

Transcript - Welcome to the Equaliversity – with guest Lea Jovy-Ford | TIS Ep. 61



Lisa Hurley
& Sharon Hurley Hall

with



Lea Jovy-Ford
CEO, Diverse Leaders Group

EP. 61 | WELCOME TO THE EQUALIVERSITY

Lisa 00:06

Welcome to the introvert sisters, the podcast by introverts for introverts hosted by Sharon and Lisa, two INFJs with a lot to say.

Sharon 00:24

I'm Sharon.

Lisa Hurley 00:26

And I'm Lisa. And together, we are the introvert sisters.

Sharon 00:31

Welcome to our podcast. And I am delighted to welcome today Lea Jovy-Ford, who is the founder of Diverse Leaders Group, a pioneer in the location independent movement. Doing remote before remote was even a thing. And someone that I've known for about nearly 15 years. So it is a real pleasure to welcome Lea to the introvert sisters podcast. Welcome Lea.

Lea Jovy-Ford 01:04

Thank you. Hello, you two.

Lisa Hurley 01:06

Hello, hello back and welcome. And I'm excited about it. So I'm excited about this recording. And of course, we're the introvert sisters. So we're gonna start you off by asking, Are you an introvert? Have you ever tested yourself? How do you identify where that's concerned?

Lea Jovy-Ford 01:26

I am, I'm not sure if I've done the tests, the online tests. And Sharon and I have had extensive conversations about introversion. I'm not usually kind of big on labels, and I use them to help sometimes identify things in ways I might be. But I know that I've never fitted in. And I've always kind of know when you're young, it's either kids just dive in and get on with it. Or they sit back on the edges. And they watch and they observe. And I have always been the kind of person who sits back watches and observes, sometimes I might dive in. And sometimes I just don't. And I also know I need a lot of time to recover when I've been around anyone. So even after like an hour's call. Sometimes I need two or three hours to just recover

Lisa Hurley 02:18

at least.

Lea Jovy-Ford 02:21

If not, you know, the rest of the day.

Lisa Hurley 02:24

Yeah, I've been there. I can definitely I can definitely relate. So when you like officially discovered that you're an introvert? Did it change anything in terms of how you chose to move through the world? Or?

Lea Jovy-Ford 02:39

No, I think it almost made it okay. For me to be a certain way. And for me to be able to identify and meet my own needs. I mean, one of the things that was for me, I think quite obvious when I had children was you know, children are around you 24/7. And I found that particularly when they were babies and I kind of attachment parenting and no one was doing it. But I just did kind of intuitively what felt right. And so they were on me and around me for 24 hours a day, seven days a week, I also did extended breastfeeding. So my youngest breastfed till he was four or five. This kind of constant limpet, and I knew many, many, many, many times that I just sometimes needed some space, and it was daily. And when you've got these two little limpets, who are clinging to you, carving out that space, and even just identifying and knowing that you need it is can be challenging. But I knew I needed it. So I would take it. And I think it's that honoring of your needs, identifying them is one thing, but then honoring them. introvert is crucial.

Sharon 03:52

Very, very true. Right? And what else do you do today to honor your introversion and I know that you're past the stage of having little kids clinging to you at every moment is there anything else that you

Lea Jovy-Ford 04:09

we home educate them, so they are still around 24/7 which is challenging, I do find it challenging, there were kind of small things that I do and bigger things that I do and one of the kind of first things that I do, which is there like I call them sort of like little tiny practices of self care is every morning, I have to have a few minutes in bed on my own before I get up. So I kind of kick my wife out to the bed and so I just need my few minutes and it's just I don't really do anything. I just kind of live in quiet and silence. You know, sometimes I get 10, 15 minutes and sometimes it's just a couple of minutes and then I can get up and get on with the day. I think it's rituals as well. So I have like I make my own kind of. I drink a mocha because a coffee is too strong. So it's working like just small little rituals of self care that I know carve moments of timeout that are just for me. And those kinds of small, tiny practices are daily and they help. I think having strong boundaries with my children is another thing that has made a big difference. So I'm very clear to them that if I need time and space, that I need time and space, and I'll explain to them why. I'm also, you know, quite explicit about modeling to them that it's okay to, for me to meet my needs, so that they can also meet their needs, as they move through, you know, now and also into adulthood. And then work, you know, work can be an escape, sometimes. You've got four kids around the house all the time [muffled] to work.

Lea Jovy-Ford 04:18

Speaking speaking of work, so you basically started the location independent work from anywhere thing? Yeah, right. So can you tell us like, how did you do that, you know, as a, as a person as an introverted person, with all your intersectionalities? Like, how did you How did that even come to you? How did it start? Take us back.

Lea Jovy-Ford 06:11

It was an accident. So it was never meant as a big thing, it was just kind of I was with my husband at the time. And we had, he'd been made redundant. And we were kind of like, we just can't keep doing this. And we need to do something different. So we just hit the road, we sold our property, we put stuff

into storage, no one really doing it. But I knew I was making money online already at the time as a kind of online marketing business coach. And I just thought I can do this from anywhere. And I kind of had this really random idea. And I said to him, Look, we could have the same lifestyle, but we could have it for much cheaper if we went to, you know, Thailand or somewhere else. And so we did, and then we just kept on moving. And I started a blog. It was right in the beginning of the kind of blogging days I think started on blogspot

Lisa Hurley 07:00

like, do you mind sharing, like around when this was

Lea Jovy-Ford 07:02

in 2005?

Lisa 07:05

Okay.

Lea Jovy-Ford 07:08

So I started a blog on blogspot. And then I moved to TypePad. And then eventually, at some point, I moved to WordPress, but just ... all I did was look back at some of the posts and it's so embarrassing.

Lisa 07:23

Why they why they embarrassing.

Lea Jovy-Ford 07:25

It's like an online diary. It's just my thoughts.

Lisa 07:30

What I had for breakfast.

Lea Jovy-Ford 07:34

Today sounded more interesting when I was in, you know, Thailand, or Cape Town or something. But it was also it then became a bit more of you know, and this is really hard, because I'm trying to work on online and the internet wasn't working. And it was very much journal like which, which, for an introvert in itself, I think was, you know, on sharing with the world online, but it's so easy, and it's less easy these days, I think.

Lea Jovy-Ford 07:57

But certainly back then, to kind of think no one's really reading this, I'm just sitting here typing, no one's reading this, you know, there weren't any comments and things. But then obviously, comments started to happen, and people started to get really interested in it. And so it became a much, much bigger thing. And after two or three years, it was like a really big thing. So I have many, many, many people from the press contacted me, I think the Guardian, came out, flew out to Thailand at one point to come and do some ridiculous photo shoots on the beach. I mean, I think the site is still up, and there's kind of a whole list of press. So there was ... it became a really big deal. And, you know, that was never my

intention. And I found it very difficult kind of being in the spotlight. And the thing that used to help me was the fact that I was nomadic, so it was kind of like, no one's going to see me, no one's gonna know me. But the dawning realization that was also not fun was being in Thailand in a cafe and someone came up to me and said, Oh, you are... so that was that was not fun at all. Because, you know, as an introvert, you kind of you want to slip through the world and no one's really noticing and then to be doing this thing that's inadvertently become so popular and then still thinking that I'm a little bit protected because I'm moving around and I'm not really going to be seen. I'm not living in one place where you know, my neighbors and people know me but then realizing that actually I am recognizable. was challenging.

Lisa Hurley 09:31

Did you ever feel unsafe?

Lea Jovy-Ford 09:34

Yes. After that incident I did.

Lisa Hurley 09:38

And how did you deal with that?

Lea Jovy-Ford 09:41

I think we moved country.

Lisa Hurley 09:46

You're like see paragraph a ...location independent.

Lea Jovy-Ford 09:50

Exactly. Yes. We always meet I mean, when we did it with kids to begin with as well and then it became clear that I I didn't really want to. But it was It wasn't just that physicality and kind of being recognized on location. It was also as the online stuff exploded, and people were more online, and more interactive. There were incidents that weren't pleasant, you know, we see things happening on social media today. But when it happens on your own blog, or it happens in your own kind of online community, it's, it's not fun. And you know, it's like anything, you stick your head above the parapet, and you know, the danger is that it gets chopped off. That's why most introverts don't ever want to stick their head above the parapet. When it is, it's kind of happened accidentally or inadvertently, and, you know, and when you're, and it's kind of, there's this, there's this thrill almost of it, this stuff is happening, I didn't ever plan it, and oh, my goodness, you know, I've got kind of press and media contacting me. So there's that initial thrill of it. And then there's the dawning realisation of what that actually means. And that means I actually have to speak or I have to show up, or I have to have a photograph taken. And it's kind of so there's that the first thrill, which is, well, gosh, look what I'm doing, it's having an impact, even unintentionally, I never meant for it to. And then there's the kind of the impact of that, which is, and now I've got to show up and be seen.

Sharon 11:21

That's actually how I first met Lea online. Because I think that was around the time that that we moved back to Barbados, and I was, you know, thinking about, okay, how am I going to do remote work? And, you know, is this actually going to work? Is it even possible? So, you know, that was, you know, it was a bit of a it was a bit of a lifeline. And and then I did some work for Leo. And, you know, we've kind of stayed in touch all the way through. I would never have guessed at the time that you were an introvert. But, you know, it makes sense. It makes sense now, because you kind of do what you need to do, don't you?

Lea Jovy-Ford 12:02

Yes. And I think that's it, it's, you know, what we don't see is that the way people make decisions about things and the kind of trade offs that they're balancing, and, you know, we don't generally see how people make decisions about their lives. And you know, for introverts, it's kind of it's often that visibility aspect is a key part of it, but what the outside world sees, is that person being visible or not, and they don't necessarily realize that there have been compromises or trade offs made and in the kind of decision making

Lisa Hurley 12:34

that a price is being paid. I mean, I definitely am. You know, we're all in different ways, I guess, dealing with that right now. And people see you out there and make assumptions. And I'm, it's like, no, no.

Sharon 12:51

Exactly.

Lisa Hurley 12:51

I always say I am textroverted, textroverted, but introverted.

Sharon 12:57

Right, I want to follow up on something that you you said recently about making an impact, because of course, since then, you've also launched two disruptive startups. Also as an introvert, so tell me a little bit about that, and how important it is to you to make an impact with what you're doing.

Lea Jovy-Ford 13:17

I think that's probably one of my core values, although it's not explicitly a core value. But if I'm going to do something, I may as well make it matter. I may as well make it count. So I started off my professional career as a management consultant. And I always had a kind of moral problem of like, Does this really matter? You know, they're spending this much doing what and, and I'm being sold out as a, you know, a brand new consultant that, you know, 1000 pounds a day, and I don't have the experience, and you know, surely this can't be right. So that kind of moral debate. And it was, you know, when you see how much money is spent doing stuff that really doesn't matter. It kind of it has an impact. And I just thought, you know, I don't want ... that's not how I want to spend my life. Now, that experience was very useful. And it has been very useful since just working in that environment. But I would rather put those skills and expertise to kind of better use to do something different.

Lisa Hurley 14:11

Where do you get these ideas from? Because it seems like you you build big and you seem to start big like you don't you don't seem to... your seeds are like

Lea Jovy-Ford 14:26

trees in my mind.

Lisa 14:27

Exactly, exactly.

Lea Jovy-Ford 14:30

I think it's just it's the way my brain works. And it may be one of the kind of just the way it works and the things that thing that I do and you know, I've always said one of the things I know I'm very good at is if you tell me if you tell me where you want to get to. I will probably help you enlarge that vision. And I can also tell you exactly the steps that you need to get there

Sharon 14:56

let me interrupt you for a second there, Lea, because one of the things that I have I told you is that I said to Lea, a couple of years ago, when she said, Come and do some anti racism workshops. I said, I want to be doing this all the time, this kind of work all the time. And then towards the end of last year, she said, Do you remember, when you said that, look at what you're doing now. And a lot of that is down to Lea saying, Oh, but you can do this. And you can do that, and you know, come in and head diversity, equity and belonging, and come and do this and come and do that. So very, very good at seeing where people fit and right, you know, helping them to get there.

Lisa 15:31

I do. I do love that on multiple levels. So go ahead, Lea.

Lea Jovy-Ford 15:35

It's about I mean, I and this is just, my brain works in a very logical way. So it doesn't make any sense to me logically, it you know, many people's unless there's some kind of physical damage, or there's, you know, there is brain damage, or something has happened. But everybody, we have the same brains, then it works in the same ways, but we have a brain. And I see no reason why people can't get to the kind of get the potential out of that brain and, you know, whatever potentially, it is that they want to work. And most of the time, there's other stuff that gets in the way. But that potential always remains. It's there, it's locked within each of our brains. And it's, you know, whether we kind of unlock that or not, is about all kinds of other things. And that's not dismissing or denying that those things exist. But that potential exists. And I think often what I because I have that approach, and that belief and that mindset, what I see in everybody is that potential, if someone even just as a little nuggets, and anyone who's ever done any kind of coaching with me, will know that if they just drop a little nugget in there, and it might be wrapped in all kinds of other stuff and an hour long conversation. I can identify that nugget and go that that's what you want, isn't it? And it's but it's a process for people to get there in their own minds, to acknowledge because that's vulnerability to say, yes, I want to get there. This is the big thing that I want to do with my life. And that's, you know, that is vulnerable, because the fear is that, can I,

am I capable? Will I ever get there. But even having that seen and expressed sometimes helps people unlock that in themselves. And you know, it's like anything if you unless you know where you want to get to unless you know what you're building or what you know what the end goal is never going to get there. Because you're never going to know whether you're there or not.

Lisa Hurley 17:16

So speaking of, you know, the big thing that people want to do with their lives. What's the big one right now? What is the big thing that you want to do with your life or what's the next big thing for you that you are?

Lea Jovy-Ford 17:32

So after the debacle of the last company I worked for

Lisa Hurley 17:40

thereby hangs another long tale

Lea Jovy-Ford 17:42

indeed it's written about elsewhere on the internet. And, and we were talking about kind of, you know, disruptive startups, and location independent was an accident. The second, which was the last startup I worked at wasn't an accident, it was more intentional. But I could do it as an introvert because I knew I wasn't front and center. So I had a CEO, who was kind of the one who was supposed to be the one going out there and showing up. And that was fine, because I was the one back at base doing all of the internal stuff. And it was easy and kind of that worked very well for both sides. Until it didn't, you know, and that's how it how it turned out is a whole other story.

Lea Jovy-Ford 18:17

But the current venture is and I had always said this, and what we were doing previously was kind of ad tech, and we were taking a big, big swing at developing an app. The question we were answering was, if you started from scratch, if you were to build a school or an education system from scratch, what would you do? So that's the question, we were answering them and it was great. And we had an answer for it. And we were in the middle of building it. I knew because of my own personal experiences and the experiences that my children were facing when it came to homophobia, transphobia, racism, that whatever I worked on next was going to be something to do with that. And Sharon and I had conversations and I'd said to you now, I am going to work on something to do with anti racism next, whenever that may be whenever this particular adventure finishes, that's going to be my next step. That happened rather than more quickly than I had planned, anticipated. But what three months ago, June, we I started to build the current company, Diverse Leaders Group, which were showing and I work together. And that is, that's, that's about working towards equality for everybody and tackling all of the isms, all of the discrimination but doing it in a very different way and using technology to do it. But at the end of the day, it's you know, it's about equality. I see for my children, the impacts that racism has and for my eldest you know, all kinds of different isms that they face and the challenges that they face and seeing them having to stand up to a group of their white friends and and say, you know, this is really racist and then we'll say no, it's not. Is is not okay. And that's it. Maybe that's something that I'm I will probably spend, I would imagine most of the rest of my life working towards.

Lisa Hurley 20:07

I mean, it's a noble goal, right.

Lea Jovy-Ford 20:11

And it's not altruistic either. It's also there's an, there's an altruistic element where it is for others, but it's also for me, and it's for my kids, because I experience it all the time, too. And you know, and I've had enough, we've all had enough of it. And it's this. It's this balance between the individual and the collective. I've used this phrase so many times this week. And so there's something in it, and I need to write about it. But it's like, there's a collective goal. And if the collective goal is equality, there's a tension between how we achieve that as a collective, but where what it comes down to is, is individual responsibility and change at the individual level. And only when that happens, can the collective goal be achieved. But that requires, you know, all kinds of sort of trust and responsibility accountability at an individual level, which not everybody wants to take, and everybody wants to have or work towards. But that's the only way we can achieve this collective goal. But you know, it's, it's down to everybody, all of us to do our own bit, and some people will do smaller bits, and some people will do bigger bits.

Sharon 21:11

Okay, great. So what's one more thing you would like? people to know about you?

Lea Jovy-Ford 21:19

Well,, I'm gonna throw that back to you, Sharon.

Sharon 21:25

Are you? Okay?

Lea Jovy-Ford 21:26

I am, yes. Because I think, given that we've known each other for so long, and we met for the first time in person last year, last year. I think it'd be fascinating to know what what's one thing that you've because we've worked much more closely together in the last two years, we were kind of, sort of in orbit, but not particularly working closely. So I think I would feed that back to you and say, What's one thing what to know about me that you either didn't know about me or that was unexpected?

Sharon 21:54

Right. And Lisa, just for your knowledge, this is exactly the kind of thing that Lea does all the time.

Lisa Hurley 22:00

Let me just tell you, right, you see me I'm literally taking notes. I'm like, that was interesting. I'm like, okay, nicey. Nice.

Sharon 22:08

That was different. That was different.

Lisa Hurley 22:11

Yeah, I have taken note.

Sharon 22:14

The thing that I think that I have come to know and appreciate about Lea is that, that ability she was talking about to, to see all the pieces but still hold the fine detail of how things need to be achieved in her head at the same time. And that that she's an excellent leader. And manages to come to combine directness with kindness. I'm just gonna leave it there.

Lisa Hurley 22:51

Yeah, just I mean, I'm, Lea, you and I have only, you know, very recently met, you know, and well, not. Well, spoken. Right. Yeah. Got to be so careful nowadays in the virtual world we're living in, right, where have you spoken over zoom very recently. But I definitely, just in those few conversations, can I cosign on that in terms of the combination of directness and directness mixed with kindness? A lot of people sort of over index on one or the other kind of thing, like, there's so direct that that comes with it, then you're like, Okay, I don't want to. Or they completely, you know, they completely lack boundaries, and sort of just absorb everybody's stuff, right? Yeah, that might be okay. But say, No, well, I think you have a great mix. And I really admire and respect that.

Sharon 23:49

And I just want to add one more thing, which is, which is, you know, I'm pretty smart. But I'm actually in awe of Lea's brain power. Right? Just that ability to hold so many things at once. You know, it's,

Lisa Hurley 24:05

it's... not a lot of people can do it. A lot of people think they can a lot of people think they can not a lot. Not a lot of people actually can do it and be and be effective and still be a good human being but we're not gonna go down that path today. Yes, you are. And you're gonna say,

Sharon 24:27

no, no, that was it. That was it. So that was my answer to your question. Well, since you're playing whose podcast is it anyway?

Lea Jovy-Ford 24:35

That's a great tactic for an introvert.

Sharon 24:38

It is a wonderful tactic for an introvert. Yes. And the question back on you,

Lea Jovy-Ford 24:43

yes. When asked what someone wants to know about it.

Lisa Hurley 24:48

So I'm making notes

Sharon 24:50

we are taking notes, we are learning everything, every interaction with Lea is a learning experience, you know,

Lisa Hurley 24:55

definitely. I can see that I can see that. You know

Sharon 24:58

which is great if you're a lifelong learner?

Lisa Hurley 25:01

Yes, yes. Yes. And so, um, I recently downloaded the, the app for Diverse Leaders.

Lisa Hurley 25:13

Oh, the Community Group,

Lisa Hurley 25:14

sorry, the community group. Yeah. Yeah. So cool. Yes. So cool. You know, I'm excited to sort of see how it grows, and you know, your, your plans for it. And on that note, where can people find you? Where do you want people to connect to you on social media?

Lea Jovy-Ford 25:40

Yeah, there's a variety of ways, but the typical introvert fashion, I'm going to point them to the company, diverseleadersgroup.com. I am on LinkedIn. But you know, that can be problematic. So I would rather point them to something else I own and I might be able to stay on. Right? In my control.

Lisa Hurley 26:03

But again, let's not go down that dusty path today. But yes.

Lea Jovy-Ford 26:08

So yeah, the website diverseleadersgroup.com. And I think my LinkedIn profile is there. And I'm on every other social media platform, I'm massively active. And I do have - oh, my newsletter, which is a new one. And it's, I basically write about doing business differently. Because the whole purpose of Diverse Leaders Group is the purpose of the way that we want to build the company, as is as a prototype of how do we do this or differently if we're starting from scratch with a blank canvas, and we want to build a quality all the way through? How do we do that. And we're doing all kinds of interesting and progressive things there. So that is, Sharon, please correct me if I get this wrong, because you're much more efficient with Substack I think it's my name, leajovyford.substack.com. Because I do not have a custom domain name for it yet.

Sharon 27:02

And you know before we move on, you know, I, you know, you've been you've been really good and not pushed too much. But you know, please tell everybody about at least one of the interesting and different things that we're doing at Diverse Leaders Group that you're really proud of,

Lea Jovy-Ford 27:17

well, the people stuff, so when people talk about being a people first company and having a people first approach, and I still think half of that is just lip service. And so when I, when I talk about that diversity, this group, my vision for that, and what I mean for that is, is people first so what that actually looks like in practice is a variety of things that we're planning to do, one of which is paying Black and Brown people 30% more, we will have... we're pre funding. So you know, this is all this is this will happen, it's not currently happening, we will have, I think it's called an equity pay structure. But I also think it might be called a needs based pay structure, which is there will be a scale of pay for each role. And people can choose where they want to what level they want, to what level they need. And I'd like that to be on a monthly basis, because obviously, our needs can change from month to month, we will be always be a Black and Brown majority leadership team, we will always be a Black and Brown majority team full stop. We, and I've said this, so we're still recovering from workplace trauma, that current team at the moment all worked together at the last company, which was significantly traumatic. And it's obviously hit people differently. And so we've all been working at our own pace. So it's not ... there's not going to be hustle and rush. Someone else is coming on board next week. And they've also had some workplace trauma, they were and they needed a kind of a summer to take time off, you know, that better, but they're probably not fully healed. And, you know, my goal is if people need to take time to do that, and to heal, and you know, it's a journey, and it goes up and down and back and forth. And they take that, and it just it makes common sense. Again, it's like the logical part of my brain is like, you're never going to people aren't going to work and they're not going to do a good job and they're not going to be motivated, are enjoy it if they don't feel well. And you know, whether that's emotionally Well, or physically well, or mentally well, or any of those things. And if people aren't kind of, you know, on good form, they can't, they can't work and I wouldn't ever want to or expect them to do. So it just makes logical sense to have an environment where the focus and the priority is on people first, you know, literally humans people first being as well as they can be. And then when they are they'll, you know they'll do they'll do the job and they'll do it because they want to

Lisa Hurley 29:45

I mean, I love it. Please preach that gospel way far and wide. And so as we as we begin to wind down we've talked a lot about you and your work. But you know, you're a multifaceted being. And so when you are not working, what do you do for you? What do you do when you're not working? And yeah, what what? What do you do for entertainment for enjoyment? I mean, maybe maybe what you do, I mean, some people work for relaxation, I don't know. But yeah,

Lea Jovy-Ford 30:27

I love what I do. And I wouldn't say it's relaxing, but it's energizing, I have, I have a family of six. So my wife and four kids, two of mine and two of hers, and we home educate them all. So that keeps us fairly busy, they're much more self sufficient, which makes it easier - 9, 10 and 12 and 13, almost two 13 year olds. And they're self directed. So you know, we don't sit down and teach them every day. But that's in itself, you know, I am not one of those parents who kind of goes , you know, having kids is the most rewarding experience of my life. And I mean, it's rewarding, and it is rewarding and seeing them and just navigating them. And you know, they're perfect little mirrors. So it isn't just about them, it's about me and how I relate and react to them too. And, you know, there's kind of constant growth on both sides. We spend a lot of time doing stuff. During the week we take them to, you know, they have

activities, skateboarding and stuff like that. So we do kind of that. And then when we have child free weekends, when they go to their fathers, we genuinely work actually, we like to eat. So food is plays a big part in our lives. And I'd like to say I read but haven't actually read a book. I love reading. But I haven't read a full book from cover to cover. I think that's the impact of the internet for months and months now.

Lisa Hurley 31:52

But what would your favorite book be if you had to choose?

Lea Jovy-Ford 31:58

One that I always come back to is something called You Squared by Price Pritchett. And it's more like a pamphlet, it's like you can't see because it's an audio thing. But it's I don't know, like half a centimeter thick. And it's like a motivational book. But it's from a guy who is you would think conventionally classically, kind of almost capitalist business oriented. It's not about that at all. It's about the ability to almost kind of you squared your own performance or you squared to square your own performance. I've taken quite um, he uses the word quantum leap. So take a quantum leap in your abilities and your performance and kind of how you show up in the world. And it's it's like tiny, it's tiny, and it's got tiny paragraphs, which is probably why I like it. But it's impactful. It's it's really impactful.

Lisa Hurley 32:47

Okay, good to know. Check it out.

Sharon 32:50

Great. Well, thank you very much. This has been absolutely delightful, Lea... always a pleasure to talk to you. I know that our listeners are going to really enjoy this episode. So thank you all for listening. Were the introvert sisters and we'll see you on the next episode.

Lisa 33:14

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