

S3 E34 Saying No: Listener Questions

00:00.000 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. The love of expectations is coming down on you. There's a phrase you should know. Tastes so much sweeter than the love. That's a hard no. That's a hard no. That's a hard no. All right, well we're rolling. Oh, okay. Okay. You ready, Maura? Sure. Here we are. It's summer, season three. We've got several under our belt. I think we've had some really nice interviews and we've been kind of putting out there, hey, if you have questions, let us know. We got some questions. So we're going to do a little mail bag. Yay.

01:51.560 Maura Maura's really thrilled about being on camera and on mic. I am excited about the episodes that we've done so far and that we have coming. I think we've learned a lot of great things and met a lot of really cool people. Yeah, we've had a really unique group of people to interview. I like how diverse all the conversations have been.

02:09.560 Heather Yeah, it's been really cool. Yeah, absolutely. Okay, so let me have a point of the question. Okay. Laura asks, how do I say no to a project, people, or an organization that needs my expertise and not feel guilty about it? Yeah, that's something I struggle with a lot still. Anyone who is an expert in some field gets asked all the time, can I pick your brain? Can I take you out to coffee and let you know? And there is some desire on my part to be seen as a thought leader and for people to know that I'm expert at certain things. And I want to be that resource for people. But I also have learned over time to kind of limit how much free advice I'll give or how much time I'll give for a free consultation. So I'll meet someone for coffee. I'll do a half hour consultation. That's fine. But what I've also learned is that I'm running a business and not a nonprofit charity. And so I've had to kind of curtail or control my do-gooder tendencies and basically say, you know, here are some things to think about. Here are some resources you could look at. Here are some cool websites that might give you some advice. Have you heard of this? Have you heard of this? Have you heard of that? And just kind of give some general advice and then say, you know, if you're really interested, you know, we would love to work with you. But I've kind of gotten over the need to feel like it's up to me to fix everything. And that's a I'm like, Miss Caretaker, I want to save the world. Like, it's really hard for me to say no to especially very small nonprofits or friends and family who are starting things, you know. So I've had to learn to kind of understand I'm running a business. I have goals for my business. I can't I can't fix everything. I've set limits in that at any given time we have one pro bono client, sometimes two. But that's my limit. I've kind of I can hear Sarah Knight saying set a policy. That's my policy. So doing good doesn't mean you have to do work for free.

04:28.560 Maura You can you can find other ways to contribute or or, you know, sometimes we discount fees a little bit as an introductory project, but then we don't do that forever. Well, it sounds like giving them resources is another way to provide them support without actually having to do it in the legwork.

04:45.560 Heather Yeah. Yeah. And the other thing is like, get over myself. Like, it's you know, that thing like no one is what is irreplaceable. No one is there's another word indispensable. There are other people who are expert at what I do or who might work with nonprofits better or or might be better for the specific startup or entrepreneur. And so I've learned to get better about referring business to other professionals and say, you know, you might want to talk to this person or that person. Sometimes it's just a matter of like, I don't have time, you know, and I would love to work with that person and I have to get over the I have to say yes to everything or

I'm going to have the FOMO about, you know, missing opportunities in the future. So, you know, get over myself, set some boundaries, you know, around how much time I will give people. And yeah, that's that's kind of it. I mean, do I still feel guilty sometimes? Yes, but I'm working on it. I mean, it's just one of those things where, you know, you keep we I'm going to keep coming back to, you know, time, energy, money. You only have so much of that to give. This is what we learned from Sarah Knight. Yeah.

05:54.560 *Maura* And you just have to learn to like spend your budget wisely. And if you don't have the time, a client is not going to be happy with what you provide them anyway. Good for them anyway.

06:03.560 *Heather* Right. So you want to give them your best. If you can, great. If you can't find someone else who can't.

06:09.560 *Maura* So, yeah. Okay. So Jennifer asks, can you recap some best practices or tips on setting boundaries? It feels daunting or overwhelming to start sometimes.

06:21.560 *Heather* Yeah. Yeah. Um. So I think the thing to always keep in mind is what's your why? And I think we had an episode very early on in season one where we talked about what's your why. And basically all that means is like, you know, what are your big picture? Maybe not goals, but maybe like, what do you want your life to be like? Like, what do you want your life to be like? Do you want to be exhausted all the time? Do you want to spend time with your spouse? Do you want to spend time with your kids? Do you want to be volunteering somewhere? Like, what is your why? Like, I have very specific financial whys. Like, I have a kid who's finishing up art school. Tuition is a big why. You know, and so you kind of have to keep yourself kind of be a little selfish. You know, we feel guilty as women like about being selfish. It's okay to be a little selfish. Like, everybody's got priorities, right? So and again, going back to Sarah and I, you know, sorry, Noah, fuck budget. You only have so much time, energy and resources. And so like, I kind of go back to her book where she talked about having a mantra, right? So like she talked about the bridal shower of 2008 or something like that. So like have things in mind. I have a couple of business things that went out of control. And that's like the thing I keep in mind. Have personal policies. So I definitely have several of those. I do not do any business with anyone who comes knocking on my door at home. I don't know you. Sorry, no. Unless you're a scout selling popcorn or cookies, I'm not interested. I love her know and switch. Like find an alternative, you know, the why yes, when no, this is a big one for me. This is a if someone's name pops up on your phone and your stomach drops, then there's something wrong there. Like, you know, take a minute. Listen to your feelings. Listen to your gut. And if you really don't want to be interacting with this person, then you need to set some boundaries around that.

08:37.560 *Maura* It's not a reflection of either of the people. No, no.

08:41.560 *Heather* It just might be that they're not the right fit for each other. Yeah, yeah. You know, and be honest but polite. And I think the biggest thing with setting boundaries is be honest with yourself. Be honest with the people you're talking to and keep in mind your time, your energy, your money. Like you have to preserve some of that. You have to have you have to make room for things. And so you have to make decisions. You cannot do it all. I'm sorry. That's a myth. You cannot do it all. You can't. Yeah. It's just impossible. So and I'm going to I'm going to reference one of my favorite books. And this might end up being on our book club. I don't know. It's a really good one, though. And you can buy it directly from the author. It's called Hell Yeah or No by Derek Sivers. I think it's Sivers or Sivers. Sorry. You can find him online. But the concept of this is if someone asks you to do something and it's not a hell yeah, like, yeah, I want to do that, then it's a no. Right. And so basically what he says is, you know, we miss out on the great because we're busy with the mediocre. The solution is to say yes to less. If you're not feeling hell, yeah, that would be awesome about something. Say no. It's an easy decision. Say no to almost everything. This starts to free your time in mind. And I just think that's and I think Sarah Knight says declutter. Right. Get the stuff out of your head and just it's OK to

prioritize what matters to you. And in that knowing your why and keeping that in mind and like listening to your body, listening to your gut reactions. And then the other thing is just when I was really struggling and I felt overwhelmed and I knew I need to set boundaries, I didn't know how I just started with the smallest things I could find once a day. Like. No, thank you. In an email five times a day, I get an email saying, would you like more leads? Would you like to generate more sales? And I literally have a canned sentences like, no, thank you. Take me off your mailing list. Boom. I do that five times a day.

10:50.560 *Maura* Yeah. And hopefully you get to a point where you don't have to do it anymore.

10:54.560 *Heather* I literally was so bad. I was like, I'm so sorry. I'm not really I can't do this at this time. Maybe contact me in a year. You know, now I'm like, no, bye. So when you're looking for it, you can go look for it. You know, so, you know, it takes practice. It's just going to take practice. It's going to feel a little daunting and overwhelming until you get comfortable with saying no.

11:18.560 *Maura* And I think it's important to remember that even after lots of practice, it still sometimes can feel daunting and overwhelming and scary. Yeah. Depending on the situation, you know, what you're saying no to, but that kind of just accepting that those feelings might be there, too.

11:34.560 *Heather* It doesn't make you weak. Right.

11:37.560 *Maura* It just means, you know, you're navigating. Right. And that you care about other people. Right. Right. Right. That's OK. Yeah. Yeah. Yeah. OK. Next. Yeah. So Amy asks, OK, I've set a boundary. How do I keep up with it? Sometimes it feels easier to let it slide.

11:57.560 *Heather* What are things you can do to not bend your rules or is it OK to keep bending the rules? So, again, this is the practice thing. Right. And I think it's important to once you've decided you've set a boundary with someone and they encroach on that, like there may be an uncomfortable confrontation where like I told you if this happened again, we wouldn't be able to hang out together. Like, because, you know, that makes me feel X, Y, Z. Right. So you have to be OK with feeling uncomfortable having that conversation. You like, you know, these kinds of conflicts, I will call them, they're not necessarily conflicts, can feel uncomfortable for a reason. And so you have to be OK with feeling uncomfortable. Some people are just so conflict avoidance that they end up miserable because they're constantly saying yes. And then, you know, take a pause, figure out why you're feeling that way. And and I think, again, Sarah and I brought up a good point, like, don't assume what other people are thinking. Right. Like, it's important to realize, you know, maybe not that big a deal with someone else and you may be blowing it up in your mind. You can do a reality check. Like, here's what I'm feeling. Here's what I'm thinking. I'm thinking, you know, I need to say no or I need to set this boundary or whatever. Like, let's talk about it. Like, I think sometimes people are willing to accommodate, negotiate. Yeah.

13:37.560 *Maura* And I'm trying to think. I think in my experience, consistency has been really helpful. Yeah. So if I set a boundary with someone that I'm I'm talking about it a lot, I'm reminding that of that boundary. And so then it becomes something where they know I'm saying it before it's it's crossed.

14:04.560 *Heather* And then it's kind of top of mind for them as well. Yeah. And boundaries aren't like a set it or forget it thing. I mean, it's something you continually work on. And as we've like mentioned offline to each other, like it's funny, there are some people who you think get it. And sometimes they're the boundary pushers and you have to be like, listen, I know, I know this is important to you or I know you really care about this. But, you know, I can't go on these evenings because blah, blah, blah.

14:32.560 *Maura* You know, and if people care about you, then they'll respect you. And if they don't, then you need to think about that. Yeah. What's more valuable? This boundary you're setting, maintaining this relationship or?

14:45.560 *Heather* Yeah. If someone doesn't respect you or your needs, then are they really your friend? Do they really care about you? You know, it's you're as important as anyone else. It's OK to take care of yourself. OK to take care of yourself. And in fact, it's necessary. And yeah.

15:03.560 *Maura* But I also want to say, like, you shouldn't feel like you have to be rigid. I mean, there are times when maybe the situation changes a little bit, you know, so. Or that boundary doesn't feel as as important in that moment or in that circumstance.

15:19.560 *Heather* Maybe it served you at one time and doesn't serve you now. You know, Sarah Saunders always says it's OK to change your mind. You know, I hear her voice say that to me all the time. It's OK to change your mind. And that's OK. But like, you know, those boundary pusher people, if they see that they can manipulate you into breaking that boundary, then they're just going to keep doing it. Right. So like having that consistency, setting those policies, reasserting boundaries throughout your relationship. I think all of those are good points. So yeah. Yeah.

15:56.560 *Maura* Look at me. I sound like some sort of crazy expert, but you do sound like an expert. I know. I'm faking it. Totally faking it, guys. These people are coming to you to find out.

16:07.560 *Noah* Carlina asks, I just loved the Beverly Soggs episode and her advice about parenting. I have multiple adult children of my own and sometimes worry that they aren't setting healthy boundaries with me or I'm not respecting where a healthy boundary should be. How do you have that conversation with your children who have grown up and moved out already?

16:24.560 *Heather* That's a really good one. I feel like we should we should maybe reach out to Sarah or Beverly and kind of ask them for their take on this. Maybe we can cut that in. But as a mom of adult children, you know, and having been a child of someone. So stupid. Having been a child of a person. Yeah, having been a child of a person. I think one of the reasons obviously that I've had issues with boundary setting is that there weren't a lot of good boundaries growing up and there were some TMI moments. And so raising my children, I've always tried to respect them as people and they've even said to me, like, as children, they felt respected. I spoke to them as people. I didn't talk down to them. I asked their opinions. I mean, we set boundaries, but like, sure. But, you know, they didn't feel like they were of any less value because they were children. And so I've just always been very careful about kind of keeping that line. You know, there are some adult things, there are some, you know, not adult things, things like that. So I've just always tried to be mindful of that. And then now that my kids are adults, you know, I did have sort of helicopter mom tendencies, even though we did set some boundaries, but like I always wanted to come in and save the day. Right. So now my kids are in their early to mid 20s and there are times that they struggle with certain things. And boy, do I want to jump in and help. I want to save the day. And sometimes you have to step back and just let them struggle, you know. And my youngest, she just got her first apartment and oh, boy, they were kind of laughingly saying, like, everyone thinks I'm an adult and I know how to do the things. And then I have to like get internet and electricity and I don't know how to do that stuff. And I was like, you know, it's OK to ask questions. It's OK to tell people you don't know what you're doing and ask questions and usually people will help you. And she said, well, my other roommate, they called to get phone service or not phone service, something gas line and asked a question. And the woman on the other line was like, well, that's a silly question. I was like, well, she's terrible. It's a terrible person. So I just I don't know. I feel like there's so many life lessons that you have to just experience yourself that I can't save the day all the time. Although they know I'm there. They know they can ask me questions. I've had to learn to kind of stand back and let them come to me instead of barging in and let me tell you how you do everything.

19:18.560 *Maura* So I don't know if that's a good answer. I feel like we should ask Beverly or Sarah. I know that they'd both be delighted to answer. So hopefully we can get an answer and we'll know. Is Carolina you said is her name, Carlina, Carlina.

19:29.560 *Heather* Thank you, Carlina. We'll get you an answer from Sarah Beverly.

19:32.560 *Beverly* I'd love to hear their take. Hi. So Carlina's question about creating healthy boundaries with her children, her adult children is an excellent question. I think just the fact that she is thinking about this topic and being thoughtful already puts her immediately on the right track. What comes to mind for me right away is the fact that children of all ages, but especially I can see this with adult children facing new stresses for the first time, coming to us and telling us this is stressful. This is so hard. I've never had to do this. I'm not sure how to do this. Doesn't necessarily require any action on our part. We can listen. We can be an incredible source of support and comfort without having to do for them. So I think recognizing that they are not asking and their mere statement that something is stressful, it is not an ask for help. If they are asking for help, I think we can sit with that and decide, you know, does this feel like something that crosses a boundary? So having a good, strong sense of our own personal boundaries, what feels off, what feels right can be really helpful. And then having communication about that in an honest and open way. So it's hard to know the specifics of what Carlina has going on. But, you know, I'm even thinking of adult children who've moved out of the house and pop by for a visit having a conversation. Does it feel right that they just come in any time of day or night, let themselves in, sit down, open the fridge? Would they want that in reverse? You coming to their house any time, sitting down, they come out of the bathroom, oh, mom's here. Hey, so what feels right? And having a conversation about that. The last thing that I think is always crucially important is being present with our own feelings and our emotions about what's going on. When we can do that, then we know the place where our actions are coming from. Is this about meeting a need to be nurturing or to feel needed? And so when we can sit with that and we know how to meet those needs in our own life, in our own way, without having to go out and do for our adult children, I think that really helps us. So being open to that, I think is also very important. So great question. Thank you so much. Hope this is helpful.

21:56.560 *Heather* All right, Jordan asks, I also live in beautiful Cleveland, Ohio. Do you have any favorite spots to recommend some self-reflection or alone time? My thinking spot is Rocky River Park, which is a beach. It's like a little beach.

22:14.560 *Maura* And it's kind of hidden away. It's kind of like, you know, on Lake Road where Danny Boy's is, you kind of like meander your way through the neighborhood towards. I know exactly what you're talking about.

22:24.560 *Heather* Yeah. And there's like a little tiny horseshoe beach and there's a big hill and a staircase and you can look out. So, you know, we're right on the shores of Lake Erie and it's a quiet little park. There's a little playground, you know, but it's a tiny little place. And I sit on, you know, the big driftwood logs and I just sit there and look at the water. And that's that's my thinking spot. Take my dog there and just sit. So that's one of my favorite places.

22:51.560 *Maura* I also love Lakewood Park. It's way bigger. Lakewood's wonderful. But there are hidden spots and you can kind of lap at the Solstice staircase. Which is beautiful. It's gorgeous. And you can see downtown. You can, you know, look from the lake edge and see downtown. It's really beautiful there.

23:10.560 *Heather* And if you haven't been to Cleveland, the downtown is really thriving and growing. And then my favorite neighborhood to wander around in and explore new things that are constantly popping up is Ohio City, which is just fantastic. And there's a lot of energy and a lot of young people living in the urban center. And, you know, I'm an art nerd. So I love the Cleveland Museum of Art. That's another one. If I have a day and I don't have an agenda and I just want to walk around and get reenergized. And it's free. One of the last free art museums in the US. Oh my God. It is. It's so good. It's so good. Another good Eastside spot is Lakeview Cemetery, which sounds weird if you don't live here. But Lakeview Cemetery has presidents like the Grants Tomb, which has beautiful Tiffany glass inside. Rockefeller is buried there. And there's like a mini like Washington Monument where he's buried. In the spring, they have Daffodil Hill, which is just this huge hill of yellow daffodils. And it's a beautiful place if you're artistic and you like to sketch and explore and like history.

So, you know, I'm in charge of everything there. And so, you know, I can delegate and say, I don't want to do this or whatever. So like to me, the work stuff, even though I still struggle a little bit and, you know, I still have to do my daily, you know, find the no practice, that's easier. Family life is much harder just because you care about the people in your family, right? And you don't want to hurt feelings. And so I find it's, you know, my stomach gets a knot when there's a situation or a request and I don't really know how I'm going to do it. And that's kind of where I'll bend a little more when I know, when I feel in my gut that I really shouldn't. So, again, that's where that dialogue really has to happen. And I'm also kind of in that sandwich generation where I've got adult children who even though they're adults, they still have needs. They still need me to help with certain things. And then I have an adult parent who's, you know, 75 now and has some medical issues and needs help. And so balancing the time and still being able to rest, you know, do my laundry. Do you get any of those things done? Yeah, I mean, do I have piles of clean laundry that need to be put away right now? Yes. You know, is my house dusty? Yes. Like the balance of life is just hard. And if you have young kids, it's hard. I mean, it's just, you know, I've had to get over, I got over a long time ago, wanting to have the perfect house and the perfect yard and all that stuff. But I do rest. I do. And that was something I learned, you know, and kind of like season one, season two with Sarah in my ear all the time. Like, you know, we are human beings and human beings require rest. It's not something I have to earn. Yeah, it's not something. And I say that to our team all the time. You're not human doings. You're human beings. And, you know, I used to have the mindset like if I do this, this and this, then I can rest. And there are times at like six o'clock, my brain is fried. And I'm just like, you know what? I there's I've I'm at the point of diminishing returns. I need rest. And so I do. Yeah. I know you don't think I do, but I do. Sometimes rarely on occasion. Yeah. I mean, I've gotten better about not working on the weekends and things like that and spending time with my family. And, you know, as as you know, both my father and my mom are getting older. We want to spend time with them. And, you know, and so you have to again, what's your why? What what are your priorities? And right now, you know, their priorities.

31:48.560 Maura So and that and that can always that will change throughout life. That's right. And the things that are harder to say no to or easier to say no to will change.

31:58.560 Heather Yeah. I think you just have to be really conscious of what's in front of you, what's behind you, where you're going and just reevaluate all the time. So now do you have a question?

32:07.560 Noah We've got a question here. Anthony asks, I really enjoy your podcast, but find that lots of the advice can focus on women and their experiences. Oh, boy. As a man, there are different contexts I have to consider when I set my own personal boundaries. Do you have any advice for men and how to navigate setting healthy boundaries without contributing to the power imbalance between genders?

32:29.560 Heather No, that's such a good. We're so good at this. That's an excellent question. You know, and that's it. He really thought it out. Yeah, that's that's an excellent question. And I do think we have focused primarily on women because I think a just from our own perspectives, we are women. And I think, you know, the women we talk to struggle with this all the time. But I think I think that power dynamic part of his question is really interesting. And I feel like we should get some people on the podcast to talk about that. Yeah. One generally without it playing into the power dynamic struggle is generally men's no is accepted more than women's no. Maybe I would say in a general sense. But, you know, like, are we assuming that? I don't want to speak to our experiences.

33:29.560 Maura We have an experience saying no, as a man.

33:32.560 Heather I mean, I think that I think what we've learned about being honest and being kind about why you're saying no is across the board. Yeah.

33:43.560 Noah And I think I think you can be honest with someone and be kind and thoughtful. And offer to work on a solution together that can kind of equalize things a little bit. But again, I

don't I I I feel like we need to ask someone maybe we can get someone one of our friends to answer that question. And, yeah, I think the problem comes from not being collaborative with that. Sort of like you guys are saying, like, if my friend Anthony is actually worried about this, like, I think he's maybe already in a healthy mindset about it. Yeah, for sure.

34:22.560 Heather Having the wherewithal to like think about how it will impact other people is already part of the solution, maybe. Yeah, I think dialogue, two way dialogue is always really important when you're having these kinds of conversations. And I feel like if he if he's worried about being perceived as shutting someone down or shutting someone out, it's important to talk about why you're saying no. Or maybe it's a it's a it's a no and switch situation where it's like, well, no, I don't think that will work. But let's talk about how we can make this other maybe we could do this a different way or or maybe ask why the person is asking for the thing. And maybe before you say no, have a conversation about what it is they're asking for. Again, this is not easy, like quick. Yes, no. Sometimes even though we say that's a hard no, like it's like easy to just like slam, you know. But, you know, I think find out why they're being asked. Be kind, be honest and have a dialogue and see if there's another workaround or something.

35:27.560 Maura Yeah, I think truly just the honesty and kindness. Like, there's a gentleness to that that people are willing to accept, whether you're male or female or non-binary. I think that kind of is universal. If you can be kind and honest to people.

35:43.560 Heather Yeah. And the other thing I've learned recently in interactions with different people is there are some people who may come off as very harsh or rude. But they might just have anxiety or they might just have like a social or difficulty understanding social cues or social interactions. And so you kind of have to like leave a little space for that person. And if you if you if you they're rubbing you the wrong way and you're feeling like, whoa, that's a little bit harsh. Like, ask like what what's going on? Why? Why? You know, tell me why? Like, you know, is there something else we could figure out? Or better understand what what their no means. Yeah. And not by not boundary pushing. Not like, you know, why can't you? Why won't you? Really? Are you sure? Wouldn't you like to? We'd really miss you. You don't want to do you don't want to put pressure on someone. But like, OK, you can't. Is there a reason why? Is there something else you'd prefer to do? Or, you know, again, dialogue, right? Dialogue, dialogue. Lovely. Thanks, Anthony. Thanks, Anthony. I hope that was helpful. But, you know, he raises a very good point. And I and one of our goals since we started up again this season is to have a more diverse list of guests and from different walks of life, talking about personal stuff, work stuff, points of view, male, female. You know, we want to hear from everybody. So like if you have ideas of people who should be on the podcast, we would love to hear it. Yeah. You want to be on the podcast, get in touch with us. Absolutely. Definitely. So I have one final question. Oh, boy.

37:20.560 Maura So Talia asks, What are the most common things people struggle to say no to? Or maybe like a list of things that people could hear that they, you know, have trouble saying no with. What would relate to them? I think it all goes back to like family expectations. So when your kids are asking for things, you know, what would they be asking for? You know, that's going to be a lot of people who are going to be asking for things that they don't know.

37:38.560 Heather So what would be the most common thing people struggle to say no to? I think it all goes back to like family expectations. So when your kids are asking for things, when they're like friend and family get together, when your kids are involved in sports or extracurriculars like dance or cheerleading or whatever, there are all these expectations, you know, for parents to volunteer or give money or, you know, I think that's really hard for people. They feel like they're going to be judged by the other parents. They're going to be judged. They don't want to admit to a friend who's doing, you know, girls getaway weekend. We're all going to stay at a cool place. Like I can't afford it. Like, you know, if they're embarrassed, they're worried about being judged. I think there are people who also have FOMO, you know, they just they don't want to miss out. I struggle with that professionally. I know there are other people who just

personally they they don't want to miss out on the fun. And I think one of the things people struggle a lot with is setting their own boundaries about spending money. I think that's something people struggle a lot with, like, you know, needs versus wants, budgeting, sticking with their budget or having fear of spending the money that they actually do have. Like there's there's a lot. So we're going to have some guests coming up to talk about money and boundaries. I think we have a couple from different perspectives that I think will be really interesting. I think that's a real tough one. And I think when people are asked by bosses in the workplace to do more, you know, you're getting a promotion. You're getting two jobs for the price of one. You know, like and there's that fear of saying no or setting a boundary of like, I'm sorry, I'm not available to have a meeting at 7 p.m. at night because I have children, you know, like, you know, not being able to say no. Although I think since the pandemic, there's a little bit of a shift in the power dynamic a little bit. But I still think there are some of that.

39:45.560 Maura So what do you think? What are what are some things you see people struggle with? You know, it's it's kind of it's a little bit of a different answer to this question. But I guess it's especially like you said, with the pandemic, I think for me, I've been kind of trying to do a check in of what boundaries I have in place, because I feel like I'm someone who has some pretty firm boundaries and kind of dissecting why they're why they're there and that it's just as important to have the boundary or say no to something as it is to understand why. Why is it still really needed? Is that still something that I can't do? Is am I just afraid of this situation or am I you know, is it just because it's been my routine to not do these things? You know, is it would it be more valuable to try this thing or do this thing or go this place? But I definitely think you're right with money. And I'm really excited for us to talk about that on the podcast because I think it's something we haven't really hasn't really come into play yet. And I think it affects a lot of people in a lot of different ways. Yeah, absolutely. There's people that have the money and maybe they have a lot of people. If you have a lot of money, you have a lot of people asking for favors, asking for things, expecting you to be the person that's buying dinner every time you go somewhere. There's also the boundaries of, you know, like you said before, deciding what do I actually need? What do I want? How much have I actually spent on this thing all month? If you really are looking into it, it might be shocking to you. There's no way I'd spend more than \$100 on groceries for my apartment or whatever. And then you're like, I've spent \$752 on food with Uber Eats and groceries and going out with my friends. So I think it's really important with money to kind of have a time that you're putting out either monthly or quarterly or every year to decide what do those no's need to be. That's a really tough one. And definitely kids. But that doesn't pertain to everyone. I think, like we've said, family, but more so family, just loved ones, anyone you love. In relationships, it's hard to say no.

42:08.560 Heather Yeah, you don't want to hurt people's feelings. You want to be there for them. Yeah. You know, my best friend who people have heard before, Jennifer Stringer, you know, we've had a really busy year, each of us in our different ways. And like the other, I think it was last week, I texted, I was like, hello, I miss you. I haven't seen you forever. And so we, you know, we're really, it's really difficult for us to spend time with each other. And, you know, we want to get together and each of us are like, well, I can't now. But, you know, so we're having to find other ways to spend time. So like if I'm in the car going from one meeting to another, I'll call her. But, you know, it's just, it's hard. You know, it's hard to do everything. You can't do everything. And it's, you know, yeah. The lie we've been told. You can't do it all. And multitasking is a myth.

43:02.560 Noah So, no, how about you? Do you have any, what do you think people struggle with saying no about? I think lots of boundaries are hard to set when you feel that there's an expectation on you. So wherever that expectation comes from, like you guys are saying, like, you know, your family expects you to so and so. Your friends expect you to buy dinner. You know, society expects you to be cooking food for your partner every night. Like whatever it is, I

think that's sort of at least that's where I struggle the most with, like, being self aware and thinking about what's actually best for me.

43:41.560 Heather So, right. Yeah, I think sort of surrounding those common ground for everybody. Yeah. Yeah. Yeah. Well, those are some great questions. Yeah. Man, I got some heavy ones first time around.

43:55.560 Maura No, we have to go to our we have to go to our resources. Yeah. Yeah. Yeah.

44:01.560 Heather So, so yeah, if you have more questions, keep them coming. We'll sporadically do these. We might tag them on to the end of some podcasts. We don't know. We'll figure it out as we go along. You can reach us on our website, hardnopodcast.com. You can message us on Instagram, LinkedIn, Facebook, Facebook. Thanks so much for listening so far this season and for contributing to this episode. And we love you guys. So thanks for joining us. Bye. Bye. Got questions or a boundary setting success story or flop? It's easy to get in touch with us. Send an email through our website, hardnopodcast.com. DM us on social. We're at hardnopodcast.com. Or leave a message at 216-370-3410. 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 favorite listening platform so you don't miss any new episodes. And if you liked 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, my strategic marketing agency based here in beautiful Cleveland, Ohio. You can learn all about us at clevergirlmarketing.com. It's written by me, Heather Drago, and our amazing marketing and production coordinator, Maura Del Rosario. Production support Evergreen podcast, Noah Fouts, producer and editor extraordinaire. Our awesome new rock anthem was written by Noah and performed by his band, The Big Leagues. I love it so much. Thank you, Noah. Shout out to Jake Donnelly, the videographer and photographer who's the creative force behind our YouTube videos. You demand, Jake. You can find him at rjdonnelly.com. Until next time, thanks for listening. And remember, saying no isn't just OK. Saying no is the key to living an authentic, fulfilling life. So do it. Find your no and say it unapologetically. Are we recording this? Of course. Do not include this, Jake. Cut this whole part out. None of this was scripted or planned. Yeah, please. Although I would like a very like an Easter egg clip at the end of just more giggling uncontrollably. I want this at the end. Oh, God, I hate my laugh. And then we'll put it on social media, too. Your favorite. We'll send it to your mother-in-law.