

## Shannon coaching Elyna

- COACH 00:03            The recording is on Elyna, and thanks again for letting me record this. I really do appreciate it.
- CLIENT 00:11            You're so welcome. Thank you for all your help.
- COACH 00:15            How are you coming to the call today?
- CLIENT 00:18            Encouraged, I think. It's been a good week and I've had some good successes. Not all have been successes, but I've been trying to reframe it so that I can learn. So it's been good. It's been a good learning week, for sure.
- COACH 00:35            Mhm. Mhm. Well, you do sound a little lighter today than when we began our call last time.
- CLIENT 00:40            [laughter] Yeah. I feel lighter.
- COACH 00:43            Oh good. Well what, if anything, would you like to share about what's happened since our last call?
- CLIENT 00:51            Yeah. So last call I was very, kind of weighed down with feeling stuck and it was good to reconfirm or reassess what happened and how to move forward. And then keeping it-- I put down the strategy, so to speak, on a little post-it because I knew I was going to be traveling and I took it with me. And I've been looking at this little post-it all week to try to think, "Okay, where am I? What's going on? Am I where I want to be? Am I-- if things aren't progressing the way that I would like to why is that?" And so this little post-it has been kind of nice because it reminds me of the things that I agreed with myself. And then I've been able to assess as I'm going through the week and make a decision. I told myself I was going to-- if I'm feeling stuck I need to reframe and see what's going on. Is the thing that I'm doing worth the time or do I need to switch gears and go back to the original plan? So having that little kind of checklist has helped me to reassess as I go along and help me move forward. And recognize also where I'm getting stuck which was enlightening [laughter].
- COACH 02:29            Mhm. What have you learned or what insights have you had as you used this little tool?
- CLIENT 02:35            Yeah. I've noticed when there's something out there that I'm a little scared of in the sense that I'm not exactly sure how to go about it, I tend to want to push it off. I want to procrastinate. So I'll fill in with other things. I'll tell myself, "Oh, I should work on this because it needs to be done. And I'll just take care of that later. Oh, I'm not feeling inspired to work on that project. I'm just going to work on this instead." And then what I end up doing is kind of self-sabotage, because then I reduce the amount of time that I have available to work on that thing that I'm dreading, you know. And I don't think it's a conscious thing. It's almost like, "Oh, I just don't want to work on that. I want to work on this other thing [laughter]." So, yeah. So then it's-- when I do get to work on the thing, because oh, now I have to, then I'm under pressure, you know? And

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traditionally, I work really well under pressure. My best results ever, all the way from high school, college, first job, throughout my entire career, when I was asked to do something under the gun, that's when I did things that shined. You know, produced results that were amazing and that kind of thing.

CLIENT 03:54

So in the back of my head, that's kind of-- I think that's there. That thought is there, that if I just wait until I feel inspired, then it will be a lot better. But it can be counterproductive, because then I might not have enough time, and then I end up wearing myself out or having anxiety around it because I'm not sure I'm going to be able to finish in time. I always finish, and it's always good, but it's kind of that additional stress that I shouldn't need. I don't need, I shouldn't have. So that was just one of the things that I figured out. I had to do this presentation for my boss, and I don't like doing presentations because I tend to be very wordy and it takes me a few tries to get it right. And so he just wanted a first draft and I kind of know-- he's really, really good with presentations [laughter]. His presentations shine. And so I struggled and I struggled and I finally I just decided I'm just going to do it. I'm going to send him a draft and I'm going to tell him, "I need your input," and we'll see what happens, and tell him that it's not perfect and I have some facts that I need to check and just tell him that.

CLIENT 05:03

Otherwise, it would've been Monday or Tuesday before I sent it to him because I would have hemmed and hawed about it all weekend long. But I did it on Tuesday night, Chris was traveling-- or Wednesday night, I just sat down and cranked it out, did the best I could and then sent it to him. And I said, "Please give me some feedback. Let me know if I'm going in the right direction. Tell me what doesn't look right." And then we reviewed it during our one-on-one on Thursday and he had very few things. He even volunteered to give me some of the facts because I'm not real close to some of the things he wanted me to share. He said, "Oh, I'll get you that. No problem." And so I was like, "Oh, yay." And so it was actually really good because I gained a little bit of time there. And I was encouraged by that because it kind of proved that it doesn't have to be perfect, and I don't have to procrastinate, and I don't have to wait until I feel inspired. I just get it done, get a first draft, put it out there, see what happens and be open to feedback. So that was good. That was a good experience, I think.

COACH 06:09

Oh, wonderful. It does sound like a great week. I can understand why you're so encouraged [laughter]. Lots of insights that you shared there in learning about yourself and what drives that procrastination sometimes and self-sabotage-- so good work this week, Elyna.

CLIENT 06:28

Yeah, I think it helped to have that little checklist in front of me, too.

COACH 06:33

Mhm, Mhm, just a little tool like that. Well, given all that you've shared and all that you've learned this past week, where would you like to focus today?

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- CLIENT 06:46      So I think I want to explore that whole perfectionism thing. I think we touched on it in one of the previous sessions, but I think it would be nice to-- because I think it's going to be a sticking point. I need to practice overcoming that fear when there's something in front of me that I'm not sure how to attack. I'm not sure where it comes from. I don't know if it's because of perfectionism or if it's just because I'm afraid I'm going to fail. But it'd be nice to understand that better and maybe-- I don't know, either reframe it or figure out a way-- come up with some kind of a plan, so that when I'm faced with that situation, it's a little bit easier to recognize it, maybe. That's probably it. How to recognize it before it becomes an issue, you know?
- COACH 07:59      Okay.
- CLIENT 07:59      I don't know if that makes any sense, but-- [laughter].
- COACH 08:02      That makes a lot of sense. So, then, just this whole perfection idea, and how to recognize it. You also said you're not sure if it's a fear, if it's perfectionism or fear, because you're not sure how to attack.
- CLIENT 08:24      Yeah. Yeah, and I think the reason I struggle with-- you know, I want things to be right, but they're never going to be perfect. That's just reality. There's always going to be a little bit better, something that can be improved a little bit. But then, there's also that fear that it's not good enough, you know? I think, maybe, that's what drives the perfectionism, is the-- is it good enough? Is it good enough? And I think with that experience with the presentation, I learned that putting out there that this was not perfect from the start, just so that-- being clear about the purpose, so the purpose of me sharing this with you is that you give me some feedback of what the direction I'm going in, as opposed to, is this good? Because I think, in the past, when I share presentations-- not with my manager, but his manager-- I ended up rewriting the whole thing. He didn't like it at all. He ended up telling me, "Do this, do that. Change this, change that." And it felt-- it didn't feel good, you know? The content was all there, and the content was good. It was just the way the information was presented was not good. So, I think I have it in my head somehow that I'm not good at putting together presentations because of that [laughter].
- COACH 09:58      Hmm. Okay, so you believe that, deep down, that you're not good at that because of this past experience?
- CLIENT 10:07      Mm-hmm. Yeah.
- COACH 10:10      Well then, if our call is successful today, what would indicate that you've gotten what you wanted here?
- CLIENT 10:27      I think I would have a better idea of what thought process I need-- wow, I don't know. I think I would know how to recognize. I would know what to think about when I'm getting stuck with something to see if it's that kind of problem.

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- COACH 10:52                    Okay. That you would just know. You would recognize it if it was this perfection thing going on?
- CLIENT 10:57                    Right. Or is it something else? Be able to differentiate. Is it because I don't have enough information and that's a fact, or is it because I'm leaning towards this procrastination thing or this perfectionism thing?
- COACH 11:13                    Okay. All right. So then just being more clear about it and how to recognize it and know what it is um.
- CLIENT 11:22                    Yes.
- COACH 11:23                    Yeah. Okay. Well then, where should begin to explore?
- CLIENT 11:34                    Maybe thinking about the kinds of things that trigger that kind of thought or observing this week what things I was delaying, what things I wasn't getting done. So I got a planner, which I haven't done that in forever because I just use my Outlook as my planner, and I actually started writing things down of what I wanted to get done that day and looking at, I didn't get this done today, why? Some of it is because my list was way too long. So I started noticing that I tend to be kind of ambitious about what I want to get done during the day, and don't put in time for unexpected, you know, and that's part of my frustration. So as I'm looking through the list of things that I'm pushing off from page to page, I'm seeing that it's the things that scare me like the things that I'm not quite sure how to go about. Like this presentation got moved twice on the list, it got moved from day to day twice. It was good that it made the list to start with because it had been-- I know I need to make this presentation next Friday, and so I've known about this since I scheduled it, so I should have started working at-- I don't know maybe I should have started working on it a lot earlier.
- CLIENT 13:07                    I do really well with off-the-cuff, you know, I can put something together really fast, as long as it's with a topic that I'm comfortable with and I can, you know, make it happen. But I would really like extra time-- I would really like to allow myself extra time to make sure, you know, run it by my boss, get comfortable with it, be more proactive about it so that when the time comes to present then I'm good, I'm solid. Um, so that presentation, and then I have uhm a couple of other things that I've been moving from page to page that require more time and more thought. They're more about me, I need to review my goals because we lost a bunch of people on our team and so now our responsibilities have shifted a little bit and I want to make sure that my goals align to what you know the new plan is, the new structure is, before we get to mid-year and then, oh my goodness, I don't have everything in here that I'm supposed to have. So that's one thing that I've been kind of putting off because it's not due yet, it doesn't have a timeframe, but it's supposed to be my compass, it's supposed to be what I use to drive my work. So I should be working on that even if it's just working on it a little bit at a time.

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- COACH 14:35 Mhm. All right. So a couple things that you're noticing that you pushed off, the presentation and the goals um.
- CLIENT 14:51 Then the database that I'm supposed to be beefing up, I'm still struggling with that. I'm still not finding enough time to do it. Or making enough time to do it. It seems to be like those activities take a considerable amount of time. In my head, it's, oh my gosh, that's like a two-hour thing. And I can't find a good, solid two-hour chunk anywhere to put it in. So I either do it at night or do it on the weekend, or something else has to go. And so, then it gets pushed off [laughter].
- COACH 15:28 You said earlier that you wanted to be proactive, and I'm curious about what does proactive look like for you?
- CLIENT 15:40 Hmm. I guess I want to have-- I want to finish it with space to be able to review it so I'm not up against a deadline. Okay so, like the database. I have put myself a goal that by February 14th I was going to have it all, all my items that I have pending, in that database. Or as many as I could possibly get in there. I think I have-- I think I've collected more than I need to put in there, than what I've put in the actual database. So in my mind, I'm not making any progress. And so proactive would be-- I would start chunking it out and putting a little bit into it every day, as opposed to trying to find a whole big chunk of time when I could just work on it for a long period of time. I think. It would be being able to finish something with some time, some cushion in between so I can go back and look at it again, make sure it's okay before it's actually due.
- COACH 16:54 And if you were able to accomplish that, for instance with this database uhm, by the goal that you set for yourself, what would that make possible for you?
- CLIENT 17:10 I think it would-- well, yeah. So it makes space I think for other things. I don't know if it's just-- I feel like I'm not accomplishing when I'm not finishing the list. When I have to move something forward, it feels like I didn't fulfill my commitment. Even though it's just to myself, I just feel like I failed, you know? If I were to be able to finish what I said I was going to set out to do during the day, I think I would feel like I'm making progress. Do I know that I can crank it out if I need to? Yes, I do. That's probably the bad thing you know.
- COACH 18:06 [crosstalk] I think that it might be about something deeper here. What do you think?
- CLIENT 18:11 Yeah, [laughter] that's probably why I'm struggling because I'm not exactly sure what's going on. I think if I knew I would have fixed it by now. You know? And I don't know. And I'm not sure what I need to do to find out. If that makes any sense. I get it. If I were queen for a day and I could just make it happen the way that I want it to happen, I would make the list, I would execute to the list, and I would still have a little fudge time for unexpected things.

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- COACH 18:53 So that being proactive would give you that space that you talked about a minute ago, that you'd have that space for other things.
- CLIENT 19:01 Yeah. Right. Things that come up unexpectedly. Somebody needs help. Somebody has a question. Can you take care of this for me? Being able to help someone.
- COACH 19:13 Mhm. And from our prior conversations, I know how important that is to you, helping others.
- CLIENT 19:19 Mm-hmm. When somebody makes a comment like, "I just can't find any space on your calendar for a conversation," that kind of bothers me [laughter]. Now it could be perfectly logical that they just can't find a time that works for both us because I do have open spots. So it's not like I'm busy solid for 24/7. It's just maybe that they can't find a time that works for both of us. That's reasonable. Maybe my thought process shouldn't be, "Oh my gosh, I'm so busy that I can't help people." It's more of, "All right, well let's find a time that works for both of us." I think it's just the way I think about things. The work is getting done. I'm getting high marks on my performance reviews so obviously, I'm meeting the expectations or exceeding the expectations. So I'm beating myself up sometimes for things that-- I don't know why I'm doing that. I think it stops me from being more successful even.
- COACH 20:48 So where else does this show up in your life? This beating yourself up?
- CLIENT 20:59 In the things that I commit to, you know I-- my outside of work stuff. I'm part of the homeowners association board and we have this safety project that I've been trying to get off the ground for a year now. And it's been really hard with travelling because I actually have to have time here in town so I can go talk to the neighbors and show them what we're supposed to be doing and hand them the safety packets and all of that. And now come to find out recently, I was told that I could actually recruit volunteers to help me, which if I had known that a year ago I would've done that already [laughter], but anyway. So that was kind of fun, that was encouraging, so I did recruit a couple of people to help me that said, "Yeah, I have time." They are stay-at-home moms, and one lady's part-time retired and wants to meet more people in the neighborhood so it's like, "Yeah. Oh, yeah. That totally works." So I've been beating myself up because I haven't gotten this thing finished, you know? It's just been way too slow. In my mind it should've been done in a month and it's taken me a year, that's just not right. So that's the kind of thing, you know? I want to be-- I want to do a good job with this-- to me, it's kind of an honor when people ask you to do things like that, you know? So you don't want to disappoint.
- COACH 22:23 When you were speaking about that, about recruiting some folks to help you, I just heard energy in your voice again and your pace picked up. And what do you think about that?

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- CLIENT 22:43      Maybe it's because of something that I'm doing with other people as opposed to on my own. You know you're on to something there. [laughter] Yeah, so some of the little projects that I have for me-- like one of my hobbies is scrapbooking, and I used to when I was in the thickest of it or when I was really excited about it, I remember that I was hosting once a month, friends of mine to come over, and we would scrapbook together. And I was cranking out those scrapbooks they would leave, and then the next day I'd spend the whole day because I was inspired, and I was excited, and we would be getting together the next month, and exchanging ideas, and materials, and it was just so much fun. I had a blast doing that and it was a great hobby there for a long time. And then we moved, and then I took all my stuff with me to Brazil, but there was no one else that did it down there. So it kind of fell by the wayside until I found this other expat that was a scrapbooker too, and then we started scrapbooking together, and it picked up again. It seems like when I'm around other people or if I can involve other people in things I seem to be more motivated than when I have to do all this by myself.
- COACH 24:08      I could just hear that in your voice when you were talking again just that you just, you sound so happy to me. What does it feel like to you when you talk about it like that?
- CLIENT 24:23      Yeah, it makes me want to do it again. It makes me excited about it. I think I never thought about it that way. I think all these other things I can't seem to get off the ground is because it's individual. Yeah, like for example-- I can think of an example, I set up a little craft room, this house had a little -- it was supposed to be like a gift wrapping room or something, the lady had set up this little room -- and so that became my craft room. And it's beautifully set up, everything has a place. I've got all these pretty little baskets, they're all labeled. It looks wonderful. I never go in there, ever. I get inspired one Saturday and I'll go in there for a couple hours and then come out because I'm just like, "Oh." [laughter] It gets lonely in there, you know. Even though I'm doing stuff. I did put a TV in there so I'll watch a movie or something. It helps but maybe that's why because I'm locked up in there. Sometimes I'll drag the stuff out just so I can be near Chris, so there's another human nearby.
- COACH 25:46      Yeah. For someone who needs people and wants to be with people so much, working from home has got to be challenging for you because you're there alone so much.
- 25:58 I just want to check in. Is our conversation moving you toward what you wanted to achieve today?
- CLIENT 26:04      Yeah, yeah. I'm getting all these ideas in my head. Yeah [laughter].
- COACH 26:09      Good. Well, I'm just curious as to how this-- the important of doing things together might be related to this getting stuck in what you've identified as

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perfectionism or this fear, maybe when you don't know how to attack things. How might these things be related? If at all.

CLIENT 26:36

Yeah. So when I work with you on topics, I make so much progress. It feels like I'm-- because I'm saying things out loud and I'm bouncing things off of you and you're giving me feedback, it seems like I make progress. Because I have wondered, "How come I can't figure these things out on my own?" And it seems to be because I'm able to bounce things off of you and I get feedback and I'm able to say things out loud, I can work things out as I'm speaking and that helps me a lot. I'm wondering if that's something that I just need to incorporate into how I do things every day. If I've got this project I'm working on, I'm stuck, call one of my colleagues in the same area and, "Hey, can I bounce a couple of ideas off of you? Because I'm a little stuck on this?" And see if maybe that gets me going and motivated. And the reason I think the presentation thing went well with the boss is because he gave me lots of feedback and he was enthusiastic and he gave me a couple of ideas and he volunteered to help me and that was good, I felt good. I felt like I was moving forward. So maybe on this database, since I have my colleague that was supposed to be my accountability person, maybe I should just schedule a couple of sessions to go through and put some items on the list and work through them together, just to get me going, get me fired up and going. And then she can do some too.

COACH 28:23

Great ideas. Wow, it sounds like you had a lot of insight here. Uhm, you mentioned being queen for the day. If you were queen for the week, what would you do, between now and our next call, that will help you involve these other people? So you can get that feedback and say things out loud?

CLIENT 28:52

Yeah. So I've got the benefit that I'm going to actually be in the Quad Cities next week, [laughter], so I'll be in the middle of people. I could take a look at the list of the to-do list and things that maybe aren't moving and find a couple of people that I could sit down with and just talk about some of these things and how to get them going. And even maybe just set up some phone calls if they're not in the same city just to see if I can get some of these things going because I think that would be great if I had an hour maybe with one of my colleagues and said, "Okay, let's work on this thing that we've been wanting to get done for a long time, and it's just not, that's not moving. Could you help me out?" And then my boss is going to be with me most of the day on Friday. We have that presentation in the morning, and then the rest of the day he said that he had time to help me or work with me on whatever I wanted, so it's like, "Hey." So maybe we can do the goals, maybe I can talk to him about goals and see if I can get some help on that, maybe just do some preparation work, and then spend some time with him reviewing that and seeing so I can cross that off my list. Yeah. That's good.

COACH 30:10

Awesome. I just love that energy when you talk about engaging with other people.



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- CLIENT 30:17                    Yeah. [laughter] I really should find another job where I work with people [laughter].
- COACH 30:25                    That might be a topic for another day.
- CLIENT 30:27                    Yes.
- COACH 30:31                    So then, how will you know, Queen for the week, how will you know if you're getting stuck again? What are you going to be, um it sounds like you got a great plan here. You kind of wanting that, how to know if you are getting stuck, um how to recognize that?
- CLIENT 30:51                    Yeah. So maybe just that thought process of, "Should I-- okay, I recognize that I am stuck. Would involving another person help the situation? Who could I involve to help the situation? If it's a five minutes phone call, half an hour of conference call, a one hour meeting. What is it going to take?" And then go from there. Because it might be a five-minute thing. If I'm just not quite sure how to go about this, pick up the phone, call one of my, "Hey, are you available? Five minutes. Yeah, okay, go."
- COACH 31:34                    Mhm. Just adding that question to your little tool.
- CLIENT 31:37                    Yes. Check in with a partner, a colleague, and see. Even maybe Chris. "Hey, I'm stuck on this thing, help me." One of my neighbors on the HOA thing. Well, I like that. That's a good plan, okay. I added a few things.
- COACH 32:00                    [interrupted] Yeah. Is there anything lingering now that we haven't talked about around what you wanted today?
- CLIENT 32:16                    No. I think I'm good. I think this helps me a lot. I think it's probably good to go back and investigate the whole work and people thing in a future conversation. But I think this is what I needed for today.
- COACH 32:33                    Okay. Any additional support, you mentioned that a few of the people-- anything else that you might need in order to fulfill your role as queen of the week?
- CLIENT 32:55                    I don't know, I don't think so. I think one of the thoughts I had is maybe I haven't used my mentor as much as I wanted to because the whole thought about using someone just kind of doesn't line up, doesn't make me feel good. But if I could think-- reframe that as, okay, reaching out to my mentor to help me-- to help me move towards a better understanding, where I am and I stand. I think I should rethink that I think because that's another person, another resource, that has offered to help that I'm not using very effectively. And I need to retake that I think because talking to you and going through this, light bulbs are going off about the importance of feedback from people. The people I respect, the people I look up to, that helps me a lot. And I could even help them if there's something I could help them with.

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- COACH 34:10 You're always about helping others. Always. I mean it comes up so much in our calls. So it's a two-way street it sounds like.
- CLIENT 34:21 Yeah.
- COACH 34:25 Mhm. So this mentor thing, is there anything else you need to do to reframe that um? Or do you have what you need there?
- CLIENT 34:36 I think I need to think about the best -- they had sent us a bunch of questions of possible topics that we should consider when engaging with our mentors. And I think I need to go back and look at that and see if there's anything interesting there that we could do to-- what do I really want out of that relationship? My initial intent was to learn about his area. That's why I wanted to talk to him. But is there, being a Latino leader, and with his perspective, is there something else about that that maybe would help me with this whole job thing. Just to help me be better in my role, help me prepare for another role that I'm missing that maybe he has some insights on.
- COACH 35:28 Sounds like a great place to start with him.
- CLIENT 35:35 Yeah.
- COACH 35:39 Mhm. Not hearing a whole lot of energy around that topic, though.
- CLIENT 35:44 [laughter] Probably because I don't really know how to-- what to do about him. I think it's a great-- I recognize that he's a good resource, but I just don't know how to-- how exactly to go about it maybe. There's an amount of skepticism or maybe even disappointment because I'm not quite sure that I can find something else. I think that's probably what's kind of keeping me-- or that was maybe-- that's why you hear the lack of energy, I don't know.
- COACH 36:26 Knowing how important relationships are to you, I'm curious about the state of that relationship?
- CLIENT 36:35 The state of the relationship.
- COACH 36:38 Mhm. What kind of relationship do you have with him?
- CLIENT 36:46 I struggle. I think it's maybe a cultural thing. The reason I picked him was because of that. Because my boss is also Latin American. And I don't like-- I don't feel comfortable with how sometimes he approaches things. It's a different leadership style, I guess, to what I'm comfortable with. I'm more comfortable with exchange of ideas, we're equals, but yet you have a higher position. And it doesn't come between us, we can still exchange ideas and I feel respect coming both ways. And so I think I picked this mentor because he's kind of in a same situation where he's also a Latino leader that has that-- and this is all because I've talked to people that have reported to him. Okay. And I see that that's how he has-- that's how he kind of operates the same way as my boss's boss, my director. And so I kind of want to learn about what's behind that and how can I overcome that. Why does it bother me so much,

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number one, and then, number two, how do I get around that? How do I make it still productive? Because I know I can't change the person, but I can change how I look at him and how I respond. So how do I still preserve my integrity and how do I still preserve my dignity while responding. So I don't feel like I'm getting squashed every time. Because I'm sure that's not the intent, it's just the style.

COACH 38:36 Mhm. It sounds like then that you're not engaging with him because of how that diminishes you in some way.

CLIENT 38:45 Yeah. But it's in the back of my mind, that he's the key. I need to understand this, I need to get over this, I need to figure this out. But yet, I'm avoiding him so that's not good either.

COACH 39:03 Would that be a good, [client interrupted]

CLIENT 39:05 I don't know why I picked him as a mentor, I should've picked somebody I was comfortable with. I mean, he is over the area that I want to eventually be in, I think. That's why but at least that's my reasoning for that, but-- and I know him, you know, and all that. Not super close, but I've worked with him on projects before, but I just-- I don't know. Maybe that's not the best choice of a mentor.

COACH 39:37 Mhm. Well, how much freedom do you have with that?

CLIENT 39:45 Oh, I could totally change. I could change to someone else. And we had talked about a six-month commitment anyway, so it's going to be coming up pretty soon. I still want to-- I still am interested in that area though, I don't want to let that go, but that doesn't mean that-- maybe I can just reframe it as, could I still stay in touch and learn more about your area and what opportunities there might be and get some feedback as to how I could better prepare? And then try a different mentor, I don't know.

COACH 40:33 Mhm. So leverage the relationship, but not necessarily in a mentoring way.

CLIENT 40:39 Yeah.

COACH 40:46 Yeah. Mhm. Well, where are we now, would it be a good time to begin wrapping up uhm?

CLIENT 40:50 Yes, I think so.

COACH 40:52 Okay. Anything else? And I just want to say, you have done some great work today and uhm we can certainly talk about this mentor situation in a future call if you'd like to. Uhm, but I'm just uhm excited about what you've accomplished today, but is there anything you'd like to acknowledge yourself for?

CLIENT 41:19 Well, I just-- I appreciate being able to say this out loud because it's making more sense and light bulbs are going off, so I'm happy that we're able to work

## Shannon coaching Elyna

together through this and that I'm able to come up with some conclusions about it. Thank you.

COACH 41:39

Oh, it's fun seeing you hear those light bulbs go off. Well, is there anything else that you'd like to say before I turn off the recording?

CLIENT 41:49

No, I'm good. Thank you.

COACH 41:51

All right. Hold on one second.