

EPISODE 1724**[0:00:00]**

FT: So Money episode 1724, how to quit your job once and for all with Goli Kalkhoran, Founder of Lesson from a Quitter.

***GK:** Corporate America, capitalism, they have their vested interests in like keeping you however they want to keep you in one profession, let's say. But when you look like at a human being, it's absurd to think that like you're the same person in your 20s, that you are in your 30s or your 40s or your 50s. Of course, you're changing. If I told you, you have to hang out with the same people and go to the same restaurants that you were, you can't quit. You chose that.*

***FT:** My mother would love that. Let me tell you, people, some creatures have habit.*

***GK:** Some people do love it. But I think for the rest of us, it's like, "Yeah, I don't like that anymore."*

[INTRODUCTION]**[0:00:08]**

ANNOUNCER: You're listening to So Money with award-winning money guru, Farnoosh Torabi. Each day, you get a 30-minute dose of financial inspiration from the world's top business minds, authors, influencers, and from Farnoosh herself. Looking for ways to save on gas or double your double coupons? Sorry, you're in the wrong place. Seeking profound ways to live a richer, happier life? Welcome to So Money.

[INTERVIEW]**[0:01:05]**

FT: Welcome to So Money, everybody. I'm Farnoosh Torabi. It's September 18th. We're talking about what's on a lot of people's minds in 2024, quitting their jobs. Yes, it's reminiscent of the great resignation, but in 2024, about 50% of workers are eyeing the exit. That's according to LinkedIn and a Microsoft study that says more people want to quit their jobs now than even during the pandemic, whether it's because they want to find better paying work to address the rising cost of living, or just getting the heck out of your company or your industry and starting fresh on a professional path that you actually enjoy. But will they quit is the question? If you're thinking of quitting, are you going to do it?

Our guest today is helping people jump the hurdle. Goli Kalkhoran is a master certified life coach and a former attorney who helps unfulfill professionals create a career and a life that they actually like. She's the host of the Lessons from a Quitter podcast where she uses her platform to de-stigmatize quitting and provide resources and inspiration to individuals who want to pivot from their established careers. We talk about why our culture is so afraid of quitting, how to actually afford the move, both financially and energetically. Goli shares her own difficult journey of quitting her law career and the many pivots that followed. Here's Goli Kalkhoran. Goli Kalkhoran, welcome to So Money. I can't wait to learn how to quit a pro.

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GK: Thank you for having me. I'm so excited to be here.

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FT: Among all of your accolades, you were also an expert napper, which did you see that study that found that those of us like me and you who need naps, we have bigger brains.

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GK: I always knew that it was a sign of intelligence.

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FT: Right? It's not laziness. It's not fatigue. It's just, well, it is fatigue. Our brains are working overtime.

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GK: Absolutely. I was actually just talking about this in my community. Half the world takes naps, like it's a part of the culture, like –

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FT: Exactly.

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GK: Simply because we decided that we need to work all the time here. It doesn't mean that that's how our bodies are made. I feel like we're just actually listening to the way that the human body should be operating.

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FT: Yeah. Speaking of which, we should be destigmatizing quitting. We've also been operating under this expectation that success means sticking to something, pushing through, enduring at all costs. You have built an entire platform around just this idea of, hey, you think you need to quit? I'm going to help you. I think that's okay. I first want to just understand, and before we get into your own quitting journey and all the ways that you're helping everybody, how did we arrive at this place where so many of us, and I don't know if it's just the media is covering this a lot. Obviously, the pandemic led to a lot of burnout. But for me, I wonder if it's also generational?

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GK: Yeah.

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FT: From my perspective, where we suddenly have a lot of people that are not settling. We rush into a career, we go, "What? Is this it?" Then we desire to pivot, whereas I feel like my parents and my parents' friends, they just stuck to it. It was never like they were so overjoyed by their careers, but for them, that wasn't even the point.

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GK: Yeah.

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FT: So where did we shift that culturally? Where did that paradigm shift happen or how?

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GK: I think there's a couple of things that have happened in the landscape of careers that have forced that shift. One, I think it's that during our parents' generations, there might have not been as much opportunity, like for instance, 30, 40 years ago, most people, like entrepreneurship wasn't an option, because the only way to be an entrepreneur was Brick and Mortar store, tons of capital. There was no online entrepreneurship. So, for most people, the only way to meet ends meet is to have a job. Oftentimes, that was also limited by geography. There was no remote working. There was only so limited of like opportunities that you had.

I think when you don't have as much choice, for better or worse, sometimes you're happier, because it's I have these three options. I'm going to be one of these three things. I'm just going to choose one. Whereas as technology has progressed, and we obviously have way more options and people are seeing like, "Hey, I don't have to put up with these terrible conditions at the factory. I could maybe go do this thing, or I could work remotely. I could gain these skills."

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FT: Yeah.

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GK: I think it was that. I also think it's the same benefits that our parents got we don't get. I think a lot of people, did try to do that same paradigm of like giving loyalty and staying at a place and trying to climb the ladder. Then they got laid off, or they got kicked out, or the pensions aren't there. So, it's like, I think a lot of people just became disillusioned and woke up, and it was like why am I giving everything to this company that is willing to kick me out on my butt as soon as they need to? If there isn't this loyalty, it's not a family. I think people, our generation started to be like, "Wait a second. This seems very one-sided. I need to look out for myself." So, for me, I'm going to start thinking about where else I can work and all that stuff. I think quitting became more acceptable.

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FT: I think that's so true. That's so true. You're right. Back in the 80s, you weren't going to start a dot-com. You weren't going to start a coaching business, reaching millions of people globally. You couldn't.

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GK: You are limited. Yeah.

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FT: How much of it do you know – I mean, we'll talk about this later, perhaps we'll get into it more, but you brought up this notion of we see these options. We think, "Oh, well, am I really happy doing what I'm doing?" So, sometimes FOMO can be misleading.

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GK: Totally.

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FT: So, just quickly touching on that piece of it. Because I think I want people to feel not feel like they're being drawn to something just because it's like the cool, popular, exciting, entrepreneurship. I'm using – right? It gets cast as this like better way to live out your career aspirations, but it's not always.

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GK: No. I think that the thing that tends to get lost, especially in social media, is the nuance. I think the more we all can really accept that most things are and, right? It's not either or. Entrepreneurship is amazing. It can give you a lot of freedoms. It can provide a lot of opportunities. People see that. That's great. It's not as easy as people say it is. It doesn't happen in six months. You're not making six figures in six months. I think a lot of times people get swayed one way or the other.

I also see people being like, “Oh, this is all a hoax. It's all a scam. Businesses don't.” It's like, no, a lot of people are really creating really great businesses, but it's not as easy as the Instagram gurus want you to believe and to buy their courses or whatnot. So, it's like – yeah.

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FT: You nailed it.

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GK: Yeah. You will have to know both. It's okay to want that to say I want more freedom. I want more flexibility. It might not be as this like shiny thing that everybody is showing me.

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FT: Yes. Getting into your story a little bit on your website, you talk about how you're – in addition to an expert napper, the quintessential risk-averse people pleasing type A personality.

You studied hard, you got good grades, you followed the predictable path to a great law school. Then never really questioning what being a lawyer actually meant. I mean, that for me was very much my narrative too. I think I got to college. I was goalie until college. Then I was like, I'm going to study pre law. Then I was like, wait a minute. I don't actually like political science. I don't want to – most lawyering involves sitting at a desk. It's not like law and order. What was the permission that you were failing to give yourself along that road of excellence that it didn't even occur to you that you could stop and be like, what do I want? Right? Why or how were you not giving yourself permission?

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GK: That's such a great question. I was going to say you were much smarter than me, because you caught on faster than I did in college. I waited until I got through law school. Honestly, I can't even explain how I didn't even realize it was a possibility. I didn't realize I could even question and say like maybe I don't want to go to college or maybe I don't want a grad degree, like I – this path was laid out for me. I was lucky or unlucky enough to be really good in school. You start getting that the paths on the head and the validation. So, you're like I'm doing something right.

I didn't even have the well, how to question and be like, maybe this isn't the path. I think at the time, I really had bought into the narrative of like society and like, well work isn't fun. You just have to pick something, and you're going to be an adult, and you got to be stable, and you got to find a career that you're going to be successful in. So, it wasn't even like, there was times in college that I thought like maybe I could go into another, let's say do I want to be a psychologist? Do I want to be – I did think about maybe potentially other fields, but there was never even a questioning of like, what do I want?

I had so bought into this idea of like it doesn't matter what you want. This is what you do. I think as the daughter of immigrants, as like I'm sure you relate, it's like you just see such hard work and hardworking, like hardworking parents and people and a lot of people that don't get to like see what they feel like every day. You're like, okay, well, who cares how I feel? Like you got to get the good grades, so you can get – like this is the step, follow the steps, don't ask questions, do well, and you'll be okay.

I truly did not look up and look around until I graduated law school. I went through law school and when I got to be a lawyer, that's when I finally was like, "Oh, I made a mistake. Where am I? I don't want this." It was, you know, much later than I think a lot of other people might have questioned it.

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FT: It took you a year to go from, I don't like this to, I'm going to quit. Thanks to your husband's support.

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GK: Yeah.

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FT: What were some of the highs and lows of that year? What were the fears you were feeling? I'd love to now grow into talking about this global frame of like all of us fear around quitting and what you want to educate people on.

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GK: Sure. Yeah. I have to say like it took seven years of me working as a lawyer and being miserable the whole time to even get to that year.

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FT: The whole time, not even one bright spot?

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GK: I mean, yes. There was times where I was –

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FT: The money was good.

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GK: The money was good in certain things. I was a public defender for a lot of it. I was very passionate about the cause. There were certain things that I did like about it, but I on the whole was sort of, felt very trapped from the beginning. I think that it even took me really seven years of being – of knowing deep down that this isn't right and continuing to do it to even get to that year where I started questioning. Like for those previous seven, I wouldn't even let myself question it.

It was like again like, okay, well, this is what you've done. This is your degree. You got to stick to it. I think in that year, what my husband really did help me parse out was it started very, I think for me, it had to start very small. It was just the seedling of like is there something else I could do even with this law degree? I just really started with like what's adjacent to law? What could I use this law degree to get another job in?

I wasn't even like farfetched of like I want to be an entrepreneur. That was nowhere on the horizon. It was simply like, if I'm so unhappy doing this, could I look at other lawyers and see what they do with their law degrees? Maybe I'll go work at a law school. Maybe I'll, you know – but that was the start of it. The more I started like really pulling at that thread and admitting to myself, like I am unhappy here and it's okay for me to say that I don't want to do this.

That took me a really long time to admit that even to myself, not even out loud, but to say like, “Am I really going to – at the time, I thought, “throw away” 10 years of schooling and over \$100,000 that I paid for the degree, and all of the years that I built up this resume, and all of this stuff. I had like really successful jobs. I went to a great law school and stuff. It was like, you're throwing away all of this. So, I think that's a lot of the big fear for a lot of people is am I wasting all of this time? What if I regret it? I was a big one. I was like, “What if I leave this?” Then a year I've ruined my prospects. I can never get a job in the law again.

I was, it was very like catastrophizing of like I'll never recover from this. It took me a year to calm myself down to be like, maybe it's okay. Maybe I can find something else. Maybe even if this doesn't work, I can come back. Can I make room for that and start dealing with just these overblown fears that I had that obviously turned out not to be true? So, that's what I was grappling with in that year.

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FT: Yeah. We all go through that cyclone of doom, you know. But it's like we forget that you can make a choice. Then you can make another choice. Choices aren't finite. Life isn't finite. Pivots aren't finite. But I want to talk about affordability, like when you can afford to quit financially and energetically when the great resignation and the quiet quitting movement were happening, and we were reading all about these heroic stories of people, either defying their employers while at work or just leaving, this was like during the pandemic. As we were emerging from the out of the pandemic, I couldn't help but think that, oh, well, this is a privilege, right, to be able to walk out of your office without anything else lined up. That's not something everyone can afford to do, because a job pays and life costs.

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GK: Sure.

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FT: What are your thoughts on that? What's your advice for someone who's like, okay, I'm ready, I have a mindset, but I just don't know if this is the right financial move for me.

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GK: Yeah. I think you're absolutely right. It is a privilege. I think everyone's situation is different. So, everybody's plan should be different. That's whether it's good or bad, and obviously it's not fair, but it is what it is. The thing that I try to really get people to understand is that there's two

parts to this. There's the math, which is like the actual finances. Then there's all the mental drama. That's really what we have to get clear on, because what happens is you're right. There are some people who cannot quit right now, right, like we need the income, we wouldn't be able to make our expenses. Fine.

Can we start then planning like, okay, how much do you need to save in order to be able to quit? Would you be able – like if your expenses, would they be able to be covered with let's say a part time job while you work on something else? You can start then looking at like what are my options? Can I quit in three years, in five years? Can I work towards that instead of torturing myself every day and telling myself I want to quit, when I can't?

The other side of that coin, though, a lot of what I've talked about and where I was, what was fascinating in my situation is I did have the privilege, I had a spouse, and we had saved a lot of money and we could leave. I still was so sold on this belief that we were going to be financially ruined if I left, right? This is what I mean by the mental drama. I've coached so many people who create these like financial runways and they say, "Okay, this is my number and I want to get to this, I'll quit." Then they get to that and they're still scared.

They're like, "No, no, I need one more year. I'll work one more year. Then I'll get to that." Right? So, it's like there are some people that do have the privilege and still stay and are miserable and are like on anti-anxiety and anti-depressants and having panic attacks, but can't get them self to leave, because we've been so ingrained on like, if you don't have a paycheck every two weeks, you're going to become homeless, let me get a man down by the river, you know?

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FT: Like also, so much of your identity.

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GK: Yes. Totally.

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FT: Which is survival. We need to know who we are.

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GK: 100%. There's so much wrapped up in it, but that's what I mean by the mental drama is like I think the math of it, of course, you can't overlook. You have to know your finances, you have to know, can I even quit? Is it a possibility? What would that look like? Do I need to bring some income in? But that actually it's like relatively easy to figure out. The rest of it is what's so hard to overcome, like this, who am I if I'm not a lawyer? What is everyone going to think about me? What if this ruins my prospect of like making money in 10 years? Those are questions you – there isn't a really good answer or certainty.

What I have found is that like oftentimes when people do get down to the nitty-gritty of the money, it's something that they can create a plan around. They can decide like, okay, I can't quit now, but my goal is going to be the next three years. I'm going to like save as much as I can. I'm going to pay out down this debt. I'm going to do whatever to be able to quit. Then I'm working towards something as supposed to, I think oftentimes when we're like just spinning in the what ifs, what if this doesn't work? What if I regret it? Then we like never move forward with anything. We never even look at our finances. We have no idea what it even looks like. That's what I counsel people to do. It's like, at least let's get like really intimate with the numbers so you know, could you even quit?

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FT: Right. How did you decide what you were going to do next?

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GK: I wish I could say that like, “Oh, my God. It was like this wonderful plan and I just executed it.” But no. I spent – and the reason I actually started my podcast Lessons from Quitter and I started this helping people is because it took me three or four years to stumble my way through it. I spent so much time in shame and guilt and all of these really negative thoughts about

myself, and about how I failed, and about how I failed my family, and all of this extra thing that I didn't need to have.

The nitty gritty of how I started figuring out is I was – when I say I hadn't looked up, like I was so lost. I was like I don't even know what other jobs there are. I just started going to meet up groups. This was back in like 2014, right? I was just like, I went to so many meet up groups that I had no business being at, but I was like, I just want to see what these people do. I wanted to ask them how did you get it – like people talk about product manager. I was like, “I don't know what that means.” What is a product manager at Google? What do you do? I would start just like trying to be like I need to figure out what else is out there. What can I do? I would meet with people and I would reach out to people and set up informational interviews and do all of these things to try to get another idea.

It just so happened that at a lot of these meetups, I was just pulled towards the entrepreneurship type meetups, like every time I went to those, I felt the most alive. I felt the most excited. I love talking to those people about what they were doing. So, it started again, planting a seed of like, “Could I start a business?” What's really fascinating is sometimes we spent so much time doubting ourselves. I spent so much time, even at the time, I kept telling myself, I don't know what I'm doing. I have no idea. I could never start a business. I would go to these meetups where like, it's like these 23-year-old bros that would get up and do like a shark tank style pitch. No background in anything. I've never made – just like all the confidence in the world.

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FT: Oh, yeah. Meet the ochre white man. Have that confidence. Let's have that confidence.

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GK: Seriously. It would make me like question of like, I have a law degree from like a top 10 law school. I've succeeded in every job I've ever – like why do I think I can't do this? It was a really like good way of me like starting to see how much I was doubting myself and how much of this imposter syndrome was bullshit. That started getting me on the road of wanting to build a

business. I built another business that was completely unrelated. It's a photobooth business. I say all this to say. It was a very long road. When I –

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FT: Wait. Did you say a photobooth business?

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GK: Yeah.

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FT: Wow.

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GK: It was very random.

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FT: That's amazing. Do you still have the photobooth?

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GK: I do. I still have the photoboos. We still use them for our parties. I learned so much in that business. I learned –

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FT: I'm sure.

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GK: I learned, I mean, software. I like learn manufacturing. It was such a confidence boost for me to be like, I just learned all of these things that I had no idea how to do when I built a product and I put it out there and I sold and I made up a successful business. But like I said, that wasn't like overnight. It took me a while. That was, it was through that that I really changed how I thought about myself, how I thought about my future, how I thought about quitting, which is where it led me to like Lessons from a Quitter and wanting to have this conversation and being like why do we think that we can't change? Because I did think I couldn't change until I did. That's how I ended up here.

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FT: Do you want to change the word quit to something else?

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GK: Yes.

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FT: What?

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GK: Well, I don't want to change the word quit. I want to change the connotation. That's why I've had so many people tell me, "You should change your brand. People don't like to be called a quitter, like people don't – I was like, "Yeah, that's the point." We can make it flowery. We could talk – let's call it a pivot if you want. Fine, but it's still quitting, right? I think that there's nothing wrong with that word. I think the fact that we have been misled into this BS of like winners never quit and quitters never win. No, of course winners quit. They figure out what's not working and they quit it very quickly. Then they keep moving on to the thing that is going to work, right?

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FT: Yeah.

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GK: I think that – listen, corporate America, capitalism, they have their vested interests in like keeping you however they want to keep you in one profession, let's say, but when you look at like a human being, it's absurd to think that like you're the same person in your 20s that you are in your 30s, or your 40s, or your 50s. Of course, you're changing. Like if I told you, you have to hang out with the same people and go to the same restaurants that you were, “You can't quit. You chose that –

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FT: My mother would love that. I'm going to tell you people. Some creatures have habit, you know.

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GK: Some people do love that. But I think for the rest of us, it's like, “Yeah, I don't like that anymore.” Like I did that. That was nice. Now, I'm in a different place in my life. So, I'm really like passionate about getting people to not recoil at the word of like, “Yeah, I am quitting this.” The chapter is done. It was great. I'm ready to move on to something else.

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FT: I so agree with you on all of those points. I like to think of life as a series of experiments.

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GK: I love that.

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FT: going into something new with the expectation that it could end, whether you force it to end or someone other forces cause an ending. We don't like endings either. We are so terrified of things ending. But just think of it as you go into the hypothesis of like, this could work out or not and just see life as a series of trials and with trials come success and error. But that's how you grow. That's how you know about the next thing you want to do.

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GK: Totally.

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FT: Sometimes I feel like I mean, I have a perfect example of this where – and now, I'm going to annoy the one person in the audience who wrote a review recently, who was like, “Farnoosh, talks too much during her interviews.”

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GK: I love it.

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FT: I feel like I'm trying to add constructive examples.

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GK: It's was a conversation. It's a conversation, people.

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FT: Yes. But like everyone knows I worked at CNET for about 20 months during the pandemic. I went in wide-eyed. I was like, this is a very different kind of partnership. Everyone's well

intentioned. We are like going to try to make this work, but it didn't. Why? Because well, the pandemic, the economy got worse. They had lots of layoffs. AI changed the game for that media company. The work that I was doing was not – let's just say it wasn't the priority anymore.

No hard feelings, move on, move up. I kept relationships with a lot of the people that I worked with. I think that is the one thing that I want to offer to everyone too, is that when you go – I'm sure even from your law experience, right, like you did not abandon those relationships or the learnings. You take so much, still with you. The title goes away. Yes. The salary goes away. Yes. But everything else stays with you becomes who you are and what you bring into the next opportunity. I'm currently working with someone that I used to work with CNET on a different project.

In some ways, like that wasn't that was not a failure. That was just sort of like a means to a new end or a new opportunity. I guess age helps. Being now, if I – 44 as supposed to like when I first got laid off or when thinking about quitting in my 20s just felt such a dead end. Now, I know that sometimes things have to end or it's good to end things. Seinfeld ended and people were upset about that, but like everyone from that – most people went on to do much better and cool things.

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GK: Yeah. I think – oh, you've touched on so many things that I think is important for people to understand. Yeah, human beings in general, like our minds hate uncertainty, and we hate change, and we hate. Yet that's the only guarantee in life is that things are going to constantly change and they're going to end. I feel like the more you resist it, the harder you make it for yourself, right? The more you're trying to hold on with two hands to something that is ending instead of like you said, I mean, like going with the flow of like this is the experiments of my life.

I think for a lot of us, you can resist it all you want. It's still going to change. You just get to decide how you're going to react to it, right? You can learn from it. You can be like what can I take with me? I think that this whole idea about failure again in our society is such a ridiculous notion that we've been taught. Nobody in the history of the world that has ever created anything. It's like, you know what? Never had any problems. Everything I did worked out. I did it completely 100% correct. Never had an obstacle.

It's like, there is no way – like if that's what you're waiting for, then you're never going to try anything. You're never going to do anything, right? It's like no matter – we don't look at someone, like kids who are trying to walk or ride a bike and it's like, “Oh, you failed. You should probably stop.” That looks really embarrassing for you. It's like, yeah, that's how you learn, right? I love the saying, “You either get the result you wanted or the lesson you needed.” I feel like when you look at the world like that, when you're like, “Okay, I didn't get the result right now. I wanted this to, and it didn't work. What can I learn from this and take to the next one.” Right? Build on it. That becomes the foundation that you build your successes.

I think so many more people would try so many things if they realize like it doesn't mean anything about you. It just means you tried something one way, like you said in experiment, like this hypothesis, we tried it one way. That didn't work. Let's try something else.

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FT: Yeah. These four-letter words and start with F. Mine is fear. I want to rebrand that. You want to rebrand failure.

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GK: Yeah.

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FT: Failing. I want to just before you go, I want to double click on toxic bosses. I hear this a lot from people I coach and even audience members who write to me. They're in a job that they love on paper, like I actually do love it too. The ins and outs, but they have terrible colleagues or bosses. I mean, I can so relate to this as a young 20 something that was like my first hurdle in corporate. But what is your advice? You often talk about just like we need to do the reframe. We can't change the boss. We shouldn't necessarily quit over this. \

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GK: Yeah. Well, and that's the thing, it's like, obviously, this is going to be very blanket advice and it depends on your specific situation, because I know I'm going to get some message and it's like yeah. If you're being harassed or you're in an abusive place, like of course, you need to figure out how to protect yourself and you should leave. But one of the things, I think that those terms, just like so many buzzwords that I found their way into social media are extremely overused.

I think you really have to question like, is this person toxic or is it like a difficult person or like our personalities don't match, or like, I think I coach so many people and it's like, well, their boss just isn't as warm and fuzzy as they would like the boss to be. It's like well, that's just what it is, like this person is this way. The reason I don't advise people to quit over that is because there is no job you're going to go to where you're going to get along with everyone all the time, where you're going to love all your coworkers, and your clients are all going to be great, and your boss is going to be wonderful. It's like, you don't get along with your family to hang out eight hours a day, five days a week. It's not going to happen.

When you learn how to deal with difficult people, you can gauge. Okay, can I make this relationship work without having to leave, because this person is like this? So, typically my advice is really look at like what is it about their actions that bothers me and does it actually affect my job? What I mean is like, yeah, would I like them to not micromanage me or would I like them to not act this way or whatever be – of course, I would love for people to step boundaries and I would love for them to be the way that I want them to be, but they're not going to be the way that I want them to be.

Can I just accept, like they get to be how they are and I get to decide how I show up to that? That might mean I advocate for myself. That might mean I limit my interactions. But for me, a lot of what changed is like I would give so much energy to it, like for so many of us, we get so upset about it and then we go home and we bitch about it to our spouse and we talk about it with our coworkers, like anything else, it starts growing. Then you start, you're like looking for it. You start like, "Why did he say like this?" "Why is he looking like that?" You miss everything else that that person does.

I'm not saying like you have to have all this empathy and love them. I think like when I can for instance, I deal with a difficult person who's passive aggressive, like I turned it into a game. I was like, I wonder how many passive aggressive comments they're going to make today? As a joke to myself, because I started seeing like, I don't get as riled up when I'm expecting it. I'm like, "Yup, there goes one." "Yup, that's two." I'm not saying you have to make it a game. That's just like one example, but to show yourself the control that you have is like I don't have to get angry about your anger. I don't have to get upset about your upset. I don't have to match this energy.

[0:30:32]

FT: It's also, because I had that, I had a boss who was just not nice.

[0:30:39]

GK: Yeah.

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FT: I mean, I know like, you – it was like there was there's like being lovey – like kind and lovey. Then there's just being really mean.

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GK: Yeah. Like saying mean things. I was like this young 20-year-old, very impressionable person. I realized like it required someone much older than me to be like, it's not you. It's them.

[0:30:58]

GK: Totally.

[0:30:59]

FT: They're not happy. It's like whatever – so your best move is to just tune this person out. That takes work, but it helped a lot until creating boundaries, not allowing myself to feel.

[0:31:18]

GK: Yes.

[0:31:20]

FT: The feelings.

[0:31:21]

GK: Yeah.

[0:31:21]

FT: Just do the work. Let the work show for itself. Just like that very matter of fact at worst.

[0:31:27]

GK: Again, it is very difficult. One of the things I do work on a lot with my clients is this thought work is the reason it's so uncomfortable or it's so hard to work with those people like you said, is because, let's say when they say something mean, if I internalize it or if I have those feelings of like maybe I'm not – maybe I should have done that faster, or I am messing up, or I make it mean something about me, then it feels terrible. But like you just said, if I can make it more of like, "Okay, this person is a miserable person that just wants to make everybody else miserable around them." Right? Like, I know my work is good or I'm doing the best I can or whatever the thought is that you have to think to get yourself to not internalize.

It's like, I work more with people like, what are your thoughts about you at work? Are you proud of the work that you're doing? Are you happy with – I'm not saying that we have to ignore

everything. Obviously, our bosses are going to give us feedback. They're going to affect our lives, but I think that we often give them too much power, because we're like, "Oh, my God. He said this to me and that must mean I'm terrible and everybody hates me." When we go on these spirals. It's like, if you can learn to stop that self, like negative self-talk, and you can realize like, "Okay, this is a middle-aged man who is sad in his life, and he's taking it out on everybody else."

[0:32:40]

FT: Compassion.

[0:32:41]

GK: Yeah.

[0:32:42]

FT: Is the key. Compassion is the key to everything. Goli, thank you so much. I've taken so many notes. I've learned that inaction is action. You not quitting is a form of quitting. It's a form of like relinquishing yourself to a state of misery, which one could cast that as like a failure.

[0:33:05]

GK: Well, totally. That's the thing is like you're always making a choice, right? You're not quitting your career. You are quitting your dreams. You're quitting other opportunities, right? You're quitting something, because you're choosing to stay where you're at.

[0:33:17]

FT: I love what you say about fear in this context of like you're afraid of quitting today, because maybe it's uncomfortable and there's uncertainty. I'll raise you that fear, which is to think about 10 years from now and you're still doing this mediocre job where you're not satisfied and your life has gone by. That is scarier. Let that fear motivate you to make some healthier steps today. That's like we are so simpatico on that. That's like I couldn't have written that more myself. I

wrote about fear. Thank you so much. Tell us where we can find more about your work. I love following your tips on Instagram.

[0:33:55]

GK: Oh, thank you. You're so sweet. You can follow me really anywhere on a Lessons from a Quitter, my podcast or on Instagram, come and say hi to me. I can make new friends. But yeah, I'm mostly there. I also have a free class. If you're interested, if you want help with your career and figuring out that first step, you can go to quitterclub.com/class and check that out.

[OUTRO]

[0:34:18]

FT: Thanks so much to Goli for joining us. You can go to lessonsfromaquitter.com to learn more about her and her work. I'll see you back here on Friday for Ask Farnoosh. We'll be covering a little bit of the election, a little bit of the feds interest rate cut and a question about whether it's silly to take on a mortgage in midlife. I hope your day is so money.

[END]