

**EPISODE 792**

[INTRODUCTION]

**[0:00:33.8]**

*“FT: You have to put your own oxygen mask on first and then you can take care of everybody else. And you know what?”*

**[0:00:37.8]**

*SO: You got that line from me, girlfriend.*

**[0:00:40.7]**

*FT: I think I got it from American Airlines. That’s how I got that.”*

**[0:00:46.5]**

**FT:** Suze Orman is here everybody, keeping me on my toes as you just heard. This interview is probably one of my favorites for a lot of reasons. It was my first time meeting the Suze, so I wore one of my best jackets as a show of solidarity. It was also fascinating to hear her views on women and money today. May have thought Suze was enjoying retirement. Well, she's left at least temporarily to come out since the Me Too movement, she's been inspired to relaunch a new and improved edition of her best-selling book, *Women & Money*.

This is going to be a little bit of a different format than typical episodes on the podcast. You will hear from me, as well as Adam Auriemma, the editor-in-chief of Money Magazine, who invited us, Suze and I, to join a panel with him to talk about women and money. Here's the audio from that interview. For the full coverage, head over to [money.com](http://money.com).

Here we go. Here is Suze Orman.

[INTERVIEW]

[0:01:43.9]

**AA:** Hey, I'm Adam. I'm the editor of Money and I'm here with two financial experts; we have Suze Orman, the author of I think nine New York Times bestsellers, two-time Emmy Award winner and author most recently of *Women & Money*, which has been revised and updated since it was first published about 10 years ago. Welcome.

[0:02:04.3]

**SO:** Thank you.

[0:02:05.0]

**AA:** Here is Farnoosh Torabi, another financial expert of course and the author of *When She Makes More*, which is all about women who make more than their partners and romantic relationships, and a columnist at O and a regular on The Today Show and all sorts of places. Welcome.

[0:02:23.0]

**FT:** Thank you.

[0:02:25.9]

**AA:** Suze, we'll start with you. You wrote *Women & Money* about 10 years ago. In the time since then, you've left your show, you've somewhat retired to the Bahamas. Why come back now and write this book again?

[0:02:40.1]

**SO:** Here's the thing and it started with the Me Too movement. You have to ask yourself the question, why do women allow themselves to be violated? Why? In my opinion, it's because they need the job, they need the promotion, they need the part. Why? Because they need the money. Why do they need the money? To feed their family. Women will do anything, and I saw it in 2007-2008, they will do anything to take care of their family, especially their kids.

I started to realize the role that money plays in the Me Too movement and everything. While it is fabulous that women now are finding their voice and they're finally saying what's happened to them and there isn't one of us, I'm positive that it hasn't happened to really, especially in at my age it's happened many times, but I had the power to say no. I have the power to say no, because I didn't care.

It's not until women have power over their money. It's not so much even that they have money, but they have to have power over the money they have, because even really wealthy women who have money get violated. Why is that? It's because they have a manager and they have a this and they have a that, and they are still not taking their power with money. The subtitle of the book is to be strong, smart and secure. It's my way of trying to say, come on ladies. This is the time that you now have a voice. Let's have a financial voice. That's why I did it.

**[0:04:34.3]**

**AA:** You're saying in this year when women are finally speaking up about all sorts of things, isn't it time to start speaking up about money?

**[0:04:41.1]**

**SO:** No, I'm not saying that. It's not about speaking up about money. I'm not so worried about the women who have already been in compromising situations, because they now have an outlet and they can speak up, and chances are they're never going to do it again. I'm worried about the women who haven't yet been approached, that don't have any money, or they don't have power over the money they have and now they find themselves in a situation. I want them to be able to have a voice that says no. They can say no, because they have power over the money that they have. Did that make more sense to you?

[0:05:22.6]

**AA:** It does make more sense. Yeah. You feel like –

[0:05:24.4]

**SO:** He's a man. What do we expect? That's a low hit, but you know what I mean by that Adam. This is a serious, serious situation that we have on, had going on here. When you have major CEOs and personalities and newscasters and everybody now coming out, and I'm not so sure that enough people are scared enough about this movement yet where this is going to stop, unless women speak up for themselves, they speak up for other women and stand up for other women, and money has a role that plays in this big time, in my opinion.

[0:06:03.6]

**AA:** Sure. Okay, so how do they do that? What are you telling them in this book?

[0:06:07.5]

**SO:** This book has millions of them already out there. I have a saying in this book and I'm known for the saying, "self-worth equals net worth." If you can't value who you are, you're never going to value what you do with the money that you make. You're just going to waste it in all these things. It's going to come in and it's going to go out. This book really talks about not putting yourself on sale. Saying no, out of love for yourself, versus yes, out of fear what somebody else is going to think about you. It talks about money and relationships and how that all plays.

It gives you a financial empowerment plan where it literally takes your hand and where I'm saying to you, "Do this, do that, do that, do this, do all of these things." It gives them the resources. If they need a will, if they need a trust, go here, this is how you're going to do it. Take this course, do these things, have a debt eliminator, have an expense tracker, all for those things, you need those things.

This book is a personal educational system again, for women who want to be strong, smart and secure. There's eight qualities of a wealthy woman in there. You have to know who you are to be as powerful you're meant to be.

**[0:07:29.8]**

**AA:** We will get to those eight qualities of a wealthy woman. I would like to hear them. I do want to ask Farnoosh. Are you seeing the same thing? Are you seeing the same fear that Suze is talking about?

**[0:07:38.3]**

**FT:** I wanted to say thank you for making the correlation between Me Too and money. I don't think that is being talked about enough. I think that that was also the first thing that jumped out at me, why are these women continually, why are we all continually finding ourselves in these kinds of situations? There's a lot of factors, but one that was overlooked was financial security, because when you have financial security and you have savings and you have confidence in your financial plan, then that gives you the license to say no, or to walk away, to get out of bad situations.

I think it's also opening up the conversation now about truly when women make more, when women have financial independence, the world becomes a better place. This is not just a win for women, this is a win for everybody. Like any other "issue" that we can't for some reason get everybody behind, it's about making it a global issue, like the same with gay rights, right? It's not about gay people, it's about families, it's about human rights, right? Who doesn't want to get behind that.

For women's issues when it comes to money, my whole platform is about educating the women, but also showing the benefits when women are financially secure. It's for the ladies, but it's also for their families to be secure. It's also for the ability for the women to be able to stay in the workforce while they have children so they can continue to have their financial independence.

Companies win, they can continue to be in political landscapes. There's just so much benefit when women have the money.

Right now, not enough women have the money. They're not making enough of the money. They have to ask for it. We have to also create programs and the training, so that people give them the money that they deserve. It's a long road, but I think that the Me Too movement was the catalyst that we needed globally to start talking about this, as not just a woman's issue, but it's really everyone's concern.

**[0:09:39.7]**

**AA:** I figured, let's start with some positive. Your book is about situations, increasingly common situations where women earn more than their partners. In what ways are women better at money, better at managing money than men?

**[0:09:51.9]**

**FT:** Well, there's been a lot of study done about women and investing. Over the long run, women tend to outperform men in the stock market. I think when they look closely at why, it's because women, we are very thorough in our research. We don't do things for the thrill of it. We're not investing because it's exciting. We're investing because we have goals and we want to meet them.

As a result, we're not in our portfolios making all sorts of moves all the time. What they found was those patterns were more consistent with men than women. I think sometimes women get downplayed like, "Oh, we're risk-averse, we're not aggressive," but actually that works well for us when it comes to investing. I think studies like that are great reminders as to why women should be more active in the stock market. That's one thing.

Suze mentioned earlier, we will do anything for our families. That is why today we're seeing such a growth in women making more than their partners. During the recession, the man session, right, a lot of stay-at-home moms, or moms who were making less who saw their husbands lose their jobs because he was working in finance, or construction, or real estate

which were hard hit and traditionally male dominant industries. They're like, "Okay, well we're not going to – we could wait till you find your next job, but we have a mortgage to pay for, we have kids to feed." She would then would go out and work and bring home the big paycheck.

That to some extent didn't change for a lot of families. The women who emerged during the recession who took on those big important jobs are still doing them. Also we're seeing women go to college in higher numbers, graduate school in higher numbers that's paying off in the job market as well. We're very much interested in educating ourselves, so that's a big plus too.

**[0:11:41.3]**

**AA:** Yeah. Those are all really great positive things. Suze, you said recently, so this is partly about confidence, right? Because you said women fake orgasms and men fake finances. Okay, so what does that mean?

**[0:11:57.2]**

**FT:** Tell us all about that.

**[0:11:59.4]**

**SO:** I was like, "Yeah, figures."

**[0:12:01.5]**

**AA:** Why are men faking finances? What does that mean?

**[0:12:03.4]**

**SO:** I'll tell you why men fake finances. It's for 18 years, 20 years, whatever it was, I sat behind the desk and I literally invested people's money for them. The women would come in and they would ask questions. They didn't have a problem saying, "I don't know. Tell me that again. I don't understand that." Men don't even ask for directions. They don't have to even now ask for

directions, because we have GPS, but in the olden days, they never. They wouldn't say they didn't know.

I started to do this experiment where men would come in and their wife would go to the bathroom, because it would be a long session. While the man was sitting there by himself, I would give him the most complicated strategy you could ever think of. We were going to do these spreads and these straddles and we were going to do this again and this whole thing. I would say to him, "You understand what I'm talking about here, because we're going to make your income from this strategy?" He goes, "That sounds brilliant." I was talking nonsense to him.

His wife would come back, she would sit down and I would say, "All right, now tell her everything I just told you we were going to do." He would say, "Uh..." Where did the men get their advice from? Because I did a lot of consulting with Gulfstream and these major corporations that had thousands of employees, mainly men in the factories.

Joe would tell Jim, Jim would tell John, John would tell Larry and that's how they got their advice, because when it came to, "Well, how are you choosing what you should be investing in in your retirement plan?" "Well, Joe told us." Then I would interview Joe, and Joe wouldn't know what he was talking about. That's how Bernie Madoff happens. That's how scams happen.

Men in my opinion don't like to face their mortality, they don't want to do a will, they don't want to do a trust. They're usually the ones that are saying no to their wives that are saying, "But honey, we have to do this. If something happens to you," and they're like, "Not right now sweetheart." They're also the ones that just – they don't want to say I don't know. Now partly, women created that, believe it or not, at least years ago because women put this pressure on these men's shoulders. "You take care of me financially, I'll pay the bills, but you invest the money, you do this," and he loved her so much and his family so much that he was like, "Okay," and he had no place that he could turn.

It's so important in my opinion that financial education reaches both women and men, that you bring them together as a unit, as a unit. Women have to want to get involved and the men don't even know how to pay bills if they both need changing so. That's what I mean, when I say they



fake finances that they say they know what they're doing, and when you have a one on one with them, they actually don't.

**[0:15:13.6]**

**AA:** I mean, that's interesting. There's also these studies that say that women tend to hold more of their assets in cash. Men are out there faking their finances and just doing it, even though they might not fully understand it.

**[0:15:24.8]**

**FT:** They're faking until they make it.

**[0:15:26.2]**

**AA:** Yeah, they're faking it until they make it. Whereas women, I think according to some research are just waiting on the sidelines and they're missing out. How do we how do you talk about getting that back into balance?

**[0:15:37.6]**

**FT:** Well, I don't think either practice is – there are flaws in both of those ways. I think, the middle road is get an index fund, right? Low fee, write it out, believe in the market, don't make knee-jerk reactions, don't be in there day trading and Bitcoin, forget it. It's just about the plain vanilla boring path, which I think everybody can get behind. I mean, because it's really what it tells me is it simple, it works historically, been proven to work, and as long as you believe and I believe in the American Dream and the American Dream fuels the stock market to an extent. Of course, we have lots of different good days and bad days. I think that if you can get behind that, I believe in indexing. I believe in just the middle road and that's the happy medium, right?

**[0:16:29.7]**

**AA:** Right. Just about giving women the tools that they can get there right?

**[0:16:32.6]**

**SO:** Here's what I found works so great; women love when things are on sale. They do. They wait, they'll buy it cheaper. They love that. Whenever I tell a woman you should be wishing and praying and hoping that the stock market goes down, you have 30, 40, 50 years until you need this money. You want to start investing and you want to see the stock market go down. You explain dollar cost averaging to them, and why buying these stocks on sale is exactly what they want to do. They should all start with an amount of money that they're not afraid to lose, \$100 a month, \$300, whatever it is.

As soon as they get that, it's okay, and they'll be better off when the market goes down for the long run, because they're buying more shares. We've taken the fear out of it. Because they're afraid, what do you do if the market goes down? I don't want to buy if the market goes down. I'm like, "Oh, no. You want to buy when the market goes down."

All of a sudden, when I do that in big companies you see an extraordinary sign-up with women in their 401ks that hadn't signed up before. It's a fascinating thing. Take the fear out of something, make it regimented, absolutely do the index funds and that's the winning ticket.

**[0:17:53.2]**

**FT:** It's simple. It's very mystifying. I'm going to be the first to say, I didn't invest in my 401k until someone at work said just do it. Just do it. If you don't like it, if it's too much money, you can always turn it off, but there's a match. I mean, it took another woman to tell me that it was a good bet. I think that's also what needs to happen. We need other women who've been there, done that to say, "Girlfriend, this works. Do it. Just put your money in it," because I think there's also a lack of trust as well. There's fear, there's a lack of trust, there's lack of experience. For the women out there who have the experience, who have the confidence to be the ones to mentor, I think is so important.

**[0:18:34.3]**

**AA:** To go back to what you're saying about sales, that struck me is interesting because you also have been talking about this idea of women putting themselves on sale.

**[0:18:42.4]**

**SO:** You bet they do.

**[0:18:43.0]**

**AA:** What does that mean?

**[0:18:45.3]**

**SO:** You see it all the time. You go in and I get a hair – I live in Florida, right, as well.

**[0:18:53.0]**

**AA:** As well as the Bahamas.

**[0:18:53.8]**

**SO:** As well as the Bahamas. You go to these places, you're used to New York prices, all right. You go to these women who are giving you a haircut and whatever and this one woman spent three hours with me a while ago, the whole thing. The whole bill came, the whole bill came to a \$135 dollars, for a color, cut, blow-dry, she had it done, did a conditioning treatment, all the products, and I walked away with two little things.

I looked at her and I said, "Are you crazy?" She said, "Well Suze, if I charge more, I'm afraid that the people won't use me anymore." I said, "But, you're not making any money. You've put yourself on sale. You are one of the best hairdressers I've seen, the best colorist. Oh, my God. You should be charging 3 or \$400 for this at least."

**[0:19:50.5]**

**AA:** You would have paid that.

**[0:19:51.5]**

**SO:** I did. I gave her a tip of that. They won't do it. They're afraid to ask for what they really want. They put a price tag on themselves as to what they think people will pay. What's interesting is during the 2007-2008 downturn, the reason that so many women all of a sudden became in the workforce is that they were willing to go and take a decrease from a 100,000 a year to 30,000. They were willing to give up their vacation pay. They were willing to take a cut if that meant that other women and people got to keep their job as well.

The men, they would not go back to work. They were making 200 thousand a year and they would not go back to work for an \$80,000 a year job. They would call into the show and they go, "I am waiting until I get another job." When the wife has that job, she's not waitressing, she's all of it. Women tend to settle for less. They don't ask for what they know they're worth, because they are afraid of the consequences if they speak up. They put themselves on sale.

**[0:21:02.4]**

**AA:** This idea of fear keeps coming up. We keep talking about fear. I mean, how do you make someone less afraid?

**[0:21:07.7]**

**SO:** Fear, shame and anger are the three internal obstacles to wealth. Bar none, that is the exact three internal emotions that keep you from being more and therefore, having more. The only way to do it is by taking action.

**[0:21:24.7]**

**FT:** Just jump in the deep end. I also think that we are new to the territory. We're new to the career territory. We're new to the money territory. We've been home for eons, right? We're just

hardwired. This is not second nature to us, still even after so long and especially if you're looking at how your mother did things, or how your grandmother did things, or how – how our relationship with money today, I think women in particular is so much a reflection of how we were raised and the modeling that we had growing up and that's just compounded over all of these generations. If you had a family history of women not working, or women who weren't making the money, that's really hard now as a professional woman who's trying to make a career out for herself and make money and build wealth. That's really challenging.

I think that there is a lot of fear, there's a lot of insecurity, but there's a lot of still lack of knowledge and experience that is going to take time. To Suze's point, I think you just have to dive in and do one of these and jump in and just know that there's people there to support you.

**[0:22:31.6]**

**SO:** Here's the other thing that's really important, just a little bit ago I was in New Orleans speaking to women lawyers, partners, associates all making six figures and above, a few thousand of them. I was so excited, because I thought finally I'm going to speak to a group of women who are making money and they're going to be powerful with their money. I brought a camera crew, because I wanted to capture this on film. None of them wanted to be interviewed, none of them wanted to talk about it. They came and would talk to me one-on-one, but not on camera. They didn't know where their money was invested, da, da, da, da, but here's was the key; they didn't want their families to know.

These are all minority women; how much money they were making, because they were the only ones who went to college, they're making the money, they now have a brother, a sister, parents are different. I always think you have to take care of your parents no matter what, but an aunt, a cousin, a this that all wanted their money.

They were giving it to them and they had very little left for themselves. There are many personalities, very famous women who made millions of dollars that don't have a penny to show for it today, because they've given it all away.

**[0:23:58.0]**

**FT:** We have to think of ourselves first. It seems selfish, but it is you have to put your own oxygen mask on first and then you can take care of everybody else.

**[0:24:07.3]**

**SO:** You got that line for me girlfriend.

**[0:24:10.1]**

**FT:** I think I got it from you, American Airlines. That's how I got that.

**[0:24:16.9]**

**AA:** Well, you have a nice line that's along these lines. You talk about in your book, break the glass ceiling, but carry a shield. You say many of us are getting seriously cut on the way up as stresses between work and home, life accumulate. We worry about keeping our jobs, preserving our income and painting a happy life at home too. It's high-stakes life for sure. What does that mean to carry a shield?

**[0:24:42.8]**

**FT:** Well, to protect yourself, to take care of yourself. Many women debate over whether to get the massage, or to get the nice haircut, or to go to like a girls' weekend, or to hire a cleaning person, or to ask their husband or their partner to chip in and help with the childcare, because I think that well, for a lot of reasons, there's pressure to feel you have to have it all, do it all, despite the fact that we we're making so much progress. I think we have a lot of antiquated views as far as what are women's roles when it comes to family and marriage. That's a lot of pressure, especially if you were raised in a traditional household.

I'm Iranian. My parents while they always said, "Go out there and shoot for the stars, get the raise, get the promotion, college, what about grad school?" "Oh, you're not going to marry up financially?" Like, "Huh, how's that going to work?" When you have kids and you will obviously want to take care of them Farnoosh, because you're the woman and you're the mom and you're

making more. I got a lot of mixed messages. I felt like I had to be my biggest advocate as a result, my biggest supporter in my financial life, in my personal life.

That's what I mean, carry a shield. You're number one in this life. A lot of people depend on you. It is worth it to invest in your well-being. That also means, ask the really terrifying questions like, "I would like to make more. Can I get the raise? Can I get the promotion?" That also is inhibited by our fear and security, but we just have to get onboard with the fact that we are the most important people in our lives.

**[0:26:30.1]**

**AA:** Great. You talk a lot about saying no, saying no out of love, rather than saying yes, out of fear, right?

**[0:26:36.1]**

**SO:** Yeah, because everybody says yes, out of fear of what everybody else will think of them. Women care a lot what other people think about them. In regards to your statement about carrying a shield, the way so you mean it how you mean it, but how I would take that – it's interesting. How does another powerful woman take what you've written with that, is that when you break through that glass ceiling and I have, there are still – that you have got to carry a shield, because once you've made it, you have a whole world that wants to tear you down.

**[0:27:12.2]**

**FT:** Yes, yes.

**[0:27:14.5]**

**SO:** They love to build you up, but they love to tear you down. I see it all the time. You have to have – my sane is the dogs keep walking – the dogs keep walking as the – the elephant keeps walking as the dogs keep barking. You have to just keep doing it, but I would take your comment to be just because you've broken through that glass ceiling, be careful, because somebody's

going to try to cut you big time. You have to be able to protect yourself and use that shield against all the daggers now that are going to come your way.

When you haven't made it, nobody spends time shooting at you. You shoot at yourself. Once you've made it, now everybody is shooting at you, because it's their victory if you fail. You're the only one who can protect yourself. That's how I interpret that saying of yours.

**[0:28:10.4]**

**FT:** No, it's true. You have to have a strict framework as to how you're going to live your life, what are your values, saying no, I love saying no right now, it's one of my favorite things to say. I feel like I've earned it. I've arrived at a place in my career and in my financial life where I used to say yes to everything, and that was a strategy too in my 20s and early 30s, because I wanted all the experiences, I wanted to fail and fail fast then, not now. Maybe that sometimes means FOMO, like fear of missing out on certain opportunities, but I feel at the end of the day, I have to stick to my ground and just put a – say no.

**[0:28:50.3]**

**AA:** Carry that shield.

**[0:28:51.0]**

**FT:** Carry that shield. Adam, Suze.

**[0:28:54.7]**

**SO:** Say no out of love for herself, versus yes, out of fear of what others will think, out of loss, out of all of that. That's the hardest thing for a woman to do.

**[0:29:06.1]**

**AA:** Can you talk about a recent time maybe when you've said no?



**[0:29:08.9]**

**SO:** I say no all the time.

**[0:29:10.6]**

**AA:** You didn't say no to me.

**[0:29:13.4]**

**SO:** No. I say no all the time. It's, "No, I'm not going to pay for this. No I'm not –" all the time. Once you have a significant amount of wealth and people have an idea about how much wealth you have, you'd be amazed at how many people come to you to help them. I have another saying, which is sometimes helping is hurting and hurting is helping. To get people to understand, "Oh, they can do this on their own." I say no constantly Adam.

**[0:29:47.3]**

**AA:** Is it no, because? Is it no, because –

**[0:29:49.6]**

**SO:** No, because I don't want to.

**[0:29:51.9]**

**AA:** No, because I don't want to.

**[0:29:52.7]**

**FT:** That's an important different. Like no, I don't is better than no, I can't, because da, da, da, da, da. Just no, I don't do that. This is a very small example, but I have two kids, I have responsibilities at home, I'm also – I'm usually in bed by 9:00. If somebody wants to get a late

dinner, or go to a late event for work, no I don't do that, because in my mind, I'm selling – just my internal dialogue, because that's just how my life is right now, and that's how I know I can keep sane and I can keep functioning and I can then have the energy the next day to do what's really important. That I think for me, I feel less like I'm letting them down and myself down by just saying no, I don't do that, but maybe we'll do breakfast.

**[0:30:43.5]**

**AA:** Let's talk a little bit more about relationships. I think that's so much where these financial struggles come to light. What's the red flag? For a woman in a relationship when it comes to having a partner that is going to be a true partner, what are some red flags?

**[0:31:02.8]**

**SO:** There's like so many of them. The first thing is before you ever say I do, you better know your spouse to be maybe, their FICO score, their credit reports, you better be looking at their financial habits.

**[0:31:17.4]**

**AA:** You said first FICO, then sex.

**[0:31:19.3]**

**SO:** Yes. The reason that I say that, right, FICO first then sex, Oprah loves that comment, is because of this; once you start getting sexually involved with somebody truthfully, you go into lust. It's not love. You think it's love. Love is when it gets hard and you stick through it. Lust is when everything is great and you can't wait to go home every night and crawl in bed with them and you don't want to get out of bed with them. It doesn't – listen, it doesn't last forever like that. You're tired, you have to work. No.

In the beginning of a relationship, it's like every night it's there, you're in lust, and you're blind, and you're not seeing all the little signals; big tipper, always has to buy shoes, oh, my God always is buying electronic gadgets. All these things goes to the racetrack, likes to drink, or spend money that way, likes to gamble, all of these little red flags people miss. The biggest one

really is to sit down and say, "All right, let's both check our scores, let's both show each other our credit reports." If somebody has a bad FICO score, credit score and a lot of late payments, I would get rid of that person so fast, they can't even tell you, unless there was a good reason why. They got sick, they were in an accident, they didn't have any insurance, their spouse second divorce, they were taken, but they better be willing to tell you about it, and you shouldn't even have to ask them about it.

They should be telling you, "Sweetheart, I just want to tell you right now I'm a total financial mess. Here's the reason why." If they don't have a good reason why, because their mess very shortly is going to become your mess. I guarantee you, financial abuse will start to happen and there will go the relationship.

**[0:33:14.4]**

**AA:** Okay, so we're talking about women in relationships. Farnoosh, what are some of the biggest red flags to look out for when you're looking for a partner who will be a true partner when it comes to finances?

**[0:33:24.0]**

**FT:** I think a partner who really appreciates that if you are a career-driven that you're career-driven, that you're not going to maybe arrive at motherhood and necessarily become the de-facto stay-at-home parent. I'm hugely passionate about this, because too many career-oriented, educated women are arriving at parenthood, because it's expensive and finding themselves opting out of the work force unwillingly. I think that's a huge tragedy for a lot of reasons. It's important that you really find the partner who doesn't see your career as a hobby, or as a short-term thing, or as just that you're dabbling in, that he really supports you.

Also that if you are someone who is financially independent as a young millennial woman and we know that in a lot of metropolitan cities, areas, actually millennial women out earn millennial men, because again, the college statistics. Dating can get tricky. To a man who really appreciates that too, who's not coming over to your house and going, "You live here? Or where's your roommate? Oh, you live by yourself?" Making a joke about it, this has happened. Women

have told me that their dates will be sarcastic, or undercut their clear ability to take care of themselves financially. Huge red flag, huge red flag.

**[0:34:43.8]**

**AA:** Yes, I would say. Sarcasm. Sarcasm, it's a red flag.

**[0:34:45.6]**

**FT:** Yeah. I mean, sounds obvious. Sarcasm is a red flag.

**[0:34:48.6]**

**AA:** Especially when it comes to your career and your finances, or where you live.

**[0:34:50.6]**

**FT:** Yeah, it's not a funny joke.

**[0:34:52.6]**

**AA:** No. It's not funny. We don't have much time left. Maybe we should end with a few action items. Money readers love to know what to do. We've already talked about a couple. One of them being just invest in the index fund, a \$100 to \$300 every month, dollar cost averaging. We've talked about other things too, but Suze what's a good action item to take away from this?

**[0:35:20.5]**

**SO:** It's so hard to just say one action item without knowing who I'm talking to or whatever, but the main action really I would say to somebody is step towards your money, rather than away from it. That if you really want to find the best financial adviser in the world, look in the mirror, because nobody's going to care about your money more than you do. What happens to your money, directly affects the quality of your life, not your banker's, insurance agent's life, your

financial adviser's life, but your life. This isn't rocket science people. Everybody can do it, everybody should do it and everybody who does it will be happy that they did so.

**[0:36:04.2]**

**AA:** I love that. Step toward to money.

**[0:36:06.2]**

**FT:** I mean, how do I follow that? I would just say, also find your people. Don't do this in a silo. You don't have to do it alone. Women, I think we're really great at connecting and finding that network and finding mentors and asking the questions. Continue to do that and build your team. It's a financial adviser, it's a girlfriend who's been there done that. Workplaces now have so many organizations for their female employees for career coaching and financial coaching. Tap into these resources; books, podcasts, magazines. I mean, the resources are out there. We're at the heyday of I think financial content, especially for women. I'd love to see more. I think that's the great opportunity now to really grab.

**[0:36:50.4]**

**AA:** All right.

**[0:36:51.1]**

**FT:** Thank you so much Adam, for having us.

**[0:36:53.1]**

**AA:** Of course. Thank you, Suze.

**[0:36:54.5]**

**SO:** Anytime Adam.

[0:36:55.9]

**AA:** All right. Signing off.

[END]