

Episode 83: Suneera Madhani and Katie Rosa on Encouragement for the Working Mom, Prioritizing Self Care, and Letting Go of the Expectations of Others

Katie Rosa: We hold ourselves to these just ridiculous standards. And like I said, like, the thing that is difficult is that I just don't believe everything I think anymore. Like, that's not actually based in reality. If I'm not hearing from people, you need to do better, you need to do better, you need to do better. Why do I take that on? That I'm not doing enough. Like that's it. Those two things aren't connected. So I don't need to make them connected anymore. That thought does not serve me. So then I can show up and say, it doesn't work for me anymore, so I'm not using it.

Shannan Monson: From CEO school it's Wine Down Wednesday, pour yourself a drink and join us for CEO happy hour as we share the messy behind the scenes, straight talk and real world advice to help you level up in leadership and in life. Cheers.

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Suneera Madhani: Hi, everyone, welcome to Wine Down Wednesday. This is your host Suneera Madhani of CEO School. And I'm so excited for today's episode for wine on Wednesday. It's actually going to be green tea Wednesday today because we're in the office at Fattmerchant HQ. And I have the pleasure today which I've never done before is interview one of our managers, one of our team members here at Fattmerchant. Because today's episode is going to be all about working mom life, whether you are a stay at home mom, whether you are a working mom, whether you own a business, or you're a working professional, whether you are just getting started in your career, whether you're trying to bounce back in your career, whether you are a rising manager, this episode is going to be for you and this chat. But I'm going to have with Katie Rosa who is our head of customer success here at fattmerchant. And she Katie is a I wanted to say a new mom. But Tucker is now almost three years old. And I have seen Katie just completely rise through the ranks. I mean, Katie came in into the organization a couple years ago, so I'm gonna let her introduce herself and share the story. But something that Katie won't tell you is that Katie, I found so much inspiration in Katy, every day that I've come into the office of how she manages just true WORKING MOM life, especially in our culture, in our environment, where things are truly just so busy. We're on a rocket ship to the moon here at fattmerchant. And especially as not only a professional that works in an organization like this, but managing a team and leading a team just adds additional pressure. So without further ado, I want to introduce Katie Rosa to the show. Welcome, Katie.

Katie Rosa: Thank you. Thanks for having me Suneera. I'm super excited to be here. So yeah, I'll just share a little bit about myself and how I came to fattmerchant. So I had been in the financial industry credit card processing industry for like 10 years, when I came, and the moment that I met cinelerra. And Lindsay especially I was like, I have to work here. I didn't care what we were doing. I didn't care or I didn't care what I was doing. I just wanted to do anything.

So I always say that I would have cleaned the toilets and vacuum the floors, wipe down dust every day, if I needed to, I don't care what I was doing. I just knew I had to be here. And then. So I got my job offer. then a week later on a Friday, or about two weeks later, on a Friday, I found out I was pregnant. And then I started at Fattmerchant the following Monday. So everybody got to know me pretty quickly because I'm pretty outspoken and outgoing and always want to talk and connect with people. But yeah, I joined as an account manager, and then managed all of our enterprise accounts, and now I manage our customer activation team. So I'm not sure what else to say.

Suneera Madhani: No, I mean, it is honestly what you know, I appreciate the that humble introduction. And I remember Katie's interview, we knew right away that we had to hire her. She was very adamant about her polka dots, love of horses, I will never forget this interview, and cookies. Those are the three things that we talked about in the interview. And that actually had nothing to do with account management is what you were being hired for. But just goes to show how much like connecting with, with like the human element, even in interview counts, but what is important to know for this particular topic, so Katie came onto the organization and was pregnant. I didn't know initially at the time, but her journey almost even started with that. And then as the company was scaling so quickly, she just kept taking on more and more responsibility. And I think the time maybe Katie you joined we were about 50 people I think probably was like the rough estimate. Now we're 140 people and Katie They didn't hire yet not even it was not even 50 people. And now Katie leaves an entire team, all while managing her first pregnancy, all while managing being a new mom. And so how do you do it everyday. So what I wanted to share on today's episode was like to really get tactical, because let's just call it what it is, like shits really hard being a working mom. And you know, I'll get started on I like my life a little bit. I it just feels like a hot mess all the time. So although on Instagram, things look like they're, I have a lot of things under control, which I tried to systemize. But every day is so different. Everyday kids are so different. And my kids are literally sometimes running around like yesterday, like they're literally running around the office sometimes screaming their faces off. And so, Katie, how do you like how do you lead? Right? So like, how do you what is what is like your daily routine look like? How do you show up to work? How do you get Tucker? I'm like, what's the morning routine? Tell me a little bit about that. Sir.

Katie Rosa: So I will say that something that helps me immensely is having a routine, we are a very routine family. I am a creature of routine. And I find an incredible source of comfort within that. But on the flip side, you also have got to be easy going and able to take a joke at all times. So it's like, yes, my routine is that I get up at you know, 645 I brush my teeth or my context and grab my glasses, whatever. And then at around seven, I go in and get my son up and start our day to get dressed and whatnot. Sometimes he gets up at 6am. He just does. And so it's like, Okay, I'm not going to get that extra 45 minutes to sleep in. But what can I do during that time, instead, I can get a little bit of extra time with him and snuggle in the morning, before we actually do have to get ready. Or I can give him some type of breakfast that takes him a long time to eat like Cheerios. And then I can like tidy up some dishes, pick up the kitchen, send a quick email, something like that. So our routine in the morning is typically I get up around 645. Like I said, seven I go in and get him within literally 22 minutes like that is how fine tuned we are within 22

minutes, it is my responsibility to get Tucker out of bed, get him dressed for daycare, and basically like get him a little snack, my husband wakes up around the same time he takes a shower, he gets ready. He comes downstairs, he takes Tucker to daycare. So then then I have 45 minutes in house all by myself, which is the greatest gift. We recently moved. And so I got a lot of time back in my day. And that was a nice gift to get is every morning I get ready by myself. And it's just wow. Yeah. So I get ready. And then I come in work all day constantly, you know, look at my daycare app and check them and see what he's doing. Normally he's sleeping or outside. And then I leave every day around the same time I get home around the same time we do dinner within a half an hour, we do bath a half an hour after that, my son still goes to bed at seven o'clock. Hallelujah. So like we put him down to bed every night around seven o'clock. And then I have about two or three hours in the evening that I can fill however I want. So how I use that time is also how I think I stay so balanced. Because every night I'm not trying to squeeze in as much as I can do. Especially this last year, I've really taken to heart that my productivity is not directly correlated to my self worth. So just because I'm busy, it doesn't mean that I'm really pouring into my cup or pouring into anyone else's like however I'm going to use the shorter amount of time I have each day, I'm either going to be filling myself or filling someone else. So you know, some nights the way that I feel others is that you know I do clean, I do laundry like I look at it like that, like I'm helping to make my family more successful and feel better from doing X, Y and Z. And then I don't look at it so much as like a I have to go home and do the laundry. It's like no, that's nice thing that I'm going to be able to do like my baby is going to have clean clothes. Um, but that aside, sometimes I'm like, No, I just want to go out front and read my jvn book on my front porch and drink a seltzer and chill out for three hours. And sometimes I do that and that's great. What's the jvn book?

Suneera Madhani: What's the jvn book?

Katie Rosa: Jonathan Van Ness. He's the most wonderful person that's ever lived. We'll have to talk after he's my favorite. He's just like, or fiction. Like, you know how you have said to me that you're like, you're just so bubbly and like, I want you to follow me around all day. That's how I feel about JVN. Like I just want him to follow me around and like clap me up all day long.

Suneera Madhani: I gotta, I gotta check this out. So I love it. I love how you talked about filling, filling, filling the different buckets. You've heard me talk about filling different buckets. And what I will say is I'm actually this is we actually didn't have a conversation about this routine. By the way, I want people to know that I didn't like Katie's. I've just seen her just be a superstar mom and a superstar boss. Like this is one of the women that I look up to in the office. I see her come in, I see her execute, I see her team execute. She always has a smile on her face. She is literally like I she just said it, I saw her follow me around and just cheer me up all day, because that is what she does for everyone. She's contagious. And I've seen her like this since she was pregnant. And so I couldn't like I truly like I didn't know what her routine was like. And so when I was talking about, I had posted a hole up in my stories talking about mom guilt, and it was one of the largest responses I literally think I got, I don't know, almost 1000 literally, responses to that sticker post about mom guilt and who's feeling what they're feeling. And it was really, truly

heartbreaking. It wasn't actually Katie that I see every day. And I'm like, what is taking place? And like, Why are so many women feeling just so overwhelmed by this because one it is overwhelming. Like, I feel overwhelmed so many so many times. So I wanted to bring Katie onto the show, to really understand true working on life. I mean, at the same time, like I can talk about it all day. And I know sometimes like from the audience like Well, you're the boss scenarios, you can do whatever you want, you could show up whenever you want, you can do the things. And I wanted to bring in an actual leader that I've seen, just really manage it and understand how what goes on in Katie's day, I did not know that you actually get so much time for yourself. That is probably why you're so happy all the time.

Katie Rosa: Well, I also though, I really make myself a priority to like another one of my friends, somebody that you actually know, I'll share with you after she said to me, you're the queen of self care. And I'm like, yeah, I'm really not. But like, I just find, I mean, I don't know, like, I've always been into self improvement and learning how to be a better person and learning how to help other people be their better selves, like, I get my energy from other people, whether that is my family, my friends, my colleagues. So for me, it's like, well, I'm just as important as they are. And like, if I want to make you feel good when I talk to you, which is like, I want everybody to feel like their day was a little bit better after I saw them. Like, that's always just like how I walk through my life like the cashier at Walmart, I want her to feel happy that I came through her lane. Because that makes me feel good. It's all about me at the end. But it's like, I forget the point I was trying to make there. Oh, but just saying like, I really value myself as well. And I'm learning how to value myself more and more. And it's been nice that when I get down to like, what is my true self care, truly, it's not going and getting a manicure like that doesn't do it. For me, it's actually not going and getting like massage therapy done. It's always painful. So it's like, it's not about that. For me. For me, self care is baking. Like I love the meditation that I get from baking. So last Friday night at 10pm. I made homemade vanilla bean cupcakes with homemade butter cream. And it was just like, the nicest thing to do on a Friday night for me, to self care is riding horses, I've started taking lessons again, I'm like, I can give myself two hours every week at some point to go and do this. But I've also figured out and this is something you've helped me tremendously with is where can I shave off time? I don't need to go grocery shopping, I can do instacart pickup, that's something that I got from you that it's like, why am I going to the grocery store, I don't need to. So I don't. Um, I've also started if I get food from somewhere, I pretty much always order ahead and do curbside delivery. Because there's somebody there's somewhere else that I need to go, even if that is just, I want to pick up my sandwich and I want to come back and I want to sit at the table and read my book while I have my lunch. It is a priority for me to get my food quickly and come back so that I can do that. Or if it's work, like I need to come back because I have a meeting at one o'clock. Okay, well, like I'm going to make the time so that I can go there, get back fulfill my priorities and fulfill my obligations. Because when I show up my best self, I do my best work also in the shortest amount of time. So I love that effective as I can be.

Suneera Madhani: I love that you talked about being your best self. I have this all wrong, by the way. So you're taking advice from somebody that literally I had it all wrong. I felt like the weight of the world was on me when I had my babies and I actually went through postpartum

depression not knowing I went through postpartum depression, especially when on academe. Like number two for me was very different. Yeah, and number one, I think number one, the team was a lot smaller. I had the support and I have a support with Ana too, but with The sharing the time was really difficult for me between sharing because Mila was also just a toddler at that time. And then Fattmerchant scale on my travel schedule was crazy. And I almost felt this was self done. This was not a team thing, like, we have great maternity leave here. Like it was self inflicted guilt that I did to myself to say, oh, because everything does fall on me. Like, if I'm not going to be the one to do it, it's not going to work, or I have to give this up, or I wasn't taking care of myself at all. And what it was doing was actually having the worst output and performance for the team worst output for everything. And I had it all wrong. And now I truly finally feel after a lot of like trials and errors and motherhood, I really feel happy in my work life and my mom life. And it took a really long time for me to get here. And truly the shift that took place was really just putting myself first, you guys have all heard me talk about my three bucket principle. And I almost used to put family in my first bucket. I'm part of the family. Now I say like I am part of the family, like I belong in that family to take care of that bucket. And you're right, I love what you said, Katie about self care is not just it's not pedicures, and massages. And if it's pedicures and massages, that's awesome, too. Self Care is great about taking the time to say this is how I'm going to be my best self. And it has to become a priority. And I know for so many moms maybe listening that can say, well, it is a privilege to have self care. But it's also on you to make that time. And whatever that looks like it doesn't have to be like, you know, it is important for all of us to prioritize, and I don't care what walk of life you're in, I don't care where you are in your career, taking the time to make time for yourself, you can do it. And it can be done even if you don't have the village around you. Because I know it's extremely difficult, I always want to give a shout out to all the single moms that are listening, there is a level of intensity that moms with partners do not face like there is definitely an extra level 100% at that, that single moms that really don't go through. So I want to make sure that you feel our love today that what you're doing mama is enough. Like that is also part of knowing the self care, like just doing enough. And it's okay that it's not everything isn't perfect. We just need to do what works best for us. And stop putting this guilt around. This could be like this, the shoulds the shoulds we should stop should-ing all over ourselves, we should stop should-ing all over ourselves.

Katie Rosa: That's great. Yeah, but that's 110% true, like any thought that any woman has, I could I should I ought to be just throw it out. Like, all that is is riddled with guilt and shame and you don't need it. One thing I was gonna say like about prioritizing, like I constantly hear so often from my friends. And I remember reading some of the comments with you that we heard over and over again of, well, my husband goes to the gym every day, and it's so annoying. And then it's like, wait a minute, so you're mad at him because he did a better job of prioritizing his needs than what you've done. Okay, so prioritize your needs, then it's clear, he understands the importance of it. So step up for yourself and say, Hi, I want to take a writing lesson one day a week after work. Cool. You know, it's like, I feel like, you know, I mean, there's a great quote that I wish I could give credit to whoever it was that said it but you know, like knowledge is power. And if you understand that women are expected to have jobs, like they don't have kids and mother children, like they don't have jobs, well, then, you know, okay, if that's the construct that I'm under, under that I am not set up to succeed. So define your own success. What makes you

a successful mother? What makes you successful spouse, partner, colleague, and then live up to that, like, I only live up to my own expectations in yours.

Suneera Madhani: No, I love that you said that we are set up for failure. And that is the unfortunate truth literally, even right now in COVID. Like we are literally set up for failure right now as working moms like especially with mom seeing the responsibility of state homeschooling for children has 100% there are factual statistics of how we're literally progressing two decades backwards in our careers as like a species like as a rhino species. were literally two decades back now, because of the pandemics like putting putting us back. And there's literally facts in that. And it is and it's just overall society has framed this notion for how it should be right like we expect moms to mom 100% and then be at their work at like work at a 100% and workplaces don't allow for that true work life integration so that we can have you know, have a balance have the success that we need in both places. We are not set up for success and that's 100% thought, but that doesn't mean that the women listening to the show Today, that doesn't mean that we can't do something about it. That doesn't mean that we can't raise our voices. That doesn't mean that we can't change our schedules. That does mean that we can't ask for our needs. It's something that you and I talked about Katie, I'd love to talk about this is whenever we are with our kids, I think as a working mom, time is so limited, right? Like you barely got that morning time with with with Tucker, that's like your morning routine with him. You have your bedtime routine with him. Those are your times. But then we always talk about how we make weekends, like the most important time with our kids, like we talked about when we're with our children, the quality time that we give our kids, it's actually I think, greater than me just being at home and being on the phone and not paying attention to my children. Because when I do spend time, and I have that opportunity, it's very intentional for me the time that I spend. I don't know, I'd love to get your take on that.

Katie Rosa: Yeah, absolutely. I mean, on the weekends, I'm just like, that's my whole world. That's everything that I'm doing right now, is hanging out with him. And you know, just like to your point about community and having support through your community, we do a lot of things with our really close friends. Like Luckily, I now live in the same neighborhood as them. So like we're always together. And, like, I just see the joy that's on Tucker's face like it is pure, unadulterated joy. And the love that he has, for me, is also just so pure. And it's like, I just tried to soak that in on the weekend. You know, it's like when he comes up and just gives me a big hug. Like, that's just the best. And it's like, you're so well cared for during the week. And like, I have been such a source of stability for him his whole life. And it's like, just the weekend time really is so special. And it's so fun. And we don't try and do too much either. Like that's been something that's been nice from the pandemic is that before it was like, we were always on the go. And now it's like, we stayed home all weekend. And it was amazing. Like, it was just the best time together. But yeah, I completely agree. I definitely try and be more intentional on the weekend. If you text me I might text back and like six or seven hours. I'm just not on my phone the same way doing the same things like I'm really just zoning in on him and seeing like, oh, what did he happen to learn this week? Because even if the first time he said something, a daycare, the first time I hear it, it's still the first time and it is exciting for me.

Suneera Madhani: I love that. I love that because that was always like one of my biggest fears is that I like them but I miss I'm going to miss it. I'm going to visit and I miss so much I used to I literally would cry to Katie, like Katie is literally thinking that. And like we don't have like our team is so special here. culture here is so amazing at fattmerchant. Now stacks By the way, it's so special because although it's like we have like an employee boss relationship, we don't we have a friends relationship. And I remember so many times that I would just cry like I would like literally come home, come straight to the office from like a is especially travel like that was something that was really difficult for me. Because I actually couldn't go home like I would literally go to we had offices in Atlanta, and Dallas, and I managed the Atlanta Office. And so I was literally in Atlanta every single week, every single week, two days of the week, I was in the Atlanta Office. And that was needed for the company like we did our investors were out of Atlanta, all that time spent was so valuable. But then like I would come straight back like the flight and like, it was already like middle of the day or like something. And when I had to come back to the office, like I would literally be in tears. And the only person that I could like, be like, Katie be like, Did you just get back and she'd like, Come give me a hug. And I knew when she would hug me it's just like one of those people that you just get, she just gets people. And like, I would just cry because I felt like I could I could. And it was hard. It was so difficult for me. And this is such an interesting, I love that we're doing this wind on Wednesday, because it's like the opposite role. Like it's literally the opposite role. Like you've always been so stable. And now I got it you just had balance and what it was, and I didn't. And all the working moms out there listening. It's not easy. We feel you we see you. And I think what I wanted to show on this episode is that you could be the boss and still feel like shit, you can be the leader or you can just have a straight nine to five and still feel the same way. We all go through this and in our own way. And it's just finding what works for you. And that is what's like that is probably the biggest takeaway from me here is that we're not all the same moms, the things that are important to Katie, you might not be like and pick your battles like pick the things that are truly important. And if breakfast is important like that for me, like I want to drop my kids to school, like I dropped my kids to school, I have breakfast with them every morning. I because I have all these events and stuff at night. So for me like that's our staple, every day that we all wake up, we all are in the kitchen. We're all getting ready. Like I want that. And then I dropped into school and I got to the office like that's my non negotiable. So I actually show up to my desk like every day like at 915. I'm actually not here at 830. And that's my non negotiable but I'll be Here as late as I need to be, so pick the things. Because I don't want the message to be like, it's just, it's just on the weekends, but pick the things. Yeah, for the things that are important is what I'm trying to say.

Katie Rosa: Yeah, I mean, when I so back to when I came back from maternity leave, and you might not even know this, like, I was sitting down with my boss at the time, and he's like talking to me about, you know, next steps next role next responsibilities that are da, career progression, a great conversation, and I just had to be like, hard stop, I am down for whatever you want me to do. Like, you know, I love this company, I need to leave here at five. I'm like, my son goes to bed at 630 right now. Um, like, he goes to bed at 630. And I need to get at least a half an hour with him at night, like bare minimum, you know, half an hour. And it was like, okay, but the reason that I feel like I got that, okay, was because I put the hard work. And before, like, I had shown my character I had shown because, you know, I'm always forward thinking like, I knew

when I was pregnant, that when I came back, there would be this juggling act. Okay, so let me go ahead and prove my work ethic now, and how committed I am. And then that conversation really wasn't a problem. And that's still something that I hold on to now like, I leave it five, almost every day, because my evening time is my time with my son. But if you want me to get online at 730, from home, I'm your girl all day. And I might be online at nine o'clock at night emailing and sending things out. Because that's something else that I do a lot. Like, I don't work traditionally, like right in front of my computer, like I work on emails on my phone, I do things on the cuff a lot, like respond to different things on Slack, just really whenever I can. And that works better for me. But that's because my main priority is my time with Tucker. So what do I need to do to get to that? You know, I need to be more available on non traditional hours. That's fine. I can do that.

Suneera Madhani: So I love it. I have I have a couple of like quick comments here, because I don't think you give yourself enough credit. So one, I will say you asked, that's the first thing. And I think sometimes we feel like we have to prove ourselves, which was also going through your head. So you were like, oh, I've proven myself. So I'm deserving of the ask, right? Yeah, you've always been deserving of the ask. Like that is the thing that I want to change about how we show up to work every day is that you already proven yourself by getting the job, you've already proven yourself by how you show up every day. You don't need to prove yourself, you can make the ask it is okay to make the Ask even if you were a new employee, even if you just got started, even if you don't have it, even if you're on the path for promotion, you should not feel and that's something that I want to make sure that our culture like the like progresses towards because I don't want anyone to feel that they have to prove themselves to make an ask for what's important in their life. You've always been deserving of that ask, but I love that you made the app because that is like the number one most important thing is to set those boundaries and say, hey, these are the things that are important to me. And it's not like you literally asked for that I just want to go home on time. You're literally asking for like a right that you have like you're not even asking for Yeah, you're like so and then and then here's what i what i what i will also add to that of like, okay, so one you've always been deserving of it. And all of you listening here you are all deserving of that life like you are 100% and this is like that shift that I've even shifted towards. I've like you guys hear me say like we truly can have it all. And I want to be that example. And I want Katie to be that example. And Katie is an example Katie writes versus Katie has like the most amount of self care Katie this really cool tea parties and we're like really fun hats. gave us a really great mom. She Katie's a really, really great mom. And Katie is like the most kick ass boss ever. who heads up all over like our she's our she went from being an account manager to managing our accounts. There's 12,000 accounts under Katie. Like, that is insane. Like there's it's there's it's so bad. There's only \$30 million of recurring revenue under Katie's portfolio. Okay, no big deal. No big no big deal. No big no big deal. Katie does it with a smile on her face. And so I want to say that you've always been deserving of it. You've always had that asking is so important. setting those boundaries is important. 100% 100% and I'm so proud of you, Katie. I really appreciate this conversation that we're having. I feel like I can like literally continue on to so many are so many things. We could literally talk forever. It is a wind on Wednesday episode. I know you guys are itching for more conversations on this but to all our working moms just take it one day at a time. It's hard. It's not easy. Let's talk about that really quick before I close out because I didn't get to hear the hard

stuff you've given me all in good stuff. What was something that was like really difficult for you or is difficult for you right now?

anything really I got it all under control.

Katie Rosa: I would say what is what has been difficult for me, but I've had like a big metamorphosis with this recently, what has been difficult for me is not believing everything I tell myself all the time. So, okay, so winning the Benji was a big moment for me personally, professionally, all of that, like, huge moment. But more than that, like, it was the moment where I was like, holy shit, a lot of what I tell myself is not based in reality, because if you had asked me that day, hey, rank your performance for the last year, I would have been like, Oh my god, probably a five out of a 10. Like, I definitely had better years. And then I win an award that my colleagues all nominated me for that, you know, just it just showed me like, there are a few more and

Suneera Madhani : by the way, so the Benji like, so we have a Benji, we have like an award ceremony at the end of every year. And there is like one ultimate kind of like the MVP of the company. And it's not only it's voted up by all the people in the company, so it's not just nominated by leadership, and then leadership team then, of course, puts the votes together, and then like, decides the recipient, and Katie's was like, literally, it's like getting the MVP of the company you got she got the MVP of the company last year. And it's crazy to me that you think that you would rank yourself a five and in theory, why is that?

Katie Rosa: But it's like, we hold ourselves to these just ridiculous standards. And like I said, like, the thing that is difficult is that I just don't believe everything you think anymore. Like, that's not actually based in reality. If I'm not hearing from people, you need to do better, you need to do better, you need to do better. Why do I take that on? That I'm not doing enough? Like that's, it's those two things aren't connected, so I don't need to make them connected anymore. And so now it's like, I have these thoughts that I think about, you know, random different things. And I just say to myself, like, that doesn't serve you like that thought does not serve you. It doesn't serve you to say, Oh my god, I'm so nervous about recordings podcasts with Suneera. No, I'm not, not like I love Suneera. I have fun talking to Suneera, I don't need to be nervous about it. That thought does not serve me. So then I can show up and say, it doesn't work for me anymore. So I'm not using it. But the same thing professionally being a mom, all of that, like, what good does it serve to sit there and think about I'm such a crappy mom doesn't do you any good. It's like, if you want to think about something that will make you feel like crap, that's a great idea. You could think about that. Or you could think about something that makes you feel nice and warm and fuzzy inside, or you can go and talk to someone that makes you feel like that. And say like, you know, you have your trusted inner circle. And you can say like, hey, these are the things like this is what I'm going through. You know, Tucker did X, Y and Z. He's hitting me, he's biting me. Like, it makes me feel like I'm a really crappy mom. And then if your inner circle of trusted friends isn't like, well, you are, which if any of your friends say that, throw that. spark joy, get them out, put me in. But it's like your trusted circle of friends and family will tell you, they will show you if you're being a good friend. If you're being a good mom, my friends and

family continue to show up for me, which means I'm showing up for them. Like, I am as good in this day as I will ever be. So I might as well give myself some grace. And you know, just like what I iterated before. Like, when you recognize that the system is not set up for you to succeed. You no longer care about what the system thinks about you. I no longer care about that. Like, I show up here. I'm loved and respected here. I show up at home. I'm loved and respected at home. Show it for myself. I'm loved and respected there. I'm good.

Suneera Madhani: I love it. This is so perfect. Oh my God. That is what we all need. And if it's not there, you're right, change it. Right, change it. And that's what we all have the power to do. Why are you showing up for a job that isn't giving you what you need? I promise you there is a another one and we are always hiring that. There is there is always a nother one out there. There's always another one out there and it will be okay. Sometimes it's hard to make those changes. When you talked about the five o'clock leaving and you only got half an hour with your kid. It's because you live really far away. And that was a challenge I had to I was 45 minutes of a commute out with traffic getting home. And I had to tell my family we just built basically just built like our dream home, you know, in the suburbs in Orlando. And yeah, I had bigger square footage and it was like on water. But it wasn't working for me because I didn't get time with my family which was so important. I was spending an hour and a half every day in the car crying because I was trying to get home to my baby and we decided that we We're going to move closer to work. Now I live six minutes from the office, it has been the most happiest, like experience of my life. And Katie, you did the same, you decided to move closer to make your life work for you, ladies, it's not working, fix it. Like that's all it is. fix it. And if it's and if you don't have, I promise, find the solution. And it feels like sometimes sometimes, like, you might feel like you're stuck. You're not stuck. I really want you to challenge yourself today and ask yourself like, Am I really stuck? Or am I setting the standard or telling myself a story? And really prioritizing if that is what is important. And I want to be like Katie, like, we should all want to be like Katie whose job works for her, whose family works for her and she works for herself. And that's why this woman is so effing happy in the halls every day and I want her to she Percy also sings Beyonce lyrics all day long. And so we all need to be like Kate be all you can you can follow her on I don't even know if your account open her is I'm posting all sorts of fun stuff on there now people okay, little lady Katie. And she has like she also bakes cookies will always you know, it's her passion to order some amazing it's like really the best chocolate ever had from Katie. So do me a favor and order some cookies from little lady Katie. Because your hearts will be full and supporting us. Amazing, Mama. Thank you so much, Katie for having this cup of tea with me today. You are so inspiring. And I know that, you know, and this has been something different for us. We always bring on some like really big or like, you know, guests that have businesses and I'm like, I really just want a normal angle at mom lives. And you just manage it so well. And you don't wake up at five in the morning. And you know what I love about it? No, wake up. Like, it's not like the crazy mom. It's like on Instagram that wakes up at 5am and works out in journals. And it gets her breathwork and meditation and the lunches are packed. Like, like, that has everything except that's not this. That's not real life. Katie's real life. Thank you, Katie for being on the show today.

Katie Rosa: Thank you, Sunny. Thank you for having me. This was so fun. I love it.

Suneera Madhani: So much fun. We'll see you guys next week on Wednesday.

Shannan Monson: Thank you so much for listening. We hope you enjoyed the show. We want to invite you to follow CEO school on Instagram for shownotes inspiration, and exclusive behind the scenes you won't find anywhere else. We also have an absolutely incredible free resource for you. It's the seven lessons we learned building seven and eight figure businesses. These are complete game changers and we want to give it to you completely free. All you have to do is leave a review of the podcast while you love listening, screenshot the review at email to Hello at CEO school podcast calm and we'll send it your way. See you in the next class.