

## Take Back Your Power by Setting Boundaries

### Transcript

#### Speaker 1

Hello I'm your. Host Dorothy Mashburn and welcome to salary negotiations made. Here I show you how negotiating does not have to be overwhelming. I break the entire process of negotiating into easy to learn steps that you can use in any salary negotiation situation. Whether you're starting a new job or preparing to ask for a raise, expect to receive. Practical, actionable strategies that are based on real life experiences. I'll be sharing tips that have been proven to work where professionals like you have netted anywhere from \$10,000 to \$75,000 more in compensation. It's payment for the skills you already bring, so you need to know how to ask for payment for that value. Are you ready to learn how to boost your earnings? Let's dive in. Hi friends I am so thrilled today to bring to you my guest, Pavna Raitha, who is a mindset ninja who helps you raise your game without losing your mind. She is a mental health professional and expert who has spent her life educating, advocating for and supporting people to find and use their voice. This episode is filled with practical, actionable strategies on how to overcome your own limiting beliefs, your imposter syndrome, and if you have any trauma or you have to cope with isolation, Bhavna is vulnerable and drawing from her own experiences. She highlights ways on how to overcome our own trauma and our feelings of not being enough. Let's get. Hi Pavna, how are you today?

#### Speaker 2

Good afternoon or good morning to you. Dorothy, I'm fantastic. How are you?

#### Speaker 1

Fantastic. It's a beautiful morning here in the West Coast of the US. And where are you joining me from today?

Speaker 2

I'm from the southwest in the UK, so a county called called and the Sun is just peeking out where we're mid afternoon now it's two 3:10.

Speaker 1

Fantastic. I love it that technology is allowed us to be so well connected.

Speaker

These days.

Speaker 2

It isn't it gorgeous and and quite miraculous that, you know, before we used to have to wait for the steamships to bring our mail across. And, you know, our horses to bring it to us. And now on the click of the clock and we can talk them across across the world is gorgeous. Absolutely delicious.

Speaker 1

Would you mind giving us a quick introduction about who you are and what you're doing now and how you help people?

Speaker 2

OK, absolutely. So my name is Bogner and I started life as a lecturer while I was training to be a psychotherapist and and so I'm a psychotherapist accredited with the British Association of Counseling and Psychotherapist. So I'm very proud of. That I'm also a hybrid coach, so I use. My support clients through coaching, but also underpinning it with the vast psychological resources so we get a lot of work done very deeply so they don't have to come back unless they want to work on

something else. You know, whatever, so it's. Something that excites me hugely because when you see the change, you know the light coming in somebody's eyes, you know that there there's no greater high than that. And I'm also the trainer because again, I'm very passionate about supporting organisations and people in being the very best they can be. For themselves. You know that is absolutely essential because the the focus has been so much on, you know, don't ask what we can do for you, ask what you can do for us in terms of organizational mentality, you know, and as we're seeing globally, there is a huge issue with mental health and mindset. There's a whole. Lot of people now just leaving work leaving their careers because they're they're out, you know? So it's about helping those people who want to transition into a different career. To be honest, who they are, you know, to overcome the true of being a cog in the machine and so part part a lot of my work is to do with that. I'm also a critical incident debrief. So I was on site the day after the London bombings working with our emergency response. And it's to support them. Well, they did rescue recovery work, which was, you know, credibly horrific for them. And and you know, I I advocate for my LGBTQ community, especially being an Indian woman and a gay Indian woman. You know, when I grew up there, there wasn't any such thing or any such person. Yeah, in in an Indian family. And I was. In the closet for 32 years of my life, which I'll never get back, you know, so when I've I came out at 32 and 51 now. And you know my work in the last few years has been very much to get out there, be emailed and show up, you know, through my posts on LinkedIn. And that that's how we connect to them. And you know, through share it, you know, thank you so much for having me on your podcast, you know, to speak with your listeners. I don't take that lightly at all, you know, because if I will work today can help one person feel alone and isolated. Ashamed and humiliated simply because they're wired differently. You know the then that is joyous for

me, you know well that that, that's mean. I'm not sure I've been doing this for 30 years now, you know. And I can't imagine doing anything else. I, you know, I still wake up super excited. And recently I've been invited to speak at conferences about my work and my coming out story. And you know, the psychological elements of how being closeted and being. Experiencing homophobic bullying, serving as I did, affects a person's mental health and well-being, you know? But it's super important that organizations are coming forward and actually seeing. Outside of the national diversity weeks and national inclusion weeks and you know, listen visibility, you know people are people 365 days a year, you know. So for me it's imperative to show up and share not only my story but also. The psychological damage it does, and what organizations can do, so I help them with strategy, well-being strategies. You know and influences intersectionality strategies so that they can be safe organizations so people can turn and actually be happy to be at work, feel safe, surgically safe to be at. Work and be able to actually enjoy what they do. You know, because that's what people want to do.

Speaker 1

Yeah. And that becomes they they bring their. Best selves when? They are. They don't have. They're not living in fear or they're not bringing fear.

Speaker 2

Absolutely, we are absolutely. And Can you imagine the luxury how delicious it would feel to wake up and just, you know, not have to navigate racism and homophobia and, you know, sexism and ableism and, you know, the financial disparity? Yeah. If we worked in an organization where you came in and you were. So passionate and excited and you came and you brought your game to your work, you know, and you left at the end of the day feeling fulfilled because you've achieved

something for yourself. You know, part of our makeup and you've studied psychology. So you know this, you know, Maslow's hierarchy of needs. You know, once our basic safety and security needs are met. We start working through those levels. OK. And one of those levels is to feel fulfilled in what we do. You know we want to grow, we want to develop, we want to be more than we are. Otherwise what the hell are we doing? You know, we want to evolve on a daily basis, then we'll take the little ways we can. Yeah. And that that is. For me, the crux of why I do what I do. Yeah, because people are shot. Magnificent. My goodness.

Speaker 1

I love that you know how much belief you have in people's abilities and people's potential.

Speaker 2

Yes. Yeah, yeah. How have you?

Speaker 1

Found, you know, in the organizations that you work for, how much? Of it. And it's gonna be a very blunt question and hopefully you'll feel OK answering this. Is lip service and how much of it is people have really embraced? Our organizations across the world that you have worked. With this concept.

Speaker 2

The thing is too. Much, far too much as lip service because everyone wants to. Jump on the bandwagon. OK. You just have to scratch the surface. You know, all of the, the DI people and so on and so forth. And what what experience have you got about the I what what? What experience have you got? OK. You, you you know. You. You walked me to

be blunt. So let's be blunt. AA, right, middle class person going into the UI in the company because you know they're sitting next to the person who who's got the memo that says we need a DI person. You know, Susan and you do it. Yeah. OK, fine. You're the DI. That's, you know that that's the kind of rubbish and BS I hear all the time. OK, I I'm I'm a clinical supervisor for therapists and coaches, OK? The stories I hear, the stories I hear about, you know, they're they're reaching out to people who who are leaders indeed are allegedly, but who are not able to answer basic questions. Right. So, you know, yes, it's a start. Which is performative, right? You know. So I spoke for an organization last week who reached out to me the week before, so everything happened so fast. But they were so eager to get involved and share my story literally from a post I I posted a couple of weeks ago saying, you know, I'm absolutely, utterly fed up of not being seen. You know, I'm a 30 year veteran professional of psychotherapy and psychology pure. Psychology. Clinical psychology. OK, I have insight into the human mind. This is what I do for a living. OK. I'm also the gay woman. I'm also. Who? An Indian gay woman who is a professional psychotherapist and psychologist. OK, where are all of the platforms for me to come and share my knowledge and my skills and my story and my journey? Why are the same old people being wheeled out every time? You know, during Pride month? During lesbian Visibility month during other months. And this company, the, the, the, the You know actually go. To DM just so. Because please, can we have a chat? We talked for 10 minutes and they were like, please, will you come speak? And I was like, I would be honored, right. And they had everything in place so fast for me, able to speak to Ben. Ben, Nationwide staff teams. Right. I I I was blown away. I thought, you know. This is a model organization.

Speaker 1

Yeah, that is.

Speaker 2

Putting where the money the the money where their mouth is and the thing that broke my heart. Joy was the fact. That when we were speaking, they were really honest with me. They were saying that we haven't got this right, but we really are trying our best and we need people like you to come and show us right to come and speak so that we can reach our staff team so that we can best support them. You know, how do we. Best do this, yeah. That to me my mind, and I thought, you know what? I'm going to sit down and I'm going to prepare the talk of. My life, yeah. You know, because I'm very used to speaking. I'm very. This is my story, OK? And I thought I'd give you, you know, the best hour of my life and give you as much information so that when you listen to the replay, you can actually create a working strategy. Right. So I love the fact that, you know, there are organizations that are really trying, they may not. Right. And and. And that's OK. That's OK. That's OK. Without trying right, I'm not going to kick anyone down if they're trying because they're they're already. You have a few few rungs up on the ladder. Yeah, compared to the people who don't even know. Where the ladder?

Speaker 1

Is right, right? Right. That's such an important thing it's it's almost like you already work on the mindset, right? I have the intent, and I'm gonna go find out how to do. Better. Yeah. Yeah, let. Me ask you? About now, one of the things you said at the beginning of your introduction was you help people from the trauma of being a cog in the wheel. Tell us a little bit more about that. What kind of trauma do you see and what what are these individuals like when you first talk to them?

Speaker 2

Our precious water. Powerful, powerful question. I I I have the privilege of being my own boss. You know what I do is my own business, alright? I have been an employee, you know, I started working the.

Speaker

Right.

Speaker 2

Last 13, right? And one of my earliest experiences, and I've written about all of this on LinkedIn, was being a 13 year old in the software machines. And show you know that I loved and we used to have a a lovely Caribbean elder who used to come and visit and she was. She used to blow my mind because she was the best spoken, you know. She had the most amazing British accent. You know, very high English. I need you used to blow my mind because I let you know your full Caribbean. You know, every so often they'll be a little pain that would slip in and she would hurt herself and thought, you know, you tell a story. What have you had to enjoy coming here as an immigrant, you know, with your beautiful Caribbean accent. You know your whole being your authentic original be. To have become literally, if I close my eyes you you would be a middle class English lady, right? What has happened for you to abdicate your authenticity and your, your, your culture, your accent, your very being? In order to be accepted, you know? And I remember when. She came in. I was talking to her, my manager. You know. Right. East End blonde, blue eyed. She came charging at me and she was literally spitting with rage, you know? And she came down to me, you know, I was 13, so I was quite short and little. And she just started screaming at me, and I don't remember any words except when I retaliated. He said, you know, please don't talk to me like that, especially in front of my customer because I could see my customer strong times. She she literally won't pay, right? And when I reached out to the manager, he was so scared.



Just go. You know, I'm just going to call her baby because she wants that. He he just, you know, put his newspaper up and said you to sort it out. So a 13 year old and a fully grown adult woman. You know, she's in my face. If you don't like it, you can go. And I thought I'm not going. I like this job but you need to write it in. OK, that was my first experience. I had many other experiences like that growing up. As a you. Know as an employee, as a student, whatever. So when I started doing my psychotherapy work and I started working with employee assistance programs from around the world, the people coming through, you could be here. How broken they were on. Well, I could see. You know, when I was seeing people face to face, how broken they they they would come through my door almost bleeding, as if somebody had taken them and ripped their wings off, you know. And you could always see the trail of blood and and and I'm not being hyperbolic. OK, you know, I I've just come back from seeing a friend of mine who who was. When many, many years ago, she has brain cancer and it is terminal OK, it breaks my heart. But she had to leave her employment as a midwife because of her boss who put her through hell and wore her down and wore her down and wore her down to the point where she was suicidal, OK? I lost my best friend to suicide, so I'm very aware of hearing the change of tone in in their voice, right? So when I'm working with people and I and I've calculated for my accreditation that I've worked with about 19,000 people in my area. OK, so I'm very, very hyper vigilant. To hearing changes in turn changes in affect. You know how they're breathing, how they're sitting. When I'm talking with them and day after day after day after day, I hear the same story. You know, I'm not seeing it work. I'm not. Listen to that one. I'm not respected or or. They treat me like this. They're expecting me to do overtime. That's unpaid. My idea was taken and turned into my managers on the day, you know, my ideas were taken and presented to the board and and they got the project and I'm, I'm

sitting here talking with them. You know, there are hundreds and hundreds and hundreds. Both examples right? And then you'll find that the way. Please give them four sessions to work with me or six sessions to work with me and you think? OK, fine. Great. You know what can you do? But we do. We do. Because for me, it's about the human connection. I do not give a damn. Excuse me. About your title, I you know and underneath that title and fancy suit your human being, let's connect on. That level, yeah, OK. A lot more. In that way, right and when? I say that I get either sort of that spike of how. Dare you, who do you think you are? Especially from, you know, senior leadership? And I'm. Like I'm me. You came to me. OK. I I'm here in your service. But I'm not one of your subordinates. Let's get that very clear. OK. And I've had to do that. With veterans I've I've had to really just like we're, we're we're not doing, you know, main rank number. Yes, you know Roger. I'm we're too. Humans. We're going to do this. Yeah. You know, and that just allows people to just be. Yeah. You know? But then acting in that role of the lofty person, you know, obviously breakdown with me, you know, just that sort of. Yeah. They've been waiting to excel for years. It is lonely up there in the ivory tower. Yeah. You know, because people like hotel, you and, you know, throw. Those petals wherever you go, but they've got their knife. Always shop ready. Yeah, right. You put in your bag? Yeah. OK. Yeah. And you actually live in that?

Speaker 1

Can't trust anybody. Yeah, I'm sorry. Especially what about the women in those leadership positions that you talked to? Do they? Do you see a difference?

Speaker 2

Especially women. Especially women, right? Because they are held to a whole different standard. Because, number one, your woman. How dare

you take a space that a man could have taken in 2023? We're having this conversation, right? In 2023, when we should be so far further along as society, as a species, as the human race, then having you know poverty and and. All all of the madness that's going on. OK. You know women, for example, who have worked so hard and sacrifice not having children, right? Being so let let go in the early 50s at at the prime of their lives when they they are their I am fully. Really being able all my responsibilities are over. Let's do this, you know. We're bringing so much to. The table and then let. Go. We don't have the budget, you know, we're restructuring, OK. And the old crew means, you know, wandering around. On their walking frames. They're they're still revered as the good old boys, but they're not bringing any value to the table. Right? So, you know, my God, it. It's hot and it's heartbreaking when you see beautiful, intelligent. And powerful women pushed like a piece of paper and discarded and then discarded, dismissed, discounted and diminished. As a result, right that that is cruelty, yeah. Because then you've spent your whole life building this corporate career and then you are out of a job you don't know anything else. Right. You know, we've seen examples of this in shows like I grew up on Candy and Lacey, right? I I don't know if if you ever watched any of that right. But you know, Christine Cagney. Mm-hmm.

Speaker 1

I I haven't, but that's a part of them.

Speaker 2

Ohh God honestly that should change my life as a little girl. You know off 11 or 12, watching Christine Cagney and the less you know, just in the 80s. I mean, come on late 70s, eighties. She is living her life. She's living alone and she's doing her thing. She's dating her. She wants you know. All of that, I thought. When I grow up, I want to be Chris Cagney. OK. And

honestly my my guess my best friend from college, you know, went to College in 89. She she says you're the Christine Cagney to my Mary Beth because she's very much like Mary Beth, very much so, very kind, very lovely. And, you know, keeps me on my feet and on the ground. You know, so we we had that. For people my generation alright and then in the 90s we had DCI Tennyson in prime suspect parade with, with Helen Mirren. And again.

Speaker 1

Oh, I was just gonna think I was just going to say. Helen Mirren. Like that? She. Yeah. And then they did a real uh. Do with her as a young. Yeah. Do you?

Speaker 2

See. Yeah. Mm-hmm. Yeah, right. And I'm speaking at 2 conferences next week to two different police forces, and it's blowing my mind because, you know, the the little, the 1112 year old me, that was crazy about Chris Cagney. Yeah, you know. Detective. I will be speaking to. Yeah, yeah. You know, senior leaders. Yeah. You know, and and I'm expecting Helen, you know, Missy, I turn listen to walk. Through the doors that that. You just blow my mind, but you know to. To have that opportunity to. Go there and say hey. We need to do better. Yeah, we need to. Honour our men. And our women and our non binary and our. Trans and LGBTQ siblings, yeah. We, you know, we need to create a safer world in which we can all thrive because we are no threat to anyone. Yes, yes, it is. Jumping on on, you know, banning drag Queens and what I mean drag Queens are just fabulous, funny people. Yeah, to sing and prance about on stage and you know, bring joy to so many. Yes. Why and how are they your threat? Yeah, compared. To send it to. Who are accused of sexual abuse and wait, where is the disconnect? When did it happen? Right. What about all the children like me? I knew I was different when I was 8. Right. So,

you know, all you. Listen is like with with. Kids. Yeah, I know different. When I was, I didn't know what it was and how to vote. OK, you know, at the age of 13. There was an incident at school. I went to a robo school. Unfortunately or fortunately, who knows? You know, I I I like to teach her very, very much because she reminded she was very, very strict. And I loved that because it when it it reminded me of how things were back home in East Africa, I went to a convent school. OK. And you know, I I lovingly say we had military nouns. Anything you did wrong there would be. Yeah. Yeah. So, so you, you you at the time it was hard, but in hindsight I wouldn't change a thing because it's made me who I am, you know, a citizen of society that is, you know, giving to society. I'm here to serve. I'm here, I want my society. Should be better.

Speaker 1

Yeah, yeah.

Speaker 2

Right, so you know. We we we need. Yeah, clarity. We need to know. You know what's going on. So, you know, one day, some girls in my closet was bullied. Horrifically, they I don't know how they found out or whatever. But, you know, I I spent most of my school. I've. Been called a leisure. Boom. It was a pejorative, and one particular day we walked into the class of the teacher because we had her for about lesson and somebody had school. Gardner loves me so and saw onto the wooden desk. You know, we used to have the old desks.

Speaker 1

Yeah, the desk. It opened up. Yeah, yeah.

Speaker 2

With the lids. Right. Yeah, I'm doing. I was called into the Deputy Head's office, right. She actually came and tapped on my shoulder in in the line in the year when we were waiting to go into the classroom. And I remember my stomach dropping to my toes because I thought, dear God, I I haven't done anything wrong. Yeah, I know you because. I I was keeping myself. Of leaning and out of trouble. Yeah. Yeah, right. Because that's how I was raised not to have a hair in the wrong place. Because if you did, you would get whipped. That, that, that was the school back home. So I was in this British school and, you know, people just did whatever. And that that was very traumatic to me because it was chaos and. I was used to. Extreme discipline, right? And of course, you know my father had died. My mum was widowed at 29, so. So much was going on, so I had no support. It was just me and my, you know, my escape, which was the Chronicles of Narnia by CS Lewis. You know, my books were escape to just hide and read. So this particular day, tap on the shoulder head, deputy headmistress about now.

Speaker 1

Yeah, yeah, yeah.

Speaker 2

I have a word nothing to worry about if you just want a quick chat. And I thought, no, you don't want a quick chat because I have gone out of my way to be that very straight student, which is the. Sense of the word at that time. So we went into her office and it was an old just, you know, the school building was Victorian. There was an old Victorian room with the puffy chair and so on, and she had a huge big desk. And I sat down and I I was 13. So little you. Know quite short and. I'm like 2 nails. I was little. Little and I sat down on the.

Speaker

Edge, you know.

Speaker 2

To sort my legs swinging and she was walking behind me and just asking me questions. OK? And that room was ice cold, you know, just that. You know their hairs on the back of your neck standing up. Yes, I I feel very frightened. I wanted to cry, but I dare not cry because, you know, back home cry and we'll give you something to cry about. Right? Right. Mm-hmm. Are you? I dare not cry. So she's walking and I just feel fear. I literally my body was like liquid. I just felt terrified. And I was. I was sitting there willing myself. Right. Don't cry. Don't cry. Just breathe. Don't cry. Just breathe, OK? And she's asking me, you know. Are you entering history? Are you enjoying science? I'm enjoying maths and it's like. Yeah, yes, absolutely fine. And I will talk to a student because again, I've been, you know, back home one year when it's. Yeah. Yes. One year I came third the following year, I came 16 and I was beaten with The Olympian, OK? And my grade had dropped about 1.7%, so it it had gone from 98 point something percent to 98.2% something like. That Oh my. Gosh, OK. But I was beaten. With the room, because I brought shame to the family.

Speaker

Oh my God.

Speaker 2

OK. And all six or seven, right, so this wasn't really.

Speaker 1

Yeah, this wasn't. Yeah.

Speaker 2

That was a baby. No, that's not gonna back in, in, in her office. She's circling like a great white in every sense of the word. And then she got to

the point, right. She got to the point. I'm so glad you tell me how. How is your lesson going with me? So and so. I was like, why? Absolutely fine. And and you. You you know when you're trying not to vomit. Yeah. Because you you she's hit the nail on the head it's like uhhh that's why we're here. Right. So then she's saying, so how how are things at? Home. Fine. Fine. Things were not fine at home. It was just like, let's not open a can of worms. And then she's saying certainly do, do. Do you like me so and so like you like your mommy or do do you love me so and so like, you would love a boyfriend. Yeah. And I. That that is my earliest memory and only memory of lying my on purpose because I. I was terrified for my life, and as a mother, melody, just like mom. She she's really lovely. And I also like myself and so. And I like myself. And so you you you.

Speaker

Yeah, yeah.

Speaker 2

Because that's your survival instinct kicking in, cause you're now trying. Yeah, yeah, yeah. Absolutely. Fighting for survival. Because if this go home, I I wouldn't have been protected. And you know, my mom would have been horrified. But I would have had another meeting because or why did it happen in? The first place. How did she think that that, yeah, love? Did you do? Yeah, yeah, yeah. Yes. Thank. You. Yeah, what did you? Yeah, yeah. And then that was like money.

Speaker 1

Lot of courage. You were 13, you said wow.

Speaker 2

Yeah, yeah, you know, and you just think. Yeah. What? What support?

Speaker 1



System did you have at that age?

Speaker 2

I did nothing. Nothing. Nothing. Because my my father had had a heart attack at work. OK, you know, if you look at the connection.

Speaker 1

You have any?

Speaker 2

That join up my life. Yeah. And why I do what I do. OK, everything. You know the operating system. Yeah. My father died when I was nine. We came to the UK six months later. The nine died at work from a heart attack. OK. And that completely scored and changed my life because mum. Lost the plot. Being widowed at 29 with three kids in a strange country. Right, so we had we were immigrants. They were very, very well educated. I I I was at GCSE levels at the age of nine, you know, I cried the first time I went to school here and they were making paper lanterns. OK. I lost my mind. Yeah, because I thought, you know, back we were learning algebra and science and, you know. Literature and they they these babies are are not a baby. I was 9 and I'm there. I'm not a baby. I'm not making paper lanterns because that was classed as playing. And if you play. You would get whipped, yeah. Simple as. So your program are completely different and now you have to reprogram yourself to this new new level or new lower level. Yeah. And that was extremely traumatic, traumatic and traumatising for me because all I kept expecting, you know, again, the hypervigilance of. And none to open the doorway with with with the cane. Yeah. OK. And we used to wear skirts and the length socks. So the backs of your thighs would be exposed and the backs of your. Knees. OK and. They loved whipping you there, so you don't sit full. OK. So, so yeah, yeah.

Speaker

Ohh gosh.

Speaker 1

One of the things that you mentioned is hypervigilance. I'm wondering what the people that I work with and I'm I'm definitely sure the people you work with are hyper. I I believe are hyper vigilant and that impacts how they speak up for themselves, even whether it's at work or at at home. Could you kind of give your expert opinion on? That how that shows up for people who.

Speaker 2

It it, it shows up in fear, in remaining silent, in not speaking up in being, you know, walking on egg shells. It's a trauma response. OK. You are constantly on guard. You know, you're you're picking up the. OK. Behavioral cue, right. You know, you become forensically gifted body language. OK, because you are in a constant state of alertness that you know. That looks that look means such and such. Or you know that body language means such and such or all of them minute shy you know that? Ohh I walked. You know, I've walked into rooms where there there's groups of people talking, you know. And we've had communication beforehand about something. And I walked into the room and. It just goes silent. And is there any OK, I mean moving here to Cornwall. OK, which which is 1.2% difference? OK, I I remember coming here as a doozy, tourist and thinking ohh yeah, fantastic. You know? Yes, I'll, I'll. I'll go and explore and whatever. And I remember going to a place called Tintagel where King Arthur's Castle is alleged to. Have been OK.

Speaker

Right.

Speaker 2

And walking into a pub because I. Starving. And I'm I'm pure vegetarians. I don't eat eggs, so I was just searching for any edibles, anything that didn't have, you know, could smell pasties and everything. Everything's over and. I walked into this. Pub Dorothy. Literally I went one step in and it was like a, you know, brown.

Speaker

And the other.

Speaker 1

The ball went out.

Speaker 2

Working. Yeah. And and people literally just pin drop silent and then looking around it it it it it it was like, you know local.

Speaker 1

Hillbilly land. Yeah. Ohh my gosh.

Speaker 2

Right now this. Was 2009 were in 2023. I have never gone back there and I never will.

Speaker 1

Because the trauma was that.

Speaker 2

Deep the IT, it wasn't so much trauma. It was just like ohh yeah, you you know when Doctor. Maya. Angela. Yeah said when they saw you. How they are believe them. The first time. Right, they showed me how they were and I thought you. Know I've lived this all my life. I don't need it

from you, right? OK, I don't need it to you. I'm. I've. I've done a huge amount. Of work on. Myself, I've had a lot of therapy. You know for for me as a person, but also for me as a therapist. Yeah. So that I can, you know, really do the work on my staff so that I'm not triggered when I see clients and work with them and serve them like their stuff. Right. OK. Well, not enough people are doing that. Yeah. I'm I'm seeing comments have worked with coaches and therapists and whatever who are triggered by whatever the client is bringing. Yeah, which is what they're paying us for, right? And and people who are blaming and attacking and rejecting the client. And it's like, no, don't you need to go and sort your stuff out or you need to go and find another job? Yeah. Because you're dealing with people.

Speaker 1

If damaging, yeah.

Speaker 2

Yeah, yes, yes. You're dealing with people, so.

Speaker 1

So that, yeah. Their own esteem and confidence. And their lives finally on the hypervigilance.

Speaker

We have.

Speaker 1

Thing, can you tell us, is that? Is that necessary anymore? You know, so a lot of my people, I talk to my clients or future clients. They are, they do that hypervigilance because that's what they've grown up with. So. Came to asking, you know, somebody stole their idea. You know, they're very aware that if they raise their voice or raise their hands somebody. Some

of them, some of it is real and some of it is perceived. So what advice do you have to determine what is a true danger?

Speaker 2

Oh, well, that's a beautiful question. I would invite these individuals to please please seek therapy. You know, even if it's successions to to just go and get it all out. Yeah. OK. So that they can Createspace within to actually do the work, to start realizing, OK, how much of this is my stuff that I'm carrying that needs to be resolved from my operating system, from my parents and caregivers, OK, how much of it is in response to my dog? So in this particular version. I'm OK. I am not dismissing anything here, but I want to share with everyone listening a very important tool that we must have in our bags, OK. Which is discernment and objectivity, right? I am feeling attacked, genuine feeling, genuine feeling. But am I being? Those two are walls of want, right? And if you're able to step back and and just have a think about that, OK, you know, he or she spoke to me in such a way where they've been passionate about whatever the hell. They were talking. About or what was being discussed? Or was it particularly aimed at me and one way to to? Is, you know if it's a one to one meeting, it's difficult so. Step Mark can have a. Think about this is this is where I teach in journaling, you know, because there are specific prompts that you can use to start reflecting reflective practice. OK. And every time I start with the new supervisor. Whether a therapist or a coach. The first thing we control that is self reflective practice, yes, because if you're working with me, you are going to start polishing yourself. You got, you know you are going to be all all those. Those gorgeous facets are going to be polished. You are going to find so.

Speaker 1

Yeah, yeah.

Speaker 2

Help you God, right. Yeah, that sounds scary. It's like I'm a little bit that.

Speaker

I like it though. I mean.

Speaker 1

I love that analogy of, you know, shining your facet so you can really shine bright.

Speaker 2

No. Yes, but it takes a diamond to Polish a diamond, right? You're not going to profit with the Terry cloth? Yeah. Yeah. If you want to shine. If you want to get the very best, you know the the, the, the analogy of gold, you have to keep going into the fire. Right, every time you single, yeah. Thank God. You know level 12 is done now. I can be fashioned into a beautiful ornament. Yeah. It's like. Oh, no, no, no. You're you're beaten with the hammer and then you're going back into the. Furnace. Yeah. OK and by. The time you give. Up. You're there as the crown jewels thread, but it takes the work it takes the process so that by the.

Speaker 1

Right.

Speaker 2

Time you finish. You know, all of you with. This, you know, all of your flows so that stranger person cannot come in and press buttons. You're not aware blue. Yeah, yeah, absolutely. Right. Yeah. OK. So if we become aware and then, you know, listen to this analogy, right. I help people rewire their money. I'm bored, right? Because on your top, the damage that is done to people who are struggling is from our primary caregivers.

Often a critical parent and often a critical mother. So the motherboard inside has been has been wired by your mother, by your father, by your. I'm OK. River and every time, everywhere we go, we're carrying that enough right. Like the building your phone, like the motherboard in your laptop and your tablet and your whatever you use. If it's wired by the person who calls you the greatest harm, yeah. Does it not make sense to rewire it?

Speaker 1

Yeah, yeah.

Speaker 2

OK. Yeah. You know you you will see women. I I see women. You know, You Beautiful. Oh my God. Just you did not take my breath away and never cheated so much, right? He was still crippled by issues with her mother. Yeah, he was still hard wired so that. Man just has to say one thing. We use a certain term. And they are blowing up and reacting violently. Yeah, one. Yeah. Yeah. But the problem is people don't want to invest in healing. You know, people don't want to love themselves enough to invest in themselves. Mm-hmm. Right. They'd rather go and spend £600 on a pair of shoes or. However much shoes cost, I don't you know, I I have a few pairs I'm happy with, you know.

Speaker 1

You know, so it's like you didn't ask me. I don't. Yeah, we're looking for that quick relief. And it's such a blip of relief when you go by. \$700.00 pair. Versus investing. Yeah. You know, it's hard work, but it is long term beneficial work.

Speaker 2

Yeah, just think of it this way, right? You have struggled and suffered and and experienced pain and heartache for 20-30 years. You come and work with me, whoever the hell you she is, I don't care. OK, you coming. Six months, nine months or 12 months piece that you know the way I work is I get the scalpel out and slash those puzzle wounds open. And squeeze all the crap out. Yeah, OK. And it's it's not. It's not funny it if if you're working with me. Yes, you're paying me. But I'm giving you hours of my life that I'll never get back. We're going to do some work. Yeah. Yeah, no girlfriend. Because it's about. I'm taking it seriously. Yeah, and every single client of mine has said I wish I'd done this sooner and that speaks volumes, because then that brings up regret of my God and the realization of you know, how many years of my life have I released with this heartache? And, you know, anxiety and medication and depression. And bloody door. Yeah, when I could have.

Speaker 1

And 600 pairs of shoes.

Speaker 2

Done the work and got to. This place, yeah. Uh-huh. Yep.

Speaker 1

Yeah. So one of the things that when women that I work with are worried about when they will finally find out that for the same work or they're putting in more work than their male colleagues and getting paid less, you know, they come in frustrated and desperate. So what is what advice? Do you have for for people? In that situation, what can or should they do?

Speaker 2



Cut it out. Right. Stop it. Stop it. Human nature is such that, you know, my dad used to always say why walk when you have a dog, right? If someone else is doing the work, you're not going to stop them and say, hey, hey, hey, Sarah, stop, stop, stop. You know, please take a tea break. You've worked so hard this morning. You know you you've done 10 times. As much as your male colleague, no one is going to say that. You know, and we. Men specifically and women identifying women, have got to stop being martyrs. Yes, we've got who cut out trying to be Mother Teresa? Right. We have got to give up the desperate need to be liked again. We go back to the motherboard. We have had our spirits. Broken. We have been brought up to be people pleasers and the first person we pleased was our mother. OK, that was hardwired. And we then generalize to everyone we meet. Yeah. And unless that person loves you very, very much and give them the work themselves. They. Too will be benefiting from your need to be liked. Yes, OK. Your best friend at work. Just stop and watch people. Stop, stop and watch people and see. What they do? You will see so much that it will make you cry, right? And the other part in answer to that question is go and print off of. Find your contract and your terms of service. OK, you can't. What? You are being paid for anything extra is in you. Yeah, if you're doing it because you might get the promotion. OK. But they're paying you. You know the job descriptions. There's so many. Things they they they hired you to do 20 things and you know you got the job because you were the best candidate. It did not come out of a complex packet. Right? So why the hell are you doing 37 things? Because those 17 extra things that you're doing are for free out of time of your life that you are never going. To get back. Right. I I worked in a corporate job and. And you know, my my owls were eight till four and I had a private practice in the evening, you know. And I remember, you know, there were always grumbings. I would show up at 8:00 because that's my start time. Yeah, I will go to lunch when it's

my lunch break because you're not paying me for it. And I need to eat. I've. Been working hard. We'll come back on time for my lunch break. We'll 5 minutes early or whatever. Right. And at 4:00 I will leave because I need to get home. I don't know what the transport issues are going to be. I need to have something to eat so that I can then go to my evening job, which is building up my private practice. OK, then I'll do 10 hours for free because it's for me. Yeah, not for an international corporation. That. When it comes to, you know, annual businesses and annual pay reviews and whatever they come with their sheet of KPI's, right? So I've done the very best. I've served the clients. I've definitely saved some lives. Yeah, I dealt with very, very high risk clients, OK. But when it comes to rewarding me, you're you're there with your APIs and nitpicking what I have done. What I haven't done, and how much of A team player I listen. You hired me to come with this job. You did not hire me to be a team player. OK, I'm a world class introverts. I need to recover from people.

Speaker 1

Right.

Speaker 2

But I'm happy to get on stage and talk to 500 people because this is my passion, right? So, you know, every year APIs you know you haven't met your APIs and I'm like I didn't set the KPIs you did. So that's your problem. You know, I had an agreement with you that you would pay me my salary at the end of every month when you're doing 30 hours of work, you know, per week. So as long as you pay me at the end of the month, I'm not happy. Money. What I do in my private time is my business. OK. So it's up to us to stay within our boundaries. It's up. We teach people how to treat us.

Speaker 1

That is powerful.

Speaker 2

Right. We teach other people how to treat us. We teach other people what we will and will not accept, right. Teach them well, teach. Them will teach them boundaries. You are not to do much. It does not say welcome. Please wipe your feet on your forehead. You are a beautiful, powerful, powerful person, right? You need to take a week off and recover. If if you realized how powerful and amazing you. Are. Yeah, you have to open your door so you could get through.

Speaker 1

Right, right. What a wonderful. What a wonderful sentiment. And it's so true. And we do ourselves a disservice when we think of ourselves as anything other than that. Yeah.

Speaker 2

Yes, yes. But when our spirits have been broken as little babies and as little children, we forget that we've grown up and we are powerful beyond measure. Yeah, right. But there's a there's a little culture of a baby elephant tied to a little twin, right. And the then it grows up and there there's a big mature elephant that can lift up trees. They still try to buy trig, trig because it doesn't know its power. OK. Let's not be that elephant. Let let let's shake it about and and, you know, break that word into that. Sticks. Yeah, yeah. Yeah, let let us not wait for other people to give us power. Let us take what is rightfully ours and and what is the greatest message I can give anyone take back. What it was. And the way of. How you're teaching people to treat you?

Speaker 1

Yeah. Yeah. Well, fantastic. Pavna. Thank you so much. That is a great way to end our session. I could probably go on forever. We've uncovered a lot of different things. We would love to have you back. We want to know more about the concepts of discernment and objectivity and and how to take power back. So we would love to. Have you back? Thank you so. Much for spending time with.

Speaker

Us today.

Speaker 2

My pleasure. Thank you for inviting me. You've been amazing. Thank you so much.

Speaker 1

Absolutely. I had goosebumps throughout this episode. Pavna's vulnerability. And the fact that she cares deeply about her clients shines through everything that she says and does. Her work is rooted in lived experience and evidence based psychological insights. I hope you got tremendous benefit from this episode, just like I did. Thanks for listening and bye. For now. You're ready to rise up and get paid for your worth. Be sure to get the free salary negotiation training at [dorothymashburn.com/fight for your worth](https://dorothymashburn.com/fight-for-your-worth) is the ultimate step by step guide in order to help you secure a promotion or break the glass ceiling. Again, it's at Dorothy. Burn.com/fight for your worth. Thanks for listening and bye for now.