

## TAHN S3 E30 Sarah Knight – F\*ck No Transcript

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*Heather:* Welcome to that's a Hard No, the podcast about learning to say no and set boundaries to live our best lives. I'm your host, Heather Drago. You may think, because of this podcast, that I'm a boundary setting expert, but I'm not. I'm an expert at struggling to set boundaries, but you know what I'm working on it and it is getting easier. Follow along with me, as I learn from fellow strugglers and experts, so that you too can start saying no without feeling fear, guilt or FOMO.

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*Heather:* Our guest today is Sarah Knight, New York Times bestselling author, Harvard graduate, top book editor and leader of f\*cklings everywhere about her book. F\*ck No! How to stop saying yes when you can't, you shouldn't, or you just don't want to. Sarah is best known for her bestselling series of No f\*cks given guidebooks, including the life changing magic of not giving a f\*ck. Hi Sarah and thanks for joining us, and that's a hard no and our first ever book club episode.

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*Sarah:* Well, thank you so much for having me, and I'm honored.

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*Heather:* So I want to start by reading an excerpt. It kind of tells us a little bit about how you started thinking about all of this. It says: "I put too much pressure on myself and all too often I didn't listen to the little voice in my head warning me that saying yes was a bad idea. I said it anyway and hoped it wouldn't be that bad. Reader. It was almost always that bad", and then you go on to list a whole bunch of crazy things, including a horrible plane flight that went from Montana to New York via Seattle, which I can't even imagine, and then you say eventually, all those regrettable yeses and thousands more accumulated to induce my own personal breaking point. I wouldn't say I snapped exactly, but I did quit my 15 year career as a book editor in New York City to go freelance and move to a miniscule Caribbean town where there are approximately 8.6 million fewer people who could possibly ask me to do sh\*t with or for them in any given day. I love this. Tell me, tell me more about this.

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*Sarah:* Well, for for anyone who doesn't know the background is, I was a book editor in New York City for 15 years. I thought I was going to die behind that desk. I definitely thought that was my, you know, my career forever. I was going to become a publisher. I have my own imprint, you know, done and dusted and when I was around, call it 36 or 37 years old, I'm 44. Now really had kind of reached that breaking point where I was burnt-out I was anxious, was panicked all the time and I realized that the problem was my job. So not the actual work, the collaborating with writers, the editing amazing books and discovering new voices, but the showing up every day and having to fit myself into a little corporate box because I'm just not that person. It was a lot of effort, I was very good at it, but it was just a lot of effort and along with all of those yeses that I was saying in-service to climbing the corporate ladder, I was also you going to afterwork drinks, that people that I didn't really want to spend my social time with, and I was saying yes to projects that I wasn't that excited about because I thought that it would make me look better in the eyes of whoever needed me to take it on. And you know. So it just kind of rose to a big crescendo and breaking point for me. And not only did I decide: okay, I'm leaving the corporate life

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and I'm going to go freelance as a book editor. But my husband and I also said: you know, if I'm not tied to New York City anymore as kind of the epicenter of American book publishing, then maybe we don't have to live in Brooklyn either. It was a collection of big life changes all at once and not, perhaps coincidentally. When I left that job and I found myself with a lot more brain space. I had the idea from my first book, the life changing magic of not giving a f\*ck. And six books later, here we are, the one that you chose for your book club. Was the previous book, number five called F\*CK NO, and in it I not only tell, you know, versions of this story, but really give hard core strategic examples and tips for saying no how to do it, when to do it, why you should do it, why it's okay to do it and you know I think it's a really practical guide to this, somehow very difficult two letter word.

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*Heather:* Yeah, I mean it is so practical, I mean look at, look at my crazy amount of, if you could see this lot of a ridiculous amount of notes. But I just think it's so helpful and it's also so approachable and fun to read and there's so many, oh yeah, me too, moments like I love it, and that's why we picked it as our first book.

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*Sarah:* Thank you.

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*Heather:* So you go on in this intro to say I've had more opportunities to say sincere, enthusiastic yes to things that I find interesting, engaging and important and to do them happily and well, and then you say: you know I'm not. Yes, I'm still busy with stuff I want and need to do. The difference is that now I'm comfortable saying no to all the other stuff that would make my life even busier or less enjoyable. And this is 100% like the core message of our podcast, which is by saying no, you make room for the right yeses and so you can live your life and you also talk about the joy of no. Can you elaborate on that?

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*Sarah:* Yeah, you know, I always say a f\*ck not given is something gained. So when you do find it within yourself to say no, I don't want to, I can't afford it, don't have time. Then you're opening up a spot in what I call your f\*ck budget for to spend that time, energy and money on something else, something that either you want to do, that serves you. You know sometimes you don't want to get up and go to work, but that's how you get paid and that's how you pay your rent and buy yourself ice cream and do all the other things that you want and need to do in your life. So you have to make room for that as well. And you know I call it the joy of now, because not only does it feel good to cast off those obligations and tasks and sometimes people that really are not bringing, bringing you any joy or say you know, are serving you, but it also feels really good to then have the added time and energy and money to spend on the things that do it. It's a win win, and so you know again there's this mindset about saying no, feeling difficult or or you're like ashamed or you feel guilty, but really it can bring you so much happiness both to say it and then to have opened up your world to all of the things that you can say yes to as a result.

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*Heather:* Absolutely, I mean. I have found that in my journey of learning to say no, like at first when I, you know, kind of cast off those things and I have the quiet time to

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do the other thing I want to do. There is a little bit of guilt, but then I started to stop and take a minute and say, like my god, I really needed this. Look at what's happened, like just really acknowledge, like where I was in that moment and how it was because I said no, that I could do this. So it's yeah, totally 100% love the f\*ck budget thing, and so I'm applying all these same kinds of ideas towards my business and how I'm running it so you can do it in life, you can do it as an entrepreneur, like in your job and your regular career. There's like it's it's everywhere.

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*Sarah:* I think that what I try to do, you know across all of my books, is to really simplify these concepts for people. And if setting boundaries is something that makes you nervous or you don't know where to start or you feel like you're not capable, just really really trying to simplify it and saying alright, like you don't have an unlimited amount of money in your bank account. Most of us don't anyway, certainly not an unlimited amount that you're carrying around in your wallet day-to-day so you know that you have to budget it, you know, you know that you can't spend more than you have or there will be consequences, and the same really applies to your time and energy. You know we have a limited amount of time on this earth. So if you really just think any time you're asked to do something, go somewhere, take on a job, spend time with a person that you really can't, shouldn't, or don't want to do, you are. You are asking yourself to spend an extraordinarily precious resource on something that doesn't make you happy or doesn't serve you, and that I think, even though it's it's come sense when I say it like that, a lot of people just aren't thinking about it that way. They're just

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*Heather:* right.

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*Sarah:* In the moment. It's easier to say yes and not have to think it through. In the moment it's harder to say no, and if you just kind of change your mindset a little bit and realize, like you're not just saying yes to going to a like fifth graders soccer game this Sunday, like you're saying yes to two hours of your life, that you will literally never get back for something that you maybe don't want to do. And so I think that's you know. Just if people can think about the f\*ckbucks as as a budget and really like, if I spend it on this, then I don't have it to spend on something else. It tends to kind of unlock this this, oh, this aha moment.

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*Heather:* Yeah, for sure, let's talk about the four main personas you identified. There's the people pleases, the overachievers, the FOMOers and the pushovers, and I have to tell you quite honestly, when I took the quiz, I'm like 3.75 out of those four I'm I'm like worse case scenario, so let's touch on some of those and why they have difficulty saying no.

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*Sarah:* Yeah, so you know, I like to also categorize things like this. It just helps readers identify a little bit, you know, with, with what I'm saying. They think, oh, this applies to me and sometimes more than one of them happen to be most closely identified with an overachiever. You know I'm someone who says give it to Sarah, she'll get it done. I'm someone who says, oh, you're asking me to do that. That must

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mean that you're that you're going to judge me if I say no and like I should, and I can do it like I'm smart enough, I'm capable enough. You know no problem and very much about achieving and wanting to excel and wanting to be seen as excelling. This is something that I've been working through. You know, since I was 10 years old. Some people, people pleasers, are the ones who are really motivated by guilt. You know they really think I can't say no because it's going to make somebody feel bad, it's going to let somebody down. It's going to disappoint them. I'm going to be the bad person. They're going to think I'm a bad person, even though most of the time that guilt is coming from inside the house. It's really not because other people are actively guilted you. Most of the time. You are putting that on yourself before you've even had the opportunity to see what happens. If you say no. You know people who experience FOMO the fear of missing out. I am not personally one of those people. It can happen in your personal life like you can't make it to a weekend getaway with your friends and you feel like you're missing out on all the fun that they're having without you. It can happen in your professional life if you, you know, are faced with the idea of like taking a new job and you and you really want to have more time in your life to spend with your family, and this job is going to keep you on the road for six-days a week. But you're afraid that if you don't take it, that it's going to be bad, that somehow it's going to negatively impact you and then with the pushovers. These are people who, like, don't really have a lot of them, just they don't they can't conceive of the idea of saying no or they can't make decisions on their own. So they just kind of go with the flow and it's one thing to be easy-going but it's another thing to just constantly find yourself in situations that you're like. Why am I here? How did this happen exactly? Because you were feeling actively guilty, it was just because you were, like you know, you didn't have the strength to kind of think on your own. So those are the four archetypes of what I call the men, the people who say yes for all those different.

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*Heather:* Yeah, yeah, I used to. I used to call it going along to get along. That was my push over, you know, kind of tendency.

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*Sarah:* Yeah, that's a fair.

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*Heather:* And now I'm like no, no, I don't really want to do. But it takes practice. You know it just takes practice. So which I want to talk about like when I started this whole podcast came about because of a challenge I gave myself where I realized I was in a really bad situation because I hadn't said no in a bunch of different ways, like personally, professionally, and so at the beginning of 2019 I forced myself to say no to one thing every day. So I called it finding the no. And it could be a tiny thing, like saying no in an email or not answering the phone or something. Or it could be a big thing. But I had to find one thing every day and I messed up a lot. I hurt people's feelings. You know I was awkward about it. I felt super uncomfortable, literally can remember, just like flushing red, you know, head to toe, nervously sweating, trying to say no, struggle to say no, and I was afraid if I said no to a potential client, I would lose the opportunity to ever work with them.

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*Sarah:* And there's that FOMO

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*Heather:* Yeah, that's a big one, but you know, and I've never perfected it and I don't think practice makes perfect. I think practice makes progress basically, and it's something you have to just it's not to read this book and you're one and done. It's like read this book. Use the tips, use the the f\*ck notes, which I think are hilarious. They're like mad libs for saying no, it just takes, it takes time and practice right.

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*Sarah:* Yeah, and you know, sometimes I sort of feel like a drug dealer because I'm like: just try it, just try it and see how good it feels. You're going to love it, but really you do have to step up that cliff. You know I cannot inhabit your body and brain and force the word to come to you, but I can give you a lot of good reasons why it would be good for you and your mental and physical well being to set boundaries and sayno. And I can also give you some strategies. And you know one of the things that I really tout across all of my books is honesty and politeness. You know people are sometimes a little surprised to hear that because you know the titles and they're very wary and they're like, oh, she must be very rude, she must be very aggressive and bit.

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*Heather:* She really must not give a f\*ck..

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*Sarah:* Yeah, I think it's really important, particularly just talking about, you know FOMO. If there's something, take it back to the idea of like a friend vacation. Your friends have. Maybe they've gotten a Hampton house for a week in the summer and it's just out of your budget. You just can't do it and they've invited. You. Just be honest and say: I can't make it because it's just out of my price range. But if you do this again next summer, please let me know. I will save up for it. I will make sure that I plan for it because I would love to be there. If you are embarrassed about your reasons for saying no or you somehow feel like you don't like, it's not okay to explain yourself and you just say you just say no, you know they might think she doesn't want to do that and next year we just won't ask. We'll ask somebody else because she doesn't want to do it. You know. So another thing that I think is really important for people: social anxiety if you get invited to some kind of event that you know you don't at to go to because it just makes you really uncomfortable and it's too much stress. But you don't want your friend or your boss or whoever is doing the inviting to think that you're a flake or to think that your anti social. Now I am antisocial. So I don't care if people think that about me. But if you're worried about that, just be honest, just say honestly, these big groups like that gave me a lot of anxiety and I would love to do something one on one. I'd love to do something in a small group. You now please give somebody else the opportunity to do x, but if you wouldn't mind keeping me in mind, for a different version of it like this is a way for people with that FOMO, personal or professional to be able to say their nose with confidence and know that they are not necessarily cutting off that path forever, which is the fear that motivates you to say yes to everything, even the stuff you don't want to do.

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*Heather:* I also love when you talk about the politeness and honesty you also talk about: take a pause, take a pause and think about your response. You don't have to respond right away. You can even say: let me think about it, I'll get back to you. I think yeah, I think so.

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*Sarah:* That's huge. You know, that's that's sort of like that. If I could leave anybody with a single tip, it is give yourself the gift of time by saying thanks so much. I'll get back to you. Let me think about it, I'll get back to you, let me ask you know, but I'll get back to you whatever it is just it doesn't maybe you don't even have to ask your spouse, but you can just say that in order to give yourself that little, that breathing room, to really think through your decision. And you know you might already have in mind to talk about this later in the conversation. But it brings up a little mantra that I use, which is called baby Shower 2010, live story. I said yes to hosting a baby shower for a friend of mine in 2010 and I did it. I felt pressured, I felt put on the spot. You know, for all of these reasons that had nothing to do with my friend or a way, that she was actively making me feel. It was all about how I felt in the moment and I should have thought it through and been like I'm not the right person to do this. I don't even like children, I don't go to baby showers like. Why would I do this, but I said yes, and then I got sucked into it. All kinds of things happened and somebody else got you involved in the planning as well, and that was difficult and it just it didn't go well. And so when I'm faced with a decision, with accepting something and I say: you know: Sarah, baby Shower 2010, baby shower, 2010, think about this before you say yes, and it really does help. So find your own mantra and carry it forward.

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*Heather:* Okay, we're going to take a quick break. We'll be right back with Sarah Knight.

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*Heather:* And we're back with Sarah Knight. So Sarah, let's talk some more about some of these practical strategies and tools. I love the Why yes when no method. Can you talk about that?

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*Sarah:* Sure, so you know, it's very simple. Ask yourself: why am I saying yes when I really want to say no? You know, what is that motivation behind the yes? Is it because I have pmo? Is it because I feel guilty? Is it because I feel obligated? I talk a lot in this book about true obligation. You have to show up to your job because that is what they pay you for. That is an obligation. You are obligated to show up if you want to get paid. So many other things are not true obligations and you really have to interrogate that for yourself when you're thinking, oh, I should say yes, like I can't say no, you can and maybe you shouldn't say yes, and maybe you can say no, because it's not a true obligation. So if you find yourself, you know either either you've already uttered the words and you regret them or you're about to say yes to something. Why am I saying yes when I really want to say no? What is that motivation? Because only when you figure out you know what your particular personal hang ups are is when you can start addressing them.

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*Heather:* One of the things you talk about, when you talk about why yes when no, when you talk about people being mad at you like and the fear of them being mad at you, and a lot of times it's just in your head, it's not. You're just making an assumption instead of investigating it, and so I think that pause you talk about that we were just mentioning like that pause is important to do that exercise of and really and decide if it's internal or not.

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*Sarah:* Also, it's it's really important that you understand that most people don't care nearly as much about your decisions as you think they do. They really are not thinking about it beyond you saying no, they just are going on with their day.

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*Heather:* Yeah!

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*Sarah:* And it's totally acceptable and understandable. We all engage in this behavior like somebody invites me to something, and I say no, and they say oh, are you sure you know? I do that to people too, and it's not because I'm trying to make them feel guilty or that I'm mad at them, it's just what you do. It's like just sort of polite conversation making you're like, oh, you know, it's too bad. We'd love to have you there, and if you're on the receiving end of that, all you need to do is say yeah, no, I really can't though, but have fun, and that usually just puts an end to it. You know you don't have to take this kind of societal tendency toward you know, toward oh are you sure, like anything I can do to change your mind as anything more than just a surface like this is a conversation we all have, and you know, if you want to be a really great person, really great friend, you could try to avoid doing that to your friends and family. Think you a little bit, but like we all do it, it's just kind of a gut reaction when somebody says they can't make it to something and really, oh, that's too bad, we'll miss you. Yeah, I know, I'll miss you guys too. End of conversation. There's very few, you know, very, very small period of time where somebody on the other end of that is actively trying to make you feel guilty and bad, and I have a whole other response for those people.

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*Heather:* Would that be the not sorry method?

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*Sarah:* Well, what what I say to somebody who really won't let it go is, you know, I think that your inability to take no for an answer says a lot more about you than it does about, and I have had to bust that out a couple of times, and it really does put an end to the conversation.

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*Heather:* You know, sometimes the people you think are the most enlightened and totally get it about boundaries. Hilariously enough, sometimes those people are boundary pushers and they don't even realize they're doing it half the time and you kind of have to point it out and it's a little weird and awkward. But you have to be like you know you really I'm really I'm pretty firm about this. I'm i'm telling you this for a reason. I don't understand why you're pushing me on this.

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*Sarah:* Yeah, I mean, and that's the thing is that we all have to develop the confidence and the skills to be able to push back like that unless we want to wind up the push overs. You know who are just going along to get along and wind up doing all of the stuff that we didn't want to do in the first place, and in fact that we said we didn't want to do. And this is something that I call the power no, which often comes into play when somebody has asked you repeatedly and you have said so repeatedly and they ask you again. Sometimes I just don't respond at that point because it's like I don't know how many more ways I can tell you that there is no, and this is typically you now. I'm not going to do this to like a close friend, but but you know there'll be sort of unsolicited queries for me to do some sort of professional thing and I'll say: you know I don't have time or no, I can't or that doesn't really align with my brand or whatever. And if somebody comes back to me, I just I'm like I don't I don't know how else to explain this to you and I'm just yeah, I'm relating that email because yeah, there is not enough time in the day for me to have to repeat myself when I was very clear.

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*Heather:* I love personal policies. Totally do this. Someone comes to my door. I have a personal policy. I don't buy from anyone who knocks at my door. I don't know you. I didn't ask to talk to you. Go away!

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*Sarah:* Yeah, personal policies are a great way to put an end to the conversation almost immediately. I find that when you couch something as a policy, people take it more seriously. It's like they don't question you because you refer to it as a policy. It also sounds kind of mysterious, so they're like wonder why she doesn't do that. So, for example, I don't have, you know, a shot until I was in my late twenties, maybe my early thirties, and I don't do them any more. And I've just found that you know alcohol is something that people still drink. I just don't I don't do shots and it's something that people push on now because I like it's fun. I like come on, do it with everybody. You know it's a real pure pressure thing and I just say you have a personal policy against doing shots and that really people are like like. I wonder why, like I'm not going to ask, because that sounds serious, you know, but it's also you know it's just really helpful, as like you can whip it out as a blanket. No, you know, I don't do breakfast meetings. I'm sorry, I have a personal policy against breakfast meetings. People usually will be like. That's funny. You know that's weird, like go on with it, but I've I've said it's a policy and they don't know why and I don't have to explain it and it just kind of tends to just put a little record scratch into the into the conversation and it throws people off of their game. You know, and it's it's a way for you to also say no to things in a blanket fashion when you're worried about upsetting or offending the person like, except maybe somebody who's asking you for a donation. You can say: have a personal policy against donating to crowdfunding, know or co-worker half marathon charities, because if I say yes to one person I feel like I have to say yes to everyone and so I can't say no to somebody and then have them see that. Donate your thing. And so I just i'm I'm sorry, but I do my charitable contributions in other ways and I have a personal policy against this and it's just it's just a good sort of quick and dirty way to kind of say no without having to do too much explaining and people tend to just take it at face value.



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*Heather:* Another one you talk about, that I love is the No and switch

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*Sarah:* the no and switch. This is my favorite actually, and I think it's a great strategy for people who are just starting out.

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*Heather:* I find it elegant. It's kind of elegant.

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*Sarah:* You know it is because it's well, I'll explain it and then understand. So the idea is, you know, maybe it's not hard no. You know maybe this is something, a person or or reason that you're you're willing to entertain, but just not in the way it was asked of you. So one of the examples I give is, you know, say your sister invites you to your nephew's soccer game and it's you know, it's an hour away, early on a Sunday morning and your nephew is eight years old and you're like. I don't want to do that. I don't want to get up early on a Sunday. I don't want to. You know, commute two hours round-trip to watch a bunch of eight-year olds play soccer. But I do want to be kind to my sister. I do want to develop a relationship with my nephew. I do want to support him and his activities. I do want to support her in her. You know mothering, whatever people who are listening to this are probably like this girl, have any idea how it works. I don't but but the example stands. I would not wonder, I wouldn't necessarily want to hurt anybody's feelings and I also might want to spend time with my family, just not at nine am on Sunday. So you say no and you offer an alternative. You say I can't make it, but I'd love to take you both out for lunch after the game or I can't make it. But, and just you know, insert something that you are willing and able and interested to do with one or both of them as an alternative, and then the ball is in their court and maybe they'll say yeah, that's great, and then you are all doing something that you're all willing to do. And this is actually an offshoot of something that my husband and I have and have had in our 23-year relationship, which we call mutual veto power. Either of us doesn't want to do something. Then we don't do it like I get to say no and he gets to say no, and that's the end of discussion. There's not a fight about it. It's like it goes from choosing paint colors to choosing where we're going to go to dinner, choosing where we're going to go on a vacation. If I'm not interested in going to Japan, then he's not going to bother me about going to Japan. We will find something that we both want to do, because this way all parties are doing something that they want to do and no part of any of the parties are doing something they don't want to do now and switch. As you said, I think is a really elegant solution for people who, you know maybe they do struggle with people pleasing, but they can please other people in a different way. That is also good and acceptable to themselves,

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*Heather:* and I also like the no for now

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*Sarah:* the no for now is really good for FOMO'ers, you know, to say like I can't do it this time, but please keep me in mind. I can't this time, and here's why this isn't a permanent reason. This is right now, you know, especially if you're say you're you're way too busy to take on a new client, but you're so honored that they asked and you

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would love to work with them in the future. Tell them that you know you don't have to act all like. You know. I'm sorry, he answers no and and have them be like okay. Well, I'm never going to ask that person again you now you're and I would love to take this on, but I am booked to the gills and I will not do a good job for you if overbooked like. Can you maybe you know, delay start time, or I really hope they will keep me in mind next time, et cetera et cetera. The now for now is a really good one for home hours.

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*Heather:* Yeah, I have to use that quite a bit and I just got an opportunity recently and I had. I went back and said: I see you're your response date for your and I see the timeline for your projects. Is there any wiggle room? Because I would love to work with you again on this and they said: unfortunately there isn't and I was like: well, okay, well, unfortunately I can't bid on this one, but please keep me in mind the next time, you know, and they were totally fine with it. So you know, I think they just respect when you say you can't do something.

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*Sarah:* And particularly if you're able to give the reason like I'm not going to say yes and do a half ass job, for sometimes the person on the other end of that will be like all right, I like this for its integrity. Maybe I will switch some things around on my end to so that I can work with them. You know you never know. That's why honesty is so important.

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*Heather:* Yeah, and I like the trust you build, but when you're clear and you say I can't do this and this amount of time, how can we figure out another way? Usually people are, you know, cooperative, they know you want to do it. You'll do a good job as long as you have the right circumstances.

00:31:16

*Sarah:* I mean, in fact, if I may, in my new book, grow the f\*uck up, which is about being an adult and getting treated like one. I talk about how you not only have to to be considered dependable and reliable and trustworthy and respectable, set expectations, tell people what they can expect from you and when, but also make sure that you're managing expectations, because when things do go off track, you just need to be able to own up to it and tell people right away what the new set of circumstances is, because the only thing worse than somebody you can't depend on is somebody who could have given you heads up and didn't you just yeah, just tell the truth, honest, timely, explain what's going on, set expectations and manage them. It is a hill I will die on now we can go back to.

00:32:04

*Heather:* A 100% I actually heard you say that in an interview talking about the book, and I was like Amen sister. You know, as a business owner I'm counting on people and a lot of them are younger, 20 somethings that are working for me. It's an issue when someone says they're goin to do something and they don't do it. It doesn't just affect me, a lot of people down the line and it's it's it's really important for people, if they want to be taken seriously, to be dependable and when they can't be dependable, be honest about it. So in that way they're being dependable. Right like

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you, can't just cut-off communication because you're afraid of what your boss is going to say.

00:32:39

*Sarah:* Yeah, I mean it's just just snowballs and it makes everything worse.

00:32:45

*Heather:* So tell us a bit about the new book, which I have: a 21-year old and a 26-year old, so I'm like already planning and buying this.

00:32:53

*Sarah:* They're prime, they are prime. Well, the new book is called Grow the F\*ck up: how to be an adult and get treated like one. That's very important because I want people to understand that adulting does not have to be onerous and difficult and the idea of taking on all of this responsibility it is also really rewarding because the more effort you put in to being a self-aware responsible, dependable, independent, resourceful, accountable adult, the more you are going to get back in freedom and trust and respect from others, from people around you. Because, like we talked about earlier, if you're somebody who people know they can depend on because you set expectations and manage them, then you're also not going to have somebody hovering over your shoulder all the time and poking you and prodding you. And are you done? And is this in? I only do that to people that I don't trust, the people who are total grownups in my life, whom I know that I can trust. I leave them alone to do their to do their thing, and so I want you know. I want readers of this book to understand that there's a lot to gain from it. It's not just about how to kind of master sort of onerous adult tasks, although it is that too, and the other thing is that I want people to know it's it's actually for people of all ages. I started writing the book during the pandemic. During the heat of the lockdown, my brother and sister-in-law got pregnant with their first child, and so I was going to become a first time aunt. As I mentioned, I don't have kids of my own. I'm in my mid forties. I had a bunch of childless aunts growing up, and so I sort of felt like a baton was being passed, and so I hadn't written a book that was kind of focused on talking to young people and preparing them for what life is going to throw their way, and I thought this is kind of an interesting idea. Let me work this out, but as I was developing it and as I was writing drafts with my editors, we realized everybody needs this. You know, being a functional adult is about being mature and responsible and accountable, and there are very few of us, whether we are 21 years old or 51 years old, who don't need a little help in one or more of those areas. So it kind of again from there.

00:35:05

*Heather:* Well, I feel like I could talk to you for hours, but I don't want to keep you. Is there any last tidbit or thing you want to share or something we didn't talk about related to boundaries you'd like to leave on for our listeners.

00:35:19

*Sarah:* Well, you know, I actually said it a little bit earlier and I think it bears repeating. A f\*ck not given is something gained. So when you decide to say no, because you don't care about something, it doesn't make you happy or it doesn't serve you and you don't give your f\*cks in the form of your time, energy and money to that thing, you are gaining back that time, energy and money to spend on something that really does make you happy, that you really want to do and that really

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serves you. And I think that's just a very a distillation of the power of boundaries and the power of saying no.

00:35:55

*Heather:* Fantastic. Thank you so much, Sarah. Where can we find you?

00:35:58

*Sarah:* People find you, they can find me at SarahKnight.com and from there you can follow me on social media. Check out all of the books, check out the journals, check out my podcast. It's all there for the taking.

00:36:14

*Heather:* Thank you so much, Sarah. This has been such a pleasure and honor really to to meet you and talk with you. This was literally mel was walking through the bookstore and all your books were on an end cap and as I'm walking I see f\*ck no out of the corner of my eye and I literally it was like the record scratch moment I was like and then I backed up and I just started flipping through it and I was like I have to buy this when we started planning the podcast. I was like I want to talk to my, my listeners about this book. So thank you so much for writing it and for coming out and talking about it, for continuing to help people and being so fun.

00:36:49

*Sarah:* Well, thank you for reading and thank you for spreading the word. I really appreciate it and hopefully this episode is going to help more people. That's the goal. Right.

00:36:57

*Heather:* Yeah, thanks got questions or boundary setting, success story or flop. It's easy to get in touch with us. Send an email through our website. Hardnopodcast.com on social we are @hardnopodcast or leave a message at 2163703410. We'll be featuring some of our favorite questions and messages in future mailbag episodes. So get in touch. You can find show notes and a transcript of today's episode on our website: Hardnopodcast.com. Make sure to like and subscribe on your favourite listing platform. So you don't miss any new episodes and if you like what you heard, please give us a rating and review, especially on Apple, so others can find us too. That's a Hard No is a production of Clever Girl Marketing Strategic Marketing Agency, based here in beautiful Cleveland Ohio. You can learn all about us at Clever Girl Marketing dot com. It's written by me, Heather Drago, and are amazing marketing and production coordinator, Maura Del Rosario, production support, Evergreen podcast, Noah Foutz, producer and editor, Extraordinary. Awsome new rock anthem was written by Noah and performed by his band the Big Leagues. I love it so much thinking. Shout out to Jake Donnelly, the videographer and photographer, who could create a force behind it. YouTube videos, you de man, you can find him at rrdonnelly.com until next time. Thanks for listening and remember saying no isnt just ok. I am just saying no is the key to living an authentic, fulfilling life. You say do it, find your no, then say unapologetically.