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This episode of coach to coach is brought to you by my coach training program for academics and higher education professionals. In each training course, we meet weekly to explore how we can hold space for clients. Listen for the things that they care about most and help them to achieve their goals through focused questioning activities and tools.

If you think that becoming a coach might be a fit for your professional development goals, you can learn more about the coach training program. Or sign up for a 30 minute Q and a session with me to ask all of your questions@higheredcoaches.com cohorts begin in January, April, and June. And I'd love to have you join us.

Welcome to coach, to coach a podcast dedicated to showcasing the power of coaching. I'm your host, Dr. Katie Linder, and I offer coaching to academics and higher education professionals to bring more ease to their lives and work. This season, I'm excited to share conversations with some of the participants in my coach training program.

I get questions all the time about how people know it's the right time to become a coach. What the various career pathways are that lead to coaching and what people decide to do with their coaching skills. After earning a credential this season, we're tackling all of these topics and more, a huge thanks to each coach in training who offered to come on the show and share about their experiences with learning this new skill set.

In this episode, you'll hear from Julie Larson, a former higher education professional turned corporate program manager. She specializes in curriculum development, leadership development, and guiding new managers through team development. She brings a lens of equity and inclusion to her work and is eager to utilize coaching as a method for helping managers develop their own inclusion strategy.

Hi, Julie. Thanks so much for joining me on this season of coach, to coach. Yeah. Excited to be here. I am. So curious about your story, Julie, let's start with just your introduction to coaching as a field. And then we'll talk a little bit about kind of your professional pathway. Yeah. I mean, I can go way back and say like, I've had introductions to quote unquote life coaches, right.

Through like commercials or, or those, uh, you know, kind of, uh, make your life improvement, infomercial situations. Right. And so it was, I mean, it was definitely on the brain, but I'd never actually thought of it. Um, as something that was integrating into a professional space or integrating into. Um, work that we already do, which was really interesting to me about now, right.

About learning about the program now. Um, and the introduction, you know, I had another friend in the coach program who was familiar with it and I was a little skeptical because I generally think of it as a very, um, You know, 25 words to change your life type situation, you know, like I just, um, didn't feel like that was what I wanted to spend my energy doing.

Right. As a, as a, as a coach person. Um, I think what I was excited about and what was. Interesting about this experience to me was that it was different from that, right? Like this was the first sort of introduction I had to, you can sort of choose the coach. You want to be, which I think is a really, um, powerful piece that not everyone might be clear about.

Right? Like there's coaches for lots of different, um, things or areas of life, um, or subjects. Um, And I had known, I had known of you through Twitter, um, and kind of like academic spaces. And so it was neat to know that this was a person who was like, sort of a real person. Um, now you're definitely real, very sensitive.

I was going to say, I'm like, maybe I'm still sort of like, what does that mean? Exactly, but, okay, good. I'm fully real. That's good. You know, I was like, Oh, that person has like experience and has done things. And like, um, I know, you know, of some things that they have done. And so I think that helped because it helped normalize this a bit and kind of take away some of them Mr.

Mystification made up word right. Of, uh, of what was happening with coaching. Yeah. Well, and I think, I appreciate, I think you have like this very healthy level of like, Skepticism about coaching. A lot of people do. I mean, if you look at like how it's portrayed in the media, and I always go back to like the Gilmore girls life coach, you know, representation, which is just not great.

I mean, it's, it's like very, um, like you're describing, you know, like 25 steps to a better life or something. I mean, it's, it's not always clear what exactly coaches do and it's not always portrayed in a way that I think is taken seriously as. And our profession is a field. So it's a constant like educational project to help people understand what is coaching and how is it different from these other kinds of things that we do in a higher ed environment or in another kind of environment that are more like mentoring, advising, you know, therapy, you know, all these different kinds of things.

So, yeah, I appreciate that level of skeptic. Well, thanks. I'm curious if you can tell us a little bit Julie, about. Your kind of professional pathway because you have been in higher education. So I want to hear a little bit about that. And recently, I think relatively recently you've shifted more into an industry role.

Um, tell us a little bit about kind of where you started, where now, and a little bit about that pathway. Yeah. I was a first generation college student, and I think that shaped my experience both as a student and a professional, which probably feels obvious to state. But I think like a lot of first gen folks would tell you that, right.

It doesn't feel obvious as you're like living that experience, you know? Um, and so I worked all through college and I worked in the admissions office and, um, my introduction to higher ed as a, as a career came from that space and my advisor, um, I was really struggling in junior year, like, Oh, I have to make a career decision.

I have no idea. Um, and he said to me like, you know, you could do this as a career. And I was like, do what, you know, he was like, what is going on around you all around? Right. Like you could be. Um, and so I, I pursued it because I, and I think, I didn't know what, but I knew college had had a large impact on me.

And I went to a small liberal arts school. Um, it was right for me. So that was great. Um, And I went into graduate school right after undergrad thinking that I was going to work at admissions and really spend time like connecting folks, um, that changed drastically as I explored lots of fields. Um, I, you know, make up a percentage of people, end up becoming a hall director, leaving graduate school because that's where the majority of the jobs are.

And that was my, that was my path to. Um, and I really loved building teams and building relationships with RAs. That was awesome. And getting into program and getting into program development and things like that. Um, and I love that you could kind of work anywhere. I did not have a lot of ties to my hometown.

And so the fact that there were colleges all over meant that I explored a lot of places. So I started in California, I went to North Carolina, I went to Texas, um, between Carolina and Texas, I transitioned from. Resident's life to advising. And so spent the rest of my time from about 2009 to 2018 when I left being an advisor of sorts, um, which was great.

And I think, um, I'm sure as we get into and as you know, other conversations we've had in class, like it definitely comes up for me in coaching. And I think as a, as a huge learning edge for me in coaching, because advising is. So much of the perspective, uh, sharing as well and as an advisor in that role, um, and really enjoyed that experience a lot.

I love undecided students, right? Like that exploration pieces is really fun for me. Um, my last few years was actually spent in a first-year programs office and I focused on curriculum development for our, um, university one Oh one course. And so did the curriculum design for what the students would experience who are first year students, and then also the curriculum design for training the students.

Um, cause our classes were all taught by upper-class students. So, um, it was a really unique program. So kind of did the full circle curriculum development for that, which was great. Um, I left higher ed because I think it's a broken system and very much so for professional. Um, I, I sort of reached a point where it was like a PhD or plateau, and I had no interest in a PhD because I think it is.

Unfair that that's required to move forward. Um, and it just didn't fit my life, you know, like it, it just, wasn't gonna be what made sense for me. Um, and there wasn't a way to move up and there wasn't a way to progress. Um, In a way that felt like meaningful or even logical. And so I started looking around, um, and I had really enjoyed, I was at a large, I was at university of Washington, so I was at a large institution.

And so I started looking at larger corporations, um, in the Seattle area and, um, fell into my role at Amazon. I. Didn't she like it wasn't like my top choice or anything like that. Um, I've enjoyed it and I've learned a ton, but, um, found pretty quickly that program management roles aligned very well with the skills that we have from higher ed.

And so explored that a lot and got into a curriculum and training role. So that was my first role with them. Um, and now I'm doing manager capability or leadership development for managers, um, and some DEI work, um, around manager training. Okay. There's so much to dig into Julia. So I'm just going to like peel apart this idea so that we can, we can all kind of hear more.

So I think that I, I read this thing of course, on the internet, social media somewhere. And it was this wonderful quote though, though was saying, you know, sometimes we have these transitions and they don't have to be drama. They can just be transitions. They can just be evolution. And what I just heard you describe was like, I had an evolution.

Like I was just like, I hit my ceiling. This was no longer kind of what I needed. And I moved on. But I would imagine that there are a lot of people listening to this that have had this question about higher ed, where they're like, should I stay? Should I go, what are the options? You know, I'm wondering if you can talk just a little bit more about that time and about kind of making that decision and what really went into that because it's a pretty.

Big deal to shift industries. I think like there's higher ed is very different than a lot of other places there's transferable skills, for sure. But I do think that we're kind of odd in a lot of ways, like just with how higher ed works. Um, so tell us a little bit more about that process of making that decision.

Yeah, I think, um, a key piece of this for me is, uh, well, two key pieces. One. This is, I was about 36 37 when there's this happening, which is relevant for me because I was definitely feeling adult, like, you know, in my space. And, um, I had met my partner who has children. And so it was, it was kind of in my mind, a space of what does.

Long-term life look like. Right. Um, you know, I mentioned earlier it was great cause you there's colleges everywhere and you can move around and I didn't need that permanence. And I was kind of craving that permanence, which meant options felt more limited to just move around to have progression. And so that was a huge piece of it.

I think the other piece of it for me was, um, A large part of my friend group comes from my roller Derby community. Cause I play roller Derby. And when you try to explain higher ed to people who don't understand higher ed, you feel very foolish immediately. So, um, or having these conversations with my family about tenure and they were like, I'm sorry, what?

Like what I don't understand. I mean, it's like we have, again, these odd things that like are normalized to us, but to other people they're just like, They don't, they don't get it. And it's for good reason. I mean, it's weird stuff. Yeah. It's so, yes, it's so perplexing. And I, and I think to, um, to explain to folks who, uh, did not have resources to pursue higher education, that I was just going to go after another degree.

And then to also explain to folks who had experienced higher education and talk with them and they'd be like, that's great. So if you do a PhD, like what happens? And I found myself often being like, Probably not much, you know, like, like it doesn't guarantee anything, you know, Frank, this Julia is so refreshing.

I mean, it's just like, yeah. I mean here, right. Especially in this climate, I mean, back in the time period you're talking about, it's just not that long ago. And I know a lot of people are having this decision making right now. Like, you know, if the industry is going to go into a period of challenge, do I go back and get another degree?

Do I. Try to, you know, pivot in another direction. Like these are questions. A lot of people are asking right now. Yeah. And I think, you know, there is a benefit to scholarship and don't get me wrong. Like, I, I don't, I don't want to like, not give credit to folks who, who spend time doing that because it's important work and scholarship and data is what drives a lot of the work in higher education.

But I think for me, particularly working with first year students and working with, you know, um, undocumented students working with students of color as black lives matter, started to come up. You know, like I was in higher ed, as we were talking about Ferguson as we're going through riots as, as Trump was elected, like all of these pivotal moments.

And I just kind of found myself. Thinking, like, I don't need scholarship to know that this is broken. Like, I don't need scholarships to know that people are being treated unfairly or not getting opportunities that they deserve, um, or should have equal access to. Right. Like it felt just like a perpetuating sort of system to play into that.

Um, and I, and that's how I knew. Right? Like that's how I knew I was. Done. And I, and I remember having a conversation with my supervisor at the time and she was so wonderful and she was such a good guy because she was like, you will do work in other places. And I still feel like my work is here. Cause I was asking her like, why, what, why are you staying?

Because we were very similar, I think, in our approaches and kind of what we wanted out of life. And, um, She was like, because I can still find meaning and purpose in the work here. And she's like, and you can't and that's okay. Where, where do you want to find that? And where do you want to do that? Um, and let me know.

I don't want to, it is not like my current job either. Like, let's be clear,

but it's different, right? Like, but it's been, it's been interesting to see it from a different perspective and to find ways to influence change or to think about like, What can I do in a corporate space that can affect, you know, students graduating, who are looking for jobs and how can you, um, influence colleagues who are working with recent college graduates and things like that.

And so, um, I do think right now, a lot of our work is focused around, um, hiring and recruiting practices and onboarding folks of color. And, and that to me, does help students still write. And I think I fight sometimes to hang on to that, but I think that there are ways that you can. Kind of change the system from, with any, even if it feels slower or different on a corporate side.

Yeah. And you mentioned kind of earlier some of the translatable pieces, especially the DEI work and some of these other things that you're just describing now. So help us situate where coaching fits into all of this, because you know, you were saying you have done this transition, you've come into industry, you're figuring out kind of the program management pieces and some of these other things.

And then. You've decided to pursue coaching. So what led to that decision? Yeah, I think, um, there was definitely the influence of, you know, pandemic times and kind of needing something new and invigorating. Um, I also do miss a culture of learning and I will say, um, it doesn't exist in the same way. Right.

You're like, sure. There's professional development. And like, you know, I can get approved to take a webinar or something, but this like thirst for learning that you would find in an education setting isn't there. And so, um, I wanted to fill that need for myself. I think the other piece for me is that as I navigate a corporate space and figuring out what influences folks, right, and we are a very data-driven company and we really push ownership.

And that for me, is connected to coaching in a way of how can I get. A manager, right? I'm in a place where I work with a lot of higher level, um, individuals or higher level roles. And so coaching to me felt so perfect in the sense of, they don't want. To be told what to do, right? Like they want to have that freedom and they are expected to have the ability to make those decisions.

And so coaching fits that. So well, for me in the space of, we're just going to talk through it, right? Like, you know, the answer, the answer is within you, you know, what are some of your bounds, your, your barriers. Um, and, and that seems to fit really well. So I'm excited to like, continue exploring that. I'm curious if there are particular skills in your background, Julie, that through this experience of coming through the coach training, you're realizing yeah.

The skillset works pretty well with coaching, you know, and maybe you knew that before or not, are there certain things that feel very aligned for you when you think about what you're either bringing from higher ed or what you're building in terms of a skillset and industry that merges really well with skillset?

That's a great question. The first thing that comes to mind, which is going to sound silly because I don't think I do it well, but, um, is a little bit of a notion of like sitting with discomfort. Right? So I've done, um, a lot of facilitation and I think with advising students too, you don't always know what's going to come out of the mouth of the person across from you.

Right. And that piece is not. Uh, that doesn't shake me or rattle me. Right. Um, in ways that it might, if that's newer for folks, I think. Right. Um, and so that definitely has helped as I'm trying to just be patient and listen to clients as I've started so far. Um,

Yep. All in there. This is interesting because some of the other people I've talked to for this season have said, that's the thing that's hard for them is that it's like spontaneous. And they're like, I don't, I want to have a plan, like I want to know, but it's, it's so interesting. Cause I'm also thinking about kind of this balance between planning and spontaneity or kind of moving with.

Energy or whatever part of what you're describing your career is like, I had this evolution, I realized I needed something different. I've made changes. And I feel like as much as I like to have a plan, that's something I pay a lot of attention to is like that feeling of I'm ready to move on or I'm ready for something new or I'm ready to grow in a different way.

And I feel like that's also something we bring to coaching that there's like an instinct or some kind of like. Form of listening. That's applicable to our clients as well. I don't know if you find that also. Yeah, I do, because I think, um, you can hear, you know, and I, I have not had any ton of sessions as you know.

Right. And so a lot of my work has also been with, um, fellow students and you can hear it, right? Like you can, uh, you can feel it right when, when I think you're hitting the right spot and you're hitting the right area, you know, um, and. And that I, I do think is a very intuitive, I'm a high end path too.

Like I always score off the charts and empathy and whatever assessment you want to give me. And I think that. Plays into it as well. Right. And so this notion of just like really, really being in it with a person, um, almost to a detriment, because I think that's where I've hit some of my struggles of like, not wanting to over empathize.

Right. And like over, like, be with that person. Um, cause you have to create a bit of a boundary or space so that you can continue to guide and not just like sit with them. Right. Cause that would. I think stop the coaching moment if you will. That was kinda my next question. Cause as soon as you said that, I was like, I could imagine that creates challenges, coaching, and even just from the perspective of like self-care as a coach, that you're not, you know, um, putting too much of yourself into that environment and the boundary's important.

Are there other things with coaching as you've kind of been learning these skills that you're finding to be, um, especially challenging or that you're kind of working on, um, within your own practice? I am never afraid of, of like getting to the point. And so I think I am really trying to work on, let the, letting the client get to that point.

Right. And not, and going deep, but not asking like the super deep question. Um, if it's going to be too much of a curve ball for a client. Right. Um, because I think with that empathy piece sometimes. I can in my mind make an assumed connection and am learning how to not immediately jump to that connection, um, and state it and rather than, yeah, creative and see like, is there a series of powerful questions I can ask?

Right. That's not naming my assumption, but it's sort of like dancing around the assumption, right. To like to test it without throwing it out there. To throw the client off too much. Um, because it's hard because I would much rather sit down and be like, it sounds like you have some issues with trusting people in authority.

So let's dig into that, you know?

Um, yeah. I love your directness. Julie's one of my favorite things about you. Thank you. I'm curious on the other side, as you're kind of building up these skills and becoming more confident in particular areas and maybe an areas that overlap with skillsets that you already have, or you know, that you feel like your strength areas, are there certain things either within the coach training program or just things you've been doing on the side that are helping you to build your confidence as a coach?

I think the practicing, the questions, what I, what I've come to love about coaching is that it, it really can fit in lots of different conversations and lots of situations. Right? So being able to practice questions or practice techniques in everyday life does exist, right? It's not, uh, you know, I grew up swimming.

Like you need a pool to practice swimming, you know, and you don't need it. Certain situation to practice a coaching technique or a coaching question or things like that. Right. So, um, I've practiced with the kids, you know, I've practiced with my partner, I practice at work like, and things that make sense.

And so that just like continuing to lean in and, and seeing how things land with folks, even if they're not in a, in a coaching situation, I think. Um, so you can still practice, like, if I ask a question this way, like. What is the response I get, you know, um, does it allow that person to open up or is it, um, not really opening a door in the way?

I think it would. Um, it's been extremely useful. You know, I have a, a sister team that I work with and it's been a really frustrating experience and practicing coaching questions has been really useful in getting, um, her to open up a bit. Because I under it's it was, it's also clear that there's frustrations that she's not talking about.

Right. That's kind of creating this other situation. And so coaching questions have allowed me to like, understand her situation a bit more so that we can kind of pivot, um, which has been super helpful. Right. So I think that practice. Particularly around questioning has been super helpful. So I know I'm curious, I don't know if our listeners are as curious as I am, but you know, this is a coach training program that is focused on higher ed focused on higher ed professionals and you are definitely pivoting it toward a different realm.

Um, and I'm wondering if you can talk a little bit about that, how you're seeing. The elements of the program being translatable into your current experience? Because one of the ideas I had was definitely that there could be people who are coming out of higher ed, who want to work with people who are not in higher ed, but they're just kind of coming from this background.

But you've really allowed me to test that a little bit with this program because the majority of people who come through are currently working in higher ed. And you're one of the couple of people who are not. So what are you seeing in that translation in terms of the applicability of some of the things that we talk about too?

An environment outside of higher education. I mean, I, I think it's all applicable truly, and I'm not just know. And, and, and so whether that is coaching as a, as a, uh, you know, thing itself or your program design, right? Like, it is very easy to make that jump for me. Um, and, and I think, yeah, I, it's funny cause I've not, I've don't think I've encountered anything within this program that has felt like this is not.

Applicable in some way. Right. Um, it all, uh, sure. You know, like we might not have group sessions in the same way or, you know, like I probably will never use the questions about research that are in our book, you know, but that feels like a very small thing to me. Um, because there's lots of other options in there.

Right. And I can see how. I can build a question that would relate to perhaps a project plan from the one that's in there. So I think it's, it's designed very well to kind of do some plug and play if you need to. So I haven't ever really felt, um, I think with the exception of it does feel like. Those folks who are still in higher ed might have more opportunities to kind of do some coaching in their work.

Right. It does feel like a lot of my cohort mates who are in that space have coaching kind of built into their job roles. And I think it's a little less clear cut for me. Right. Like, so I'm finding my, my way to say, how can I, how can I show that this would be relevant? Right? Like how can I fit it in, in different places?

Um, so that might be a bit harder, but I don't, I think. It doesn't take away from the content at all for me. So you've talked about little bit about Julie and you're kind of leading back into this realm of, you know, you have this day job and you're wanting to build these skills into the day-to-day work.

And you mentioned a couple of ways earlier that you're doing that by kind of. Working with teams working with leaders. Are there other things that you have in your mind about how you can integrate coaching more into this work? Or I know some people in our program are having some kind of side business things they're trying to do.

Can you talk a little bit about kind of your plans with how you want to use some of these skills? Yeah, I am not necessarily in my side business phase yet. Right. And I, that has been a big learning and a big, uh, be comfortable with that decision space for me in the last few weeks. Right. I am really excited to test the waters, um, in two areas, one being onboarding.

So we are looking at our onboarding and, um, Uh, really kind of revamping that support program, um, or, or developing a support program. Right. And I think there is definitely space, um, with, for coaching within this development and, and, and having conversations with hiring managers. Right? So for us, it's a hiring manager who would own that onboarding space.

And for some of them that meant. Have never onboarded someone before. Right. So as you're trying to get to the meaning and like what we need and like, what does your team need? Coaching feels very applicable in that space. Um, on the flip side, I think for the person who is new to the company, it also feels very relevant in that space.

Right. Um, And that is interesting to me cause it's a short term experience. Right. So that would definitely not be kind of coaching it's long-term form. Um, so I'm excited to kind of play with, with it in a hybrid model. If you will, the other place, I really see a need for it. Particularly given with where my work is headed in 2021 is around, uh, folks in manager roles, working around diversity and inclusion.

And so that I think really being maybe a little bit of a longer commitment, but really kind of coaching them around. There are areas of learning, like, what do they need? Um, what are their barriers, right? What, um, what are their concerns? What goals would they like to set for orgs around that? Right. So we have very large overarching goals.

And then within, you know, teams and orgs, there has to be subsets. And so coaching feels very relevant to me. Um, for that, that as well, particularly with folks who are new, I think what comes into what I, what my theme is, as I'm thinking out loud right now, It's how are folks who are new to these spaces?

How can coaching help them kind of dig in and understand what they already know, um, and, and maybe make them a little more comfortable naming what they don't know as they take their first kind of steps or process pieces in this. Hmm, that sounds fascinating. Okay. I'm so excited to see where this goes in terms of how you're going to use it.

I'm wondering Julia, if you can also talk about whether or how coaching is impacting your sense of your own identity, your own professional identity, and kind of how this is shaping, how you see yourself by learning these skills and how you're implementing them and all these various ways. That's a really good question.

You know, I think, uh, which is interesting. Uh, um, as I think about this, I think I've been almost a little resistant right. To kind of coach myself within, within this space. Um, and I don't know if I'm getting, understanding your question kind of in the way it was intended or if it's just how it's hitting me.

Right. But I, I do think that there is, um, Some self-reflection that I've not done around kind of like work and coaching yet. Um, that probably means it needs to be done, you know? Um, I have definitely, um, used some of our techniques and kind of use. Some self coaching around just kind of personal goals.

Right. And I think really, and figuring out like, how do I, how do we continue to show up? And in the world that we live in right now, and, um, coaching has been able to ground in a way that has been really useful. Um, but not in a space of work or professionally, which is curious to me. Hmm. Interesting. Yeah.

Okay. Yeah. Always more layers to dig into. Yeah. That's interesting. Julia. Is there anything else that you want to share about your coaching journey thus far, or about your experience developing these skills over this last six months or so? I think what I would offer is that. It's a low risk situation. Um, yes, there's time there's cost right there, there are all of those things.

Um, but outside of that, I very much felt like, um, there wasn't a lot of risks because it was good to connect with others. It was good to learn some skills that were going to be applicable, even if I didn't continue a coach program. Um, and so I think there's value in exploring that and kind of, um, See what it's all about.

Right? So even if folks are not sure that they want to commit to the whole program and maybe you don't want people to feel like they don't need to commit to the whole program, but I think there's, you know, I think there is a lot of value, not a lot of risk and just like trying it and seeing what's there.

Um, because I think, you know, the, what I have gained already. Has made a huge impact and will continue to influence my work. So, um, and I do want to continue on, and I do plan to get my certification, but I think as you know, there was times when I was questioning some of that. And so knowing that I, I would never have felt like I was, I had wasted time.

Right. It has all felt very useful and a very good experience to dig in and just kind of learn, um, And so I think that is a good thing to share with others. Yeah. I'm really glad you did share that, Julia, because the way I designed the program, this is why there's a one-on-one course. That's like, this is your introduction.

And if you're like, I'm not really resonating with this, and this is not good for me, then you stop. I mean, you don't have to buy into like a whole. Year long thing. And when I went through training, I had to purchase a six month package. I mean, and it was like, that's a long time for, if you get into something and you're like, wait, this isn't exactly what I thought it was.

Or so I'm trying to give like a ton of information on the website to help you decide, but also. By the first course. And that's it. I mean, like, if you're not sure you don't need to invest in a package, you don't need to make that decision. I think there's other people who are like, I've been wanting to do this for years and I'm ready, and this is the time.

And I want the package and grade, but I certainly don't expect that everyone's going to come in with that perspective. And I think a healthy level of questioning, you know, like you're bringing to this episode, it's really important to try to think about like, is this the right fit for your skillset and your goals and what you're trying to do?

Yeah, and I, it is clear to me, so I've taken two classes and they have built off one another very much, so. Right. Like that is clear and they would both stand alone. Right. And so I think just to emphasize that, that you could take one Oh one and feel. Like, Nope, not for me, but I still really got something it's not as if you leave it with a cliffhanger, you know, wondering what's going to happen to build that in.

That's a great idea. Like pose a powerful question and then just like end one Oh one and like, wait tickets. Yeah, that was, it was intentionally designed that way because I've had a lot of people also ask, can I stop in, can I stop out? You know, what if I need to take a break and it's why it's designed the way it's designed, it's a curriculum.

So you take one class at a time. Some people are doing it back to back. Some people are taking breaks and that's fine. I mean, like that's, we're all kind of dealing with. A lot. I mean, coming out of 2020, it was a, it was a year and we all had our priorities. So we had to think about, um, and I think 20, 21 same, I mean, we're going to have a lot that we're dealing with.

So that flexibility to me was something I didn't have that there was a lot of things I loved about my training program, but that was one that was challenging for me is the timing. Flexibility was a little bit rough. And so when I built this one, I really wanted to change that. Yeah. Well, Julie, I want to thank you so much for taking the time to share a little bit about your story.

It's been so great to get to know you for this program. I'm excited to keep working with you in the new year and, uh, excited to see where coaching goes for you. Yeah. Thanks Katie. It's been good. Thanks for listening to this episode of coach to coach for any resources mentioned in the episode, check out the episode, show notes at Dr.

Katie linder.com/coach. If you found this episode to be helpful, please take a moment to rate or review the show in Apple podcasts or recommends episode to a friend or colleague. Thanks for listening.