everything of the good and bad and the should and shouldn't, or whatever.

Coach (12:26): So, is this something that you would like to explore today?

Client (12:31): Um, I think that's like one of the other things that I worry about, that I bring too many things. And like I should be focused on one thing at a time until it gets better, until it's complete, until it's done, until I've arrived. And then I can focus on something else. And like maybe that I'm bringing too many things shows that I'm not committed to it, or uhm I don't

Catherine coaching Liz transcript

know, that it means something that I'm bringing so many things. So, like, outside of this conversation, I'm really worried about boundaries in managing Sam, and my audience, and like exploring that. But at the same time, I'm still also concerned about this topic. Like, which one should I focus on? [client laughing] What's the right one? You know. Am I performing again? [client laughing]

Coach (13:32): Uh-huh. It's interesting, it's so perfect, because you said that like you know that perfection isn't a thing, that it doesn't exist. And then I heard immediately after that you said, um, you know, "There's a part of me that feels like I should just focus on one thing until I get it I don't know if I heard get it (crosstalk) right," but I was (crosstalk) in your thinking.

Client (13:53): Yeah, totally.

Coach (13:55): And then we can totally focus on the next thing.

Client (13:58): And I think it's also like this is how I am, like I'm messy, I'm a mad scientist. I'm all over the place, I'm airheaded, and that's fine with me, you know? On some level, it's fine with me, but I also acknowledge how much judgment I get for it. And I'm expecting the same here.

Coach (14:18): Mm-hmm. So, if you knew that you get to show up as however you need to and however you want to, what would you, what would you choose to focus on today? One topic, two, three, however many topics?

Client (14:39): Oh, man. I mean, I like both of those topics. Um, I don't know and I, I, yeah. I think, I think both of those topics are important to me.

Coach (14:58): Um, so would it would it support you to, um, to look at both of them and explore what it is you're looking for in each of those areas? Or do you want to start with one and then expand to the other?

Client (15:14): Hmm. I feel like they're related in a way, because I feel like boundaries has to do with self-respect, and it has to do with, it's like a combination of self-respect and like not abandoning myself. And as well as like the skills that I'm trying to learn, you know, and the scripts and the mindset behind it, and like what it actually looks like, and, you know, I feel like boundaries feel very elusive to me. And I feel like they're related to both of those topics.

Coach (15:45): Mm-hmm. Okay. Um, so does it, would it serve you to start there?

Client (15:52): I think so.

Coach (15:55): Okay. Um, what would you, what would you like to walk away with from that conversation about boundaries?

Catherine coaching Liz transcript

Client (16:17): I think, I think what was really helpful with the sad/angry exercise was like, um, I feel like I had a tool to like, like a guidepost or like a, whatever it's called, like a signal. Like I feel like if I understood boundaries in that way, that might be helpful. Or how, or how I experience boundaries and what to watch out for, you know.

Coach (16:40): So, I heard um something to help you understand boundaries and have a guidepost of what to look out for.

Client (16:49): Okay. Yeah, you cut off for a second, but I got it.

Coach (16:54): Okay. I'm sorry. Is it my signal?

Client (16:56): I don't know. I'm not sure.

Coach (16:59): Okay.

Client (17:00): I'm not sure. But it's okay.

Coach (17:03): Um, and why is this conversation, what's important about it for you?

Client (17:14): Um, I feel like this seems to me like one of the core things to break beyond, to break through. Um, I've recognized it in like my life so far in my personal relationships, and people talk about like it's because of boundaries, you know. And like, I feel like this is going to be really important for hiring people, um, for like, changing the tone of my audience. Um, it feels like if I want to build the business that I want to build, and like the experience that I want to build, it's going to be really important. And like that seems to be the main thing getting in the way. Aside from like self-care [client laughed] and self-respect.

Coach (17:59): Mm-hmm. Okay. Um, it sounds like boundaries is a huge access point for you in what you want next.

Client (18:11): I think so.

Coach (18:14): Um, I noticed as you say that, that I'm excited.

Client (18:20): I mean, me too.

Coach (18:21): What's exciting for you about boundaries?

Client (18:26): Um, I just feel, they feel so heavy and painful. And I just feel like so much would be lighter and more fun if I felt like I could handle them better.

Coach (18:41): What specifically would feel lighter and more fun if you knew how to handle them?

Catherine coaching Liz transcript

Client (18:46): I think I wouldn't be so scared of them. I wouldn't be scared of managing people. I wouldn't be delaying hiring people. I feel like I would attract the people that are really energized and motivated and not needy and rude, you know. And like just human talking, I told you about my friend Sarah, like her talking about that, like her just even hearing the tone of her voice talking about the transformation of her audience and her clients, the customers that she mentors, like since making that switch, like I want that. She feels inspired by them, you know, like, I want that. [client energy in voice went higher pitch]

Coach (19:23): What is it that you want specifically?

Client (19:25): Um, I want people who are inherently motivated by themselves and they're not like just energy vampires, you know. That they're like excited, they're energized, they like are, they might be terrified but like they're also excited and energized at the same time, you know.

Coach (19:59): Mm. Um, and what is that experience like for you, when you work with people like that?

Client (20:07): I just feel like it's fun, you know. It goes back to what I actually like to do, which is like talk about interesting things, you know, talk about medical stuff with people, you know, and I'm clearly in that like, well, they're not necessary, if I'm mentoring them, they're not like up here necessarily. I mean, they are, but they're not, like I definitely have more information than they do. But like, I don't know, I just feel like that would be so much more fun to talk about.

Coach (20:35): Mm-hmm. Mm-hmm. So I'm, I'm gathering that we're, we're talking about you having boundaries with your, the clients that you mentor [Hmm] with, um, the people that you hire. [Hmm-mm] You've mentioned before in the types of students who sign up for your courses.

Client (20:57): Yeah.

Coach (20:59): Um, so what is. What's in the way for you of creating, of creating the boundaries that would attract those people?

Client (21:14): I think that, I think that part of the audience is, is reworking messaging, and connecting with more of those people to understand them better. But I think the, like I don't know very well like how to deal with that in interpersonal interactions. So, like part of it is messaging, I think, for attracting the people I'm going to hire. But like in terms of like the management aspects, I'm worried about that. Because it's like this has been painful with Sam, and I know that I recognize now that with Sam, I was not very clear in my messaging about the type of person I was attracting. So, that's on me, right? But like, even if I do that, and like I, I'm trying to keep the mind open that I can have both someone who is amazing to work with and is incredibly competent, that I don't have to pick one. But despite that, like there is a risk, right, that I might not get that, right? So, I'm trying to, I'm trying not to even think about that, right? But I'm trying to also be realistic and pragmatic and, like what if, what if, I'm not like I just, I'm

Catherine coaching Liz transcript

not going to get a perfect person, you know, I'm going, I'm, there's going to be breakdowns in communication, they might not know how to do something, they might be doing it incorrectly, I might have to do a correction, like that kind of thing like that. How to, how to do that is what scares me the most.

Coach (22:39): Say more about what scares you the most.

Client (22:43): Um, so like, so in the video that I made for Sam, I gave examples. I said, "I acknowledge the things that I appreciate that she's doing. I wanted to acknowledge my mishaps in communication so far, they're not to my standard. And that here, I want to be really clear about expectations. And here are the expectations." Um, which was uncomfortable because it just, it was. But this part that scares me is that like, I tried to do that in person with her and I had to record a video because I get so intimidated in the actual, like, I don't want to cry, you know. I get so flustered. And like it's really upsetting. And it's like I know, I like logist-, like logically know she's not going to hurt me. You know, even if she yells at me, it doesn't matter. But like it still feels very upsetting. And like, and like she interrupts me, and I just get this like really intense experience of like, I'm just going to let this drop right now because I can't even, I don't know how to, I don't know how this conversation, how to turn this conversation around, you know?

Coach (23:55): Mm-hmm. Um. So, um, I'm really present to, you know, the conversation we had at the beginning of this call around feeling judgment around the things that you think you should do, and having lots of self-compassion or wanting to have lots of self-compassion.

Client (24:18): Yeah.

Coach (24:20): How does that apply with what you're sharing?

Client (24:22): No, it definitely does. I mean, it definitely does. I mean, I think like, I mean, it also like reminds me of like the singing thing of like, I'm so uncomfortable and embarrassed when we're doing weird noisemaking. And my face gets red, and I cried, you know, and she was like, oh, like so, it's actually really normal for to cry like doing voice work. It just, it's a very like a bodily thing and it like unlocks things for people and it's totally normal. You know, and so maybe it's just like doing it and just seeing what happens, you know, and like what's the worst-case scenario? She judges me for, for being a wuss, she has judgments about me too, you know. She doesn't understand me, she doesn't choose to understand me or value what I have to bring, you know?

Coach (25:26): So, I'm hearing, um, I'm hearing that you, you know, you have this set of judgments about yourself. And then you have this fear about what she might may be judging about you.

Client (25:39): Yeah.

Catherine coaching Liz transcript

Coach (25:40): Um, is one of those voices louder? Or is there something even, um, more loud to explore here?

Client (25:56): Um, I feel, I think the thing that's louder is probably her response. Because it feels very vulnerable to give over control of my business to somebody else. And like she could just, she could just, I mean, today after I sent that thing, like she's, she's on Australia time, I don't even think she's seen it yet. But I backed up my email list, because I was like, she could just, she could just delete things. She could just mess stuff up. You know what I mean? Which is just probably a crazy thought. But like, that's where immediately where my mind went, you know?

Coach (26:48): So what is the fear that brings up in you?

Client (26:50): What's what? The fear that it brings up?

Coach (26:53): Yeah.

Client (26:54): Um, I just don't have a lot of trust in her and other people in general probably of like not sabotaging my business, you know, because it's, you know, it's important to me, it's my livelihood.

Coach (27:14): Mm-hmm. And what's the part of you that doesn't have trust in her?

Client (27:30): Um, probably the care bear. Um, is that what you mean? I don't know what you mean.

Coach (27:40): Um, I mean, it could be, I'm not sure. Um, it's, it's, I think I'm like. When you say that I'm noticing a disconnect, because I experience you is so trusting.

Client (27:59): Hmm.

Coach (28:00): So, I think I'm just experiencing confusion as you share that.

Client (28:03): Right. So, I've had an experience of being too trusting and having poor boundaries. That's like the story of what I've experienced. And so like it's hard not to have deep inside this fear of like people like are not to be trusted. Like, I am very trusting to a point, but it's also very scary, because there's, I think, I think that's like the smoke and mirrors thing of like, "Can I trust you?" You know?

Coach (28:33): Mm-hmm. And what, um, what supports you in trusting people?

Client (28:47): Hmm. I think I withhold, I can, I control what I share. And I give a little bit, I give a little bit, I give a little bit, you know? I still withhold from my husband, who's supposed to be the first like person who sees everything, right? Um, so, I don't know, I feel like for me it's in the same specific situation, and somebody's taking control of my business, parts of my business,

Catherine coaching Liz transcript

like I feel like it has to, like there has to be some show, some effort, some communication, you know, some like affirmation of like they value the business. But the thing that's missing for me is that I don't believe that Sam values the people that I serve and my business as much as I do, and nobody will and I acknowledge that, but like if, if there if there was more of that, then I would feel better about it.

Coach (29:46): Okay. So what would you need to see or have present in order to feel like she values your business, that she cares?

Client (30:03): I don't know if I can trust her anymore, because she has shown how she feels. And maybe it's in coping, but like I don't appreciate how she talks disparagingly about my customers and my audience routinely. So like I feel like there is no earning trust back with, with that, like she, like I don't like, I don't know, maybe I'm, maybe I'm being judgmental, but I feel like there are certain things that people show about themselves in their personality. But again, like I guess if I'm thinking about myself, like I don't show everything, you know. But I just feel like, I don't know that that's something you can walk back from, you know? Is she able to change that? I'm not sure.

Coach (30:48): Mm-hmm. Um, so I have a, I'm having an intuition. Um, may I share?

Client (31:01): Oh, yeah. Sorry. I thought, I didn't hear what you said. I thought you said, "I'm not sure." You can share.

Coach (31:06): I said, I asked if I could share an intuition I'm having.

Client (31:11): Yeah.

Coach (31:12): Um, so, uh, I'm imagining that, um, Sam has the capacity to vent and release some of the survival mechanism qualities of your, um, students, that you may feel but don't allow yourself to express.

Client (31:39): Mm-hmm. I think it's because, I think I do. I think I've had some conversations where we have laughed about it, because there is need for some relief. But at the same time, I don't see any of the caring, you know? I don't see any of the commitment, the passion, the desire, like it's all very matter of fact, and like, you know, and she will refer to them as "simple" routinely. You know what I mean? Like she, she, she disparages them routinely, in con-, in general conversation, not like, "I need a moment to like, man, people are really frustrating this week," you know? But yeah, I mean, I acknowledge that too. And maybe it, maybe I have allowed that environment, um, because we've had those venting conversations. But I mean, hopefully I can, I don't know, I don't know if I explicitly said it in the video, but I meant to say like I have deep care for people, despite their, you know, showing up in the least, not the best way.

Coach (32:44): Mm-hmm. So, what are you learning about yourself from this conversation?

Catherine coaching Liz transcript

Client (33:05): Um, I mean definitely that the self-compassion comes up in a lot of different areas that I don't really acknowledge, lack of self-compassion. Um, and that I, yeah, I still have a story about people and not being trusted I think.

Coach (33:31): Mm-hmm. You, you said that, um. You said that you felt like there was no gaining back your trust with her.

Client (33:44): Yeah.

Coach (33:46): And I'm curious what your self-compassion has to say about that?

Client (33:52): Mm. [big sighs] I think that there's probably potential, you know, and that she's more of a full person than one-sided. Um, I think I have another voice saying that like, "You let people walk all over you." This is just like another instance of trusting too much, letting people walk over you and, I don't know, settling and being too nice, being too trusting, allowing too much, you know?

Coach (34:44): Mm-hmm. What's the emotion that that's bringing up for you?

Client (34:50): Just like sad anger. I mean, I know, I fully acknowledge that setting a boundary is up to me, you know, but I'm also angry that I don't know how to do it. Like as, I don't feel as confident with it, and as competent with it as I wish I did. And I feel like I still feel blaming about that. And I feel angry that like, how much I care for people has been met with that so often. And it's not necessarily the situation, but it just brings back those feelings.

Coach (35:28): Mm-hmm. Yeah, it sounds like, um, this experience with Sam is really bringing up some of your past experiences about how it's gone before.

Client (35:41): Yeah. Yeah, and I don't know that anything's changed in my experience of setting, holding, understanding boundaries. So, it feels like it's just going to be the same thing again, you know, I'm open to possibility of things being different, but I feel like logistically if I, if nothing has changed, I mean, some things have changed. I've changed in some ways, but I don't feel like this particular skill set is, is, um, remarkably improved. Markedly improved.

Coach (36:12): Are you talking about you or her?

Client (36:15): I'm talking about me.

Coach (36:18): Okay. What if you had nothing to prove with Sam?

Client (36:30): [laugh] I love how you listen on so many levels. [laugh] And that you don't, um, you don't, um, throw off by my smoke and mirrors the way that I try to throw other people off.

Coach (36:48): (inaudible) my empathic side is like, gets really like, cares immensely for you when you cry, but I just, uhm I'm happy that you give yourself permission to be you here.

Catherine coaching Liz transcript

Client (37:03): Thank you. Um, what if I had nothing to prove? Um, I mean, I definitely think that I'm trying to prove to myself that I can do this, that's I'm capable of being a leader, that I'm capable of being a boss, you know, that I can continue to grow my business, and I'm not going to get stuck because I'm going to hire people, and that's the next step. I mean, I feel like if I had nothing to prove, I feel like it ties a lot to my whole business of like, of just like this wrangling of control of like making it into something, you know, that I would just approach it differently.

Coach (37:54): Oh. Liz? Liz, you cut out for me. Uhm.

Client (38:05): It didn't go the way that I want it to. Comes out of my mouth, I just feel like that's, I don't know. That's not how that.

Coach (38:16): Can you hear me?

Client (38:18): Oh, sorry. No, I just I didn't hear you before, what you just said, can you hear me?

Coach (38:21): Oh. I lost you for a second. Um, uh, dang, I didn't write down the last thing I heard. Can you maybe back up like a minute and repeat what you said?

Client (38:33): Sure. Um, I just, I feel like it relates to my whole business. It's not just about proving with Sam, I feel like it's the same flavor of control in the whole business of like, if I didn't have to prove anything with Sam, I would treat this as an experiment, and I'd feel way less attached, and I would just see how it went, try things, like be embarrassed. And then just say like, "Yeah, this isn't working out." And not being attached to it, you know? And like, my whole business is like that too of like, well, I have all these goals. I have all these things that I want to do. And to do that, I have to do this, you know?

Coach (39:11): Wow. As you shared all of that, I just felt, um, so much more lightness in your speaking.

Client (39:19): Yeah. Yeah, for sure.

Coach (39:23): What difference does that make for you?

Client (39:26): I mean, it reminds me of the essence conversation of like, what if, what if it's gone, then what is it like? And it's like, well, it's just interesting. It's just, it's just playing experiments, you know? Um, it's, I have immediate resistance that that's not practical, and that it's not going to work. And it doesn't work like that. You can't just do whatever you feel like and then things work out amazingly. You know? That's, that's the thought that's coming up, but it, I mean that would be cool, you know?

Coach (39:55): I'm really imagining, um, the, the like, the mad scientist Liz coming out here.

Catherine coaching Liz transcript

Client (40:02): Yeah. Yeah. Yeah, and that's what I like doing, and that's what I did before. You know, and it seems all the, all the messaging I'm getting is that that doesn't work for what you're trying to do. When you hire people, you can't be a mad scientist, you need to plan, you need to have a calendar, you need to be on schedule, you can't just do things willy-nilly. You know, you need to communicate, you need to over-communicate, because they're going to misunderstand you.

Coach (40:31): And how well has that way of being in business served you?

Client (40:39): Um, I'd say fair, but not happy, you know? It's fine. I'm still like wrangling my goals. But I don't know, yeah.

Coach (40:56): What happened to the playful Liz just then?

Client (41:07): Um, yeah, I mean, the practicality is what gets me.

Coach (41:13): Mm-hmm.

Client (41:16): And like, um, how, how do I do that?

Coach (41:26): And when the practical part of you is speaking, what voice is that?

Client (41:35): Scared. Judgmental.

Coach (41:41): Mm-hmm.

Client (41:47): Probably angry.

Coach (41:51): Mm. What does that fear and judgment and anger need?

Client (42:10): [sigh] Um, I'm not sure. I, like, in my mind to go back to playfulness is to just go back to that way of going forward. And, um, I don't, I don't, I'm just, I just feel stuck there, like where? How? How can I do that, you know?

Coach (42:44): How can you bring more playfulness?

Client (42:47): Well, how can I practically speaking like be that person and work with other people who have the skills that I don't have, that are trying to help me do the things that I want to do? You know. And I guess maybe it's just that I don't, I'm not holding any possibility that someone like that exists.

Coach (43:09): Mm-hmm. What has you need to be practical about it?

Catherine coaching Liz transcript

Client (43:17): Um, I guess just like trying to find a replacement for those jobs. Um, I guess I don't see an alternative of how to approach that, how to make a job posting and how to interview people and, you know, all that practical.

Coach (43:45): So, I heard you say you don't see how to approach it.

Client (43:50): Yeah.

Coach (43:51): Um, and what is the, the 'what' that you don't see how to approach inside of?

Client (44:05): Um, um, how to bring the mad scientist-approach, um, consistently, and, um, like how that functions in a business with other people who are not like that, who don't understand that necessarily, that get frustrated with that.

Coach (44:27): Mm-hmm.

Client (44:33): I guess like the anger and the judgment and the like sadness is about maybe this like misunderstood unicorn thing again, but I feel like it's, it's like this experience of like being away and not being accepted and people getting frustrated and not understanding and [sigh]. Yeah, I guess the how is, the what is, is, is a, is a team that's on board with that, way of being.

Coach (45:15): (crosstalk) A team, oh I'm sorry.

Client (45:18): Um, just that's on board with that way of being.

Coach (45:21): Uh-huh. What would it take for you to generate a team that's on board with you being the mad scientist in business?

Client (45:41): Probably just naming it and talking about it, and accepting it myself.

Coach (45:53): What would support you in practicing that?

Client (46:14): [sigh/breath] I mean, part of me feels like I just either need to be explicit with Sam about it, that this is how it is, and this is how I am, and like you can choose whether or not this is going to work for you. You know, versus just going back to running it myself and see how it feels and reinvent it.

Coach (46:35): Mm-hmm. Okay, so I hear that that's what it might look like with Sam. But what I heard you say is that you need to name and practice being the mad scientist first with yourself.

Client (46:51): Yeah.

Coach (46:55): Is that the same practice? Or is there something else?

Catherine coaching Liz transcript

Client (46:58): Um, I mean, I think also in terms of like a job posting too, like I've been trying to work through those. And like, actually just giving that a name that, like this is how it is. And I think it's like this fear of like I'm gonna say that and no one's going to want to work with me. Because I'm like a nightmare boss. I'm a nightmare person to work with.

Coach (47:22): Is that true?

Client (47:25): I don't know. It feels like it sometimes (inaudible 47:29). I feel like she just doesn't get it. She doesn't get me and like it's so frustrating because she just, she just, she has things to say about it that are like, you know, like a lot of people, I don't know. I feel like she just doesn't get it and sees me as just being lazy, you know, and being scatterbrained and not committed and not serious, you know? What she hasn't said, but it's like subtext of like the conversation that I'm reading into.

Coach (48:05): Mm-hmm.

Client (48:09): And so, I feel like I'm worried, I'm assuming from her perspective that she doesn't like working with me, because I'm not to her standards of somebody that, you know, is a good employer.

Coach (48:24): I noticed I'm a lot more curious about your standards than hers. [Yeah] What are yours?

Client (48:29): Yeah, um, I don't know, I'm more interested in fun than deadlines. I just want it to be fun and curious and interesting, and I'm not good at deadlines and I don't care for them.

Coach (49:00): What else are your standards?

Client (49:04): Um, freedom, excellent work, compassionate work.

Coach What else?

Client Um, like go with the flow, like very, like very, a lot of adaptability.

Coach (49:36): Mm-hmm.

Client (49:37): Initiative.

Coach (49:51): What are the, the boundaries that these standards will look like?

Client (50:00): Um, I guess I'm not sure what that means.

Coach (50:11): Um, if you were creating your boundaries in business, as the expression of these standards, what would they look like?

Catherine coaching Liz transcript

Client (50:40): Um, I mean, I think people like, I would want a team that is very open-minded and curious and open to discussion and adaptable, and like, I don't know, I think like willing to explore but also able to get shit done.

Coach (51:17): Mm-hmm. What's the next action to take here in, here from this place?

Client (51:32): I'm sorry, say that one more time?

Coach (51:34): What's the next action to take from this place?

Client (51:47): I think like encapsulating that, that culture I'm trying to create, I think all of those things are really relevant for that. So, like even just like writing that out, and like envisioning it more.

Coach (52:04): Okay. Is there something that, um, would support you in terms of like a structure or accountability?

Client (52:29): No, I think, I think I'm okay. I think I'm okay with that. I have that on my, I have that as part of my tasking for this week to look at, um, like developing that further. I think there's been a real block for me in terms of articulating the culture I want, and I think it's because of that, a lot of that judgment.

Coach (52:49): Mm-hmm. And where are you now with, um, with next steps with Sam versus where you started?

Client (53:00): Started, um, our phone call today or started with her in general?

Coach (53:05): Um, what's the answer that feels most useful?

Client (53:11): Um, um, I mean, I think with her heard today, I think I'm going to see how she receives my communication and what the response is, and, and then I think I need another communication at some point of saying all the things of the culture that I want and seeing if that's a fit for her to continue.

Coach (53:44): Okay. So, I hear, um, a practice to take on is to communicate the qualities of your company culture and see if it's a fit with her or not.

Client (53:55): Yeah.

Coach (53:56): Okay. Uh, so what learning are you taking with you from today's call?

Client (54:26): Um, I think like looking more at self-compassion in many aspects. Um, and like how it, um, it's not just my, I view it as like a very, um, siloed thing, and like it very clearly is in everything. Um, and like, in the same way that I was like trying to do fun things as a proxy for

Catherine coaching Liz transcript

helping me do better in business, you know, like that is a secondary gain or whatever. I feel like if I can also apply that here that will help, um, push that forward a little bit more.

Coach (55:09): Mm-hmm.

Client (55:11): A lot more of that.

Coach (55:13): Beautiful. Is there anything else that you'd like to share to be complete with today's call?

Client (55:21): Um, I don't think so. That's very helpful.

Coach (55:28): Um, what can I acknowledge you for?

Client (55:33): Um, my messiness.

Coach (55:35): Yay! Um, Liz, thank you for being messy. Thank you for knowing that you get to show up as whoever you need to be, and however you want to. Um, thanks for knowing that you have nothing to prove. I was just really present to how much of a shift in your energy, um, was present when you thought of that, when you thought.

Client (56:02): (Crosstalk) Yeah, yeah.

Coach (56:06): Um, so thanks for thanks for, thanks for getting that at such a deep level and, um, for continuing to practice leaning into that, that space.

Client (56:19): Thank you.

Coach (56:22): And look, we got everything on your list handled. [shared laughter]

Client (56:27): And are timely.

Coach (56:33): I hope you have a wonderful day. I'll see you on Friday.

Client (56:35): Thank you.

Coach (56:37): Okay, bye.

Client (56:38): Bye.