

FINDING BRAVE

— with Kathy Caprino —

Transcript

Finding Brave Episode #19

How To Speak Up Effectively When You Feel You Can't, with Kathy Caprino

Kathy Caprino: People who come to me, who can't speak up, or they're being disrespected, or they can't make decisions, or they can't tell their boss, 'No, this doesn't work,' or they can't tell their sibling that, 'You're making me nuts,' it comes from childhood. How we are trained in childhood, the culture and the ecosystem that we are raised in, and how we are treated when we try to speak up for ourselves, or when we even think we want to speak up for ourselves, everything about that is within you now; unless you've done the work to revise it, and heal it, and change it.

Kathy Caprino: Hello everyone. This is Kathy Caprino, and welcome to my podcast, Finding Brave. I've created this show for everyone who longs to create something bold and brave in their life, to rise up, speak up, and stand up for who they are, and to reach their highest and biggest visions. Each week, I'll be speaking with inspiring guests from all walks of business, leadership, entertainment, the creative arts, and the entrepreneurial world. They'll be sharing their intimate stories of finding brave and offer their best strategies for building your most rewarding, joyful, and meaningful life, business, and career.

Kathy Caprino: Hello everybody, welcome to Finding Brave this week. Kathy Caprino here. Really excited to talk about this issue. Interestingly, when I do a solo podcast, I often send out a question on LinkedIn or Facebook and say, 'Hey folks, what are you struggling with most that you'd like to hear about?' What I heard in the last few days, privately and publicly, was why do I struggle so much with speaking up? What do I do? What do I do when I feel I can't? What a powerful question.

Kathy Caprino: That's what I want to tackle today. It is part of the ten ways to brave up that I'm writing and training about. It is speaking bravely, brave speak. I want to dig in a little deeper all about how to speak up when you feel you can't.

- Kathy Caprino: Let's just dive right in. I want to tell you in the thousands of people I've worked with over 12 years, I think speaking up is one of the most humanly universal challenges and problems; but particularly so for women. I want to talk. I want to give you a little context on why is speaking up so hard? What is speaking up? What's really going on about why we can't?
- Kathy Caprino: First, I want to tell you that I have lived this. If you've read anything of mine, my book, 'Breakdown or Breakthrough,' or even any of these podcast episodes, you know; but for those of you who haven't heard it, I'll share. I have personally lived with this experience about an inability to speak up for myself. What happened is in my corporate life, at the end of it, for four years, I had something called an infection of the trachea, tracheitis. Four years, every three months like clockwork, I'd just get violently ill. It was so painful, and so debilitating. I had a green infection in my trachea. I couldn't speak. The voice went away, and I would be so enraged. I'd be trying to talk to my little kids and nothing would come out. I would just feel so enraged, like I knew something was so wrong, but I didn't know what it was. Went to four different doctors. Nope. I don't know. Don't know why you have this, but here, take the antibiotics. Massive courses of antibiotics.
- Kathy Caprino: If you're a woman, you know antibiotics wreak havoc with your system, and so then other problems emerge. It was a horrific four years. I got depressed, and angry, and debilitated, and sick. I mean, it really impacted my functioning in every way.
- Kathy Caprino: Finally, because no doctors could help, a friend of mine said, 'Why don't you visit an energy healer?' At that time, so we're talking about ... oh, 22 years ago. I didn't know about energy healing. I didn't know what it was. I hadn't studied it. I'm like, 'Hmm, all right. Doctors aren't helping.' I go to the first one and she didn't know anything about my problem. I had just signed up, made an appointment. I'm laying down on a table, and she said, ...
- Kathy Caprino: She put her hands over me and said, "Wow. What do you do for a living? What's going on?"
- Kathy Caprino: I was like, 'Wow, how did she narrow that down so quickly?' I told her that I hate it. I can't speak up. There's some ... I didn't even know it was sexual harassment and discrimination, frankly, until the end; but everything was wrong. I told her.
- Kathy Caprino: She said, "Yeah, your throat is the seat of your personal identity. That's your voice. That's how you communicate what you're going to negotiate, and what you're going to say 'yes' to, and what you're going to say 'no' to. You're infected there. It's clear." We had a whole session on it. I left so shaken up, because I hadn't known that my life could affect my health like that.
- Kathy Caprino: Frankly, I made a lot of money in my career, in my last job, and I didn't want to leave it. I went to another energy healer. Let's see what you have to say. I walk in.

- Kathy Caprino: Within five minutes, she goes, "Wow. What do you do for a living?" I thought, 'Oh my goodness, what's going on?' She said, "This is a crying within. This chronic infection that you have. You are not able to speak up for who you are." That's all I needed. I realized, holy cow, that's what's going on.
- Kathy Caprino: It took me getting brutally laid off after 9/11, and all that goes with that devastation, for me to really change my life. I've studied energy healing. I've studied in therapy, I became a therapist, as you know, marriage and family therapist. We learned in therapy your body will say what your lips cannot. Your body will say what your lips cannot.
- Kathy Caprino: Later in many years later, as I'm doing this work and interviewing people, I interviewed Dr. Neha Sangwan for my previous podcast, and in Forbes. She's an emergency room doctor or was. What she began to see is people who came in with heart attacks, and chronic, near fatal situations. She would be treating them, and she would ask them, 'Why do you think you're here? Why do you think you've had this?' Almost always, they knew. It was something emotional. It was a conversation that they were not having. She's written a book, and I'll link to it below. It's amazing, about talk solutions to illness. How to say what needs to be said, and why you need to.
- Kathy Caprino: It's been incredibly researched. This is not woo-woo, and crazy, and made up. What you're not saying will affect you. It will affect your health. It will affect everything.
- Kathy Caprino: Why is it so challenging for people? Well, what I've learned here is this: people who come to me, who can't speak up, or they're being disrespected, or they can't make decisions, or they can't tell their boss, 'No, this doesn't work,' or they can't tell their sibling that, 'You're making me nuts,' it comes from childhood. How we are trained in childhood, the culture and the ecosystem that we are raised in, and how we are treated when we try to speak up for ourselves, or when we even think we want to speak up for ourselves, everything about that is within you now; unless you've done the work to revise it, and heal it, and change it. It's about what went on then that framed and shaped you.
- Kathy Caprino: For me, for instance, my parents very loving. All my friends would want to come over to my house, that was the fun house. The reality was I couldn't challenge authority, for one parent in particular. I couldn't do it, because when I did it, I would say all hell broke loose, but not in that way that you would have it in your mind. It's just she would isolate. She would go into her room, mom, and she wouldn't come out for a long while.
- Kathy Caprino: As a child, what that feels like is you're alienated. You're thrown out. It's not safe to say, 'I don't agree, or no, mom. No, I don't believe that.' It's not safe. I even ... My voice starts to hurt, even when I talk about this. I've had a ton of therapy, and energy healing over it. I want you to know, I've overcome it. I say very strident things on Forbes. I say strident things in my life. I'm a strong empowered person, but it doesn't mean I don't struggle with this every single day; but I've overcome not being able to speak up for myself.
- Kathy Caprino: I want to tell you, sometimes what happens is, if you don't know how to do it, but you know you have to do it. Let's say like I was, a corporate VP, I had to say hard things. I had to manage a lot of initiatives. Well, I'd do it, but as someone said, ...

Kathy Caprino: One of the senior vice presidents said, "Wow, you're like a buzz saw."

Kathy Caprino: I said, "What do you mean by that?"

Kathy Caprino: He said, "You get things done where no one else does."

Kathy Caprino: Yeah, but I left body parts. I'm sure some of you are going to nod. You know when you're being a kind, gentle, compassionate person. You know when you're being a buzz saw. Buzz saw is not what you want to do. You want to achieve. You want to create results, but not like a buzz saw that cuts limbs off. I figured out how to speak up, but in a way that actually created ripple effects that were negative.

Kathy Caprino: What I want you to first think about, if you struggle with speaking up, is what did you learn in childhood? We're going to talk about that in a minute. I do want to say this. Why speaking up is hard, it's integrated and fully entwined with a million other things: your self-worth, your self-confidence, your esteem, your bravery, how brave you are to risk, and what happened to you when you did, when you spoke up to that teacher. I remember, I don't know, fifth grade and a teacher turned out to be a distant cousin of my mother's. She was putting us all down and lecturing us. I raised my hand. I said, ... I challenged her. I'm forgetting the exact words, but I corrected and challenged her.

Kathy Caprino: Well, the whole class was like, 'Yoo-hoo.' High fiving me outside. Well, she was furious, and she went to talk to my mother and complained. Good grief. It just ... Many of you, if you've taken my dominant action style quiz, there's six dominant action styles. Take that quiz, KathyCaprino.com/ActionStyleQuiz. I'll link to it below. You'll see that sometimes for people advocating for others becomes who they are really. That is who I really am. That's when I'm happiest. That's when I take action, when I'm motivated to advocate for others. That's being an advocator. The problem is, if you don't know how to do that, and you don't know how to speak up, you're going to get crushed.

Kathy Caprino: Okay, so that's some of the framework. Oh, there's one other thing I want to share. You know if you've listened to my stuff, I talk about narcissism. I'm not talking about in the pop culture sense. I'm talking about it in the therapeutic sense of narcissistic personality disorder. I just want to say one thing, a few things.

Kathy Caprino: Narcissism is a spectrum disorder. It's on a spectrum. You can be experiencing narcissism from others, but it's not a full blown, crazy, psychotic thing. People can have a few traits of it, a few symptoms. Or, people can be all the way to the 10 level, full blown narcissism. It's a spectrum. What so many people who have come to me for help find out is that they had some narcissism in their family, or deep emotional manipulation.

Kathy Caprino: When you've had that, what I mean by that is when your parent tries to control you, that you need to behave in a certain way to be loved, to be accepted, you're not going to develop healthily. You're going to have issues with self-esteem, self-confidence, your self-identity, and you're going to have issues speaking up. I'd also like you to look at was there narcissism? Look it up. You can find a lot of stuff on my own website, KathyCaprino.com/Dealing-With-Narcissism. I've done six-part webinar series on that.

- Kathy Caprino: Most people don't know what narcissism is, but when I explain it, they're like what? 'Holy crow. That's my mother, that's my father, that's my brother, that's my boss.' They say that at least 10% of the population is either ... is borderline personality disorder, narcissistic personality disorder, or both. I think it's much more than that, because narcissists don't get diagnosed. They resist the idea that anyone's going to evaluate them. I think it's much more than that, but even if it is 10%, that's millions of people are adult, children, are narcissists.
- Kathy Caprino: Look at was there manipulation as a child? Were you told you could say things, and do things? I remember a neighbor once said, 'I told my kid, he's going to go to church, and he's going to like it.' No. That's bad parenting. You can say it's within our value system as a family that we go to church, and we really want you to; but you're not going to tell your child that he's going to like it. You're controlling. It's wrong. It's demeaning. It's worse than demeaning. It's damaging.
- Kathy Caprino: All right, that's my spiel. Let's get into speaking up when I feel I can't. Here are the steps. There are seven steps I want you to take when you feel like, 'I cannot speak up. I can't say what I need to say.' This is at work, to your boss, to your colleagues, to HR, whatever it is, your team members. It's in your family. It's with your social network, your friends. It's all of this. Okay, seven steps.
- Kathy Caprino: The first is if you struggle at all, what I'd like you to do is take some time this weekend and examine what you learned in childhood about when you spoke up for yourself. Write it down, and ask yourself what do I remember? You're going to remember some pivotal moments. Maybe it went well, maybe it went terribly. Maybe you got hit, maybe you were ridiculed, maybe you were laughed at and told you were stupid. I want you to bring it up to yourself. If this is really challenging, do it in the context of therapy. If you cry at the thought of it, then therapeutic help is what is required, what is needed.
- Kathy Caprino: Therapeutic help, one minute on this. I've been a recipient of three years of therapy, spiritual psychotherapy. I got a masters for three years in psychotherapy, and then served as a therapist for a few years. It's life changing. You don't have to be ... It's not like getting shrunk. You don't have to ... There shouldn't be any stigma to it. It means you need some help. Who doesn't? I think everybody should get a little therapy. I have to say, I'm a huge advocate.
- Kathy Caprino: Sit with it, and think about what did I learn about speaking up and how did it go for me? Did I have role models for it? Did my mother do it? Did my father do it? How did they act about speaking up for their rights, their boundaries? How about my siblings? Who did it well, who didn't do it well? What happened when they tried? Then I want you to think about how does this affect me today?
- Kathy Caprino: I did a Forbes interview, I'll link to it again. Anything I mention, I'll link to below. Lauren, I believe, is her name, and she did a one woman play that was fantastic that I went to. She talks about how the dysfunction of your workplace mirrors the dysfunction of your family. How true is this? I see it in many of the jobs that I had.

- Kathy Caprino: Okay, so that's step number one. Step number two, decide what you need to say to whom. Start with one person. Building our boundaries and learning to speak up, it can topple the apple cart. Choose the most important person, conversation you have to have and start there. Here's the thing: get very clear about what you want to say and remove the emotion.
- Kathy Caprino: Let's say ... Let's give this example. Let's say you have someone on your team, a new person who's come on board, who you hired. They're not pulling their weight. They're really falling down. Well, you've got to get clear about what you're going to say, and what you're going to do. My hope would be you would give this person another chance, if that is the right scenario. In order to help this person, to be the leader and manager you need to be, you've got to communicate where they're not making it happen. You got to be crystal clear. The way to do that is remove the emotion, and make it clear what you need of them, and what they're not giving, and give them examples with clarity, with compassion, with gentleness.
- Kathy Caprino: What happens, unfortunately, is we get incredibly stressed. We're not our ... I'm going to talk about the next step is being your highest self. Let's just get into that. What is your highest self? Your highest self is you know it. When you're being your most compassionate, most loving, most far reaching, most far seeing. When you're engaging your heart and your spirit in what you're doing. You know what that feels like, and you know when you're your lowest self.
- Kathy Caprino: I sometimes call it, have you ever had like a green toad come out of your mouth? Like, 'I can't believe I just said that. I can't believe that.' I mean when I'm really at my stress level, when I'm exhausted, anybody have a baby who's listening? I have never been so tired in my whole life. I didn't even know you could get that tired. Wow, that was hard to be higher self with my other little one at home, with my then-husband. You know when you're the highest and lowest self. I don't mean to say to beat yourself up. I'm saying we want to engage with ourselves in the highest level possible, with love.
- Kathy Caprino: Someone once wrote, you can say anything when you say it with love in your heart. I really believe that. I don't mean you have to love the person up when they're abusing you. I mean find love for that human spirit that you're talking to and come from the place of compassion; but you've got to be very, very clear.
- Kathy Caprino: Here's another one I've heard a lot about in the past six months. I have a lot of acquaintances, and colleagues, and clients, who have a sibling who's making them nuts. The sibling's spouse is the problem. Either the sibling's spouse is a crazy lunatic, and a narcissist, or treating the children in a way that's terrible parenting or usurping the sibling from the other siblings. It goes on and on. They get sick ... I've had, I don't know, it was six or seven times people have told me in the past six months, they've gone to visit the sibling and the in-law, they came home sick. I mean, my friend or colleague came home sick from it.

- Kathy Caprino: Well, what I'd ask you to do is understand the ecosystem and the individual that you want to share something with. Let's take that example. What do you really want to say to your sibling about his or her spouse? Get clear. Write it out yourself, not to send the letter, not to send an email. Write it out, write it out, write it out, cross it out, edit. What is the real message you want to share? I promise you as you get clearer and get rid of the layers of emotion, like let's take a guess here.
- Kathy Caprino: For one of my colleagues, her brother was a beloved, beloved sibling. They spent all their time together. They just have a special bond. Then, he married this woman who's Attila the Hun, according to my friend. When you go and hang out, everything's changed. You don't have the same relationship with your sibling. You see all the problems, what she's doing, the in-law, to wreck everything. You're full of emotion. You're full of betrayal from your brother. You're full of pain, and how their family's unfolding, and it looks unhealthy. You're filled with jealousy that she has time with your beloved brother, and you don't.
- Kathy Caprino: There's a lot of emotion that you have to understand and love yourself in the face of. Some of it's not too pretty. Some of it is 'I'm green with envy of her.' Or, 'Why is my brother being so stupid?' Some of it is not compassionate. You want to get clear about what is it you really want to say. You have to know the individual and the ecosystem to know what you can say.
- Kathy Caprino: Let's hop to that. I'm going to give you an example about that. Not knowing anything about narcissism, I had a senior level boss at my last job who was not my boss when I signed on there, when they hired me. They'd gone through several presidents, and he was my boss now. He was behaving in a way publicly at meetings that I felt wasn't respectful to me. The truth is every time I'd talk to him, and I was managing a lot of money for this company, and a lot of big clients, and I don't know, four businesses. He would look at me like when I was talking about major initiatives, I mean that cost a lot of money, he would look at me like, 'Why don't you go redecorate the kitchen?' That's how he would look at me, and I didn't understand what that was.
- Kathy Caprino: What that is, is gender bias. He only surrounded in his inner circle, it was only men. These men came with him every job he ever took to different industries, and ... He was a sycophantic ... No, he'd required sycophantic behavior, but he was a narcissist and there was definitely gender discrimination; but I didn't know that.
- Kathy Caprino: He was being disrespectful. I went to HR and complained. They said, 'We hear you. We know what ... We understand what you're saying. We'll support you, but you have to go and have a conversation with him, directly, and document it.' Well, I did. Wow. He wouldn't have a word of it. He wouldn't take it. Then it went very badly for me from that minute on.
- Kathy Caprino: Well, what you have to understand is are you dealing with a narcissist or are you dealing with a rational person? If you're dealing with a narcissist, you need to approach it differently. You can read all about that in my narcissism materials. You can't just go to the narcissist and say, 'You know, I got a problem with how this is going down.' You can't challenge a narcissist without pretty awful ramifications. We'll put that aside. If this resonates with you, you can reach out and watch my six-part webinar.

- Kathy Caprino: If it is a healthy individual, and you have a good relationship, it's a boss, whatever. You do also have to understand the ecosystem. How is your company ... How do they feel about speaking up about these issues? How do they feel about women? You've got to understand the system that you're in.
- Kathy Caprino: Let's say it's all copasetic, and you feel you can. Then you've got to be really clear and make your case. Unemotionally, non-defensively. You got to make your case with facts, with metrics, if you can, with measurable information. If you want a promotion, you've got to make a case for you. You can't go in and say, 'Jeez, I feel I need a promotion.' No, make a case. Be clear. Be prepared, and make your case, and state it.
- Kathy Caprino: Number five, in terms of the steps of how to say what you feel you can't. A lot of people stay stuck and never say it because they're scared of the consequences. They don't say to their husband, 'You simply can't treat me like that anymore.' They want that mistreatment or abuse, or whatever to stop, but they're scared the husband will leave. I mean, I've seen this over, and over, and over. Or, they're scared to say to their boss, 'I'm not really ... I'm not as suited to this role as I could be in this other role.' Or, 'I'm doing this role really beautifully, I think. We've seen that, but really what I want is this role, this direction, this cause, this project.' They're scared to death of the consequences. That's why you don't speak up.
- Kathy Caprino: They say, Gestalt thinking teaches us that if you don't like a situation, you can either change how you feel about the situation or change the situation. It's just that simple. If you don't do any of that, you're going to have the same awful thing over, and over, and over. You really only have you to blame. I mean, I don't mean to be harsh, but it's in your control to change this stuff. I see it every day.
- Kathy Caprino: I mean, you wouldn't believe, when people join the Amazing Career Project, ... which by the way, the course is opening up. June 4th is the next session of the Amazing Career Project. It transforms people. If that's of interest to you, you can go to AmazingCareerProject.com and just sign up for the wait list, or send me an email at info@KathyCaprino.com and say, 'yeah, I want to be on the wait list,' so you can learn more about it. We're opening that enrollment on May 22nd. I'm doing a free webinar, actually, on the five biggest mistakes career changers make, so just actually sign up on my website at KathyCaprino.com. Just sign up and you'll be notified.
- Kathy Caprino: Okay. You wouldn't believe the rapid complete transformation of people when they start to be clear and start to say what needs to be said and do it the right way. I mean life can change. It literally can change overnight. What you have to be is prepared for the consequences. If you're not, if you really want to talk to your spouse, but just won't, you've got to look at what's in the way of me saying, 'This is what I need, and this is what I want.'
- Kathy Caprino: Obviously, it's going to go back to childhood. It's going to go back to self-confidence, self-esteem. I mean, your self-worth and your self-esteem is the bedrock for everything you do and say, for all your boundaries, what you feel you can say 'no' to. It's about what you feel you deserve, and how strong you are to get that. Prepare for the consequences. Here's one thing I would say: people are going to be mad at you when you speak up.

- Kathy Caprino: Like any of you who have parents, one thing I see over and over, parents don't want their kids to be mad at them. They want to be the best buddy. Forget it. That's not parenting. That's not parenting. That's not good parenting. You have to say things that will upset your kid. 'Honey, you know I've told you, these the things that I need you to do every week, and you're not doing them. Let's sit down and talk about this.' You're not your child's best friend. You're their parent. What I've seen over and over, and my most viral post, seven whatever point five million views, is seven crippling parenting behaviors that keep children from growing into leaders. Coddling them, rescuing them, not telling them the truth, making them a star when they're not a star. Not everybody's a star on the soccer team. It's not helpful. It's not helpful. I've seen parents cripple their children, because they think it all has to be happy. You're actually crippling their ability to be independent, self-reliant, successful people.
- Kathy Caprino: Yeah, when you stand up for yourself, people are going to be mad. Also, we learned in marriage and family therapy that everything's a system. Your family's a system. If you look at it like ... You know what a mobile is when it hangs from the ceiling, and there's lots of little pieces. When you move one piece of the mobile, the whole mobile shifts. That's what's going to happen. People are going to be mad, or they're going to be uncomfortable.
- Kathy Caprino: I remember I used to be very enmeshed with my daughter before I learned all this. I kind of just was too emotionally connected, so that she couldn't have her own emotions without me feeling it. That's enmeshment. That's being sometimes many of us are empaths from what we experienced, but it's not healthy for the kid. The kid needs to be able to feel what they feel, and not worry about how you feel about how they feel. That's a long tweetable.
- Kathy Caprino: I remember when I learned this, what I learned is you got to get out of her way. Let's say you've always been rescuing her to figure out ... or to do her homework, or whatever. It's time that you speak up. 'You know, Janet, sweetie, I love you to pieces, and I know I've been doing more of your homework than is healthy for you. I am now going to back off, and here's how that's going to look.'
- Kathy Caprino: When you do that, they're going to get freaked out, because they're used to you doing their homework, or you calling the teacher when they mess up, or you talking to the coach because they were disrespectful. You have to back out. It's going to upset them, maybe going to make them mad. These are the consequences of speaking up.
- Kathy Caprino: What I'm going to say is if all you want is everyone to be happy with you, you can get that, but you're going to get sick. You're not going to have a fulfilling life, and a successful life. If you're making everyone happy, you're not making yourself happy. You're not saying what needs to be said. You can't be strong and empowered and have everyone be happy with you every minute. It just doesn't work like that.
- Kathy Caprino: The sixth step I'd throw out to you here is practice. If you're going have to say something that's hard, that you think you can't, practice. Number seven is get some outside help. Let's fuse those two.

- Kathy Caprino: Whenever I give a talk, or have a conversation, I actually practice not just in my mind. I actually say the words, because words said out loud have energy. You can feel that energy, even as you're saying them. I'm also, I record on Zoom, and it's kind of like Skype. You can actually watch yourself saying them. You can record yourself. I'm looking at myself right now. You can record and say it, and it could be to your husband. 'The way you treated me in front of the kids yesterday, I can't have that. I can't, and here's why. Why I think it's bad for them, why I think it's bad for me, and why I think it's bad for our marriage.'
- Kathy Caprino: Now, most of us are not calm like that when we say this stuff, because we explode in the moment. Then we say all myriads of things that have been building up. By the way, you never do this ... When you start using absolutes, 'you never,' and 'you always,' and blah, blah, blah, you're out of control. That's why you wait. That's why you practice. That's why you get clear. All right, so you want to practice it out loud.
- Kathy Caprino: If you're struggling, it's always good to get outside help. Get a mentor. Get a sponsor. Get a coach. Write to me, and we'll have a session and work on it. If I were to work with you, for instance, I'm guessing I would sense all the layers of the emotionality, why you feel this is so hard, and probably it goes back to childhood. Sometimes it's really hard for us to see that in ourselves.
- Kathy Caprino: Get some outside help. Someone who really thinks the world of you. Someone who sees the future vision of you before it's hatched and knows you can do this; not someone who buys into your weakness, not somebody who wants you to stay small ... but someone who sees you at your highest self and loves you. Get help. Help them help you.
- Kathy Caprino: Oh, I did want to say, there's an amazing book, Gay Hendricks' book, 'The Big Leap.' I've interviewed Gay. He's amazing. He's the real deal. He talks about the upper limit problem that most of us have, that there's a limit of barrier to how much love, how much success, how much money, and how much health we feel we deserve. When we go over that, we sometimes sabotage ourselves, and push ourselves back down.
- Kathy Caprino: Often, our inability to speak up is also something trained that we're going to be disloyal to our tribe, or our family, or he calls it the crime about shining. That's one of the four barriers to this upper limit problem. Have you ever been in a situation where, 'Shh, tone it down, Kathy. Tone it down. You're going to upset your sibling, your friend, whatever, you're too confident.' All of these things make it hard for us to speak up in a powerful, assertive way that is successful.
- Kathy Caprino: That's why sometimes outside help is needed for you to be able to unpack all that, and understand why this is so hard for me?'
- Kathy Caprino: I truly hope and pray that this resonates with you, and that you choose the one conversation that you need to have, and that you say what needs to be said, but also hear what needs to be heard. You got to have that part of the equation. You can't just do all the speaking. You've got to listen and take in what's important to digest, so that you can move forward. The first step is to understand what you have to say, find the courage to say it so that you can honor your own boundaries, say no to what is not acceptable to you, and start living a happier, healthier, more successful and empowered life.

Kathy Caprino: I truly hope that's helpful, folks. If you have any questions, reach out to me, comment under the post, write to me at info@KathyCaprino.com, or info@FindingBrave.org. Either one will get to me. I truly hope this helps you speak up and say what needs to be said. Thanks everybody. Hope you have a wonderfully brave week, and I will see you next time. Bye now.

Kathy Caprino: Thanks so much for joining us today, and please don't forget to check out FindingBrave.org for more programs, resources, and tips. Tune in next time for your weekly does of Finding Brave.