

Day 2: **Tuesday, April 18th**Co-Parenting vs. Parallel Parenting **Kaytee Gillis, LCSW** 

[00:00:00]

**Sybil:** Welcome everyone to our expert interview series, virtual summit on surviving post-separation abuse, and a high conflict co-parent. Our goals is to offer you tangible action oriented strategies to help you communicate, parent, regulate, and really mitigate all that comes in the aftermath of an abusive relationship.

I'm Sybil Cummin. I'm a licensed professional counselor. I am the creator of Rising Beyond Power and Control, the Rising Beyond Community and The Rising Beyond Podcast. And today we are going to take a look at co-parenting versus parallel parenting with my guest, Kaytee Gillis. If you don't know Kaytee, Kaytee is a psychotherapist, author, and consultant with a passion for working with survivors of relationship and family trauma. Her first [00:01:00] book, Invisible Bruises, How a Better Understanding of the Patterns of Domestic Violence Can Help Survivors Navigate the Lega System, released in 2021. It sheds light on the ways that the legal system can perpetuate the cycle of domestic violence by failing to recognize patterns that would otherwise hold perpetrators accountable and protect survivors. Her new book, It's Not High Conflict, It's Post Separation Abuse, which is my favorite title of ever cause I always go "high conflict divorce". It was just released last month. And in the show notes below this video, you get access to all the links so that you can grab that book. Kaytee's been featured everywhere. My favorite is her blog, on Psychology Today, she's been on iHeartRadio, the Psychotherapy Networker, the Dr. Wendy Welsh show, and more and more and more. Kaytee, thank you so much for joining us for the summit.

**Kaytee Gillis:** Thank you so much for having me. I'm so glad that you are covering this topic. It is very needed.

**Sybil:** Yes, [00:02:00] yes. So this audience is struggling with post separation abuse and if you have children with your abusive ex-partner, you have to "coparent". But what I really love about some of the work that you've done and written about and you talk about is not really co-parenting, but in actuality,



you're gonna do parallel parenting. So can you share the differences between what is co-parenting and what is parallel parenting?

**Kaytee Gillis:** So, co-parenting is really, when a healthy, for lack of a better word, a healthy couple splits because people split, marriages don't work out. Relationships don't always work out, and that's okay. So sometimes couples decide, "Hey, you know, we're gonna split, but we're, we're both still gonna be involved in the children's life". That is co-parenting.

It's kind of like you're working together as a team to still make sure that the needs [00:03:00] of these children are met in the most healthy way. So that's coparenting and that is the ideal, perfect scenario that everyone of course would want. However, in reality, if you're dealing with someone who is abusive, if someone who has maybe traits of a personality disorder, maybe all of the above it's really difficult to co-parent.

And many people will start to find that sometimes a little bit too late, unfortunately. And so it's hard to really co-parent. So we do what is called parallel parenting where you're kind of think of parallel lines together, they're existing together and so you're, you're parenting at the same time that they're

"parenting". Are they parenting though? What are they doing, yeah? But your parenting at the same time is having as little contact with them as possible and as as little unnecessary contact. Really just talking about this is what needs to happen. School starts August 5th. We're going to be picking up at this time, dropping off at this time.

Very [00:04:00] like specific and, and limiting unnecessary contact.

Sybil: Yeah, and so how can someone who is in family court and if your post decree, guess what? You're probably still gonna wind up in family court. I hate to be the bear of bad news because something is gonna come up. Co-parenting is like what's touted in court. You have to be a good co-parent, cooperative coparent. How can you parallel parent and still. Look like you're co-parenting for court.

**Kaytee Gillis:** Yes, and I love that phrase that you said, like the parallel parenting. So it looks like it's co-parenting because you're absolutely right in court. You know, that's gonna be, the judges doesn't care about the, he said, she said, and this happened, and judges don't care. They're very, you know, impatient. They have a long list on the docket. They wanted just see the actions of what the people are doing.



So, what I usually talk about with clients are things like how to manage the triggers that come up, how to [00:05:00] manage the inevitable stressful situations when you're like, okay, you know, little Susie is supposed to have dance on Fridays, and then now all of a sudden my ex has decided that Fridays need to be a day of family time, or whatever. So all your plans are just feel like they've thrown, been thrown out the window. And that is extremely frustrating because it feels like, okay, I'm trying to co-parent with you. I'm trying to do the best thing, you know, for little Susie, for the kids. But you're everything I do, you're, you're, you're undoing.

And so that is extremely frustrating. So when I work with clients, we talk about things like knowing your truth. Know that what is happening is happening and validate that, but limit what you're saying and what you're bringing into court. So you wanna look like you're being cooperative. You want to always stick to any court orders.

No matter what they say. Even if they're like, oh, well please, could we maybe just switch Saturday from three to five or whatever. Stick to court orders as much as you can. Really ideally [00:06:00] to a T, because it'll look like you're being cooperative and it'll look like you're doing what you're supposed to do.

You know, cuz you are. And you don't want their actions to undermine what you're doing. So a lot of people recommend any kind of like court ordered app to talk on the phone. Because a lot of them are monitored through like mediators or court systems. So things like My Family Wizard, I think there's Two Houses, things like that.

Some of those fyi, have a, a monthly or an annual fee. Just to let people know, but sometimes those things are good because they are monitored and you want everything to be in writing. If they call you and ask to switch from three to five and it's on the phone, judge doesn't know who suggested it, who made the decision, and who is the one who violated the order. You want everything in writing.

**Sybil:** So if that happened, "Hey, like, I've got this thing. Could you take this weekend and I'm gonna switch with you" and whatever it looks like. What do you recommend to get that in writing? Would you recommend them sending an email to confirm [00:07:00] that question?

**Kaytee Gillis:** So I always tell people that it definitely depends cuz it definitely depends on the State and it depends on your particular court order, whether there is any room for the two of you to have these discussions.



Some court orders are very specific that you cannot violate or change any of the court orders. Some of them will give people some kind of freedom to do things like that. So it definitely depends, check what it is that you are allowed to do, but yes, have everything in writing.

And emails are usually preferable in the court of law over... now again, this is not legal advice, this is just what I've seen as a therapist and as a consultant. I've seen judges more favorably react to email, then text message because it is more professional, it's more direct. And you can see the, the full conversation versus text.

There's a lot of one word text and they can't tell who's sending what. And I'd see judges sometimes get frustrated with long text messages. That being said, being in writing is better than not being in [00:08:00] writing. But I would definitely recommend either messaging on my Family Wizard or any of the court apps and then saying, per our discussion this morning, you're asking to pick up little Johnny at five instead of three, just to confirm.

And then they can say yes. And again, if that's something that the two of you are allowed to do, then it that, you know, okay, yes, we had a conversation this morning, this is what it's about, and then it's in writing. Because if, not, I promise you in court they'll be like, you know, she made me switch it from three to five, or they made me switch it from five to seven and, and I had to do it because they made me.

Sybil: Right, and "I missed two hours of parenting. So parenting time so I don't think I should pay them child support this month".

**Kaytee Gillis:** Yeah, absolutely. Yeah, I promise you they'll find a way to blame it on you. So, just have it in writing. It protects everyone involved to have stuff in writing.

**Sybil:** Yeah, so with that, you talked about kind of knowing your truth and what you believe in, but so many that I work with, they get that notification and [00:09:00] in our area, they're like my Talking Parents is a really big one in Colorado, that's what a lot of people use, and they get the ding notification on their phone and immediately they're like, \*gasp\*.

So, what are some things that they can do? To calm their stuff so that they can respond in an appropriate way rather than react.



**Kaytee Gillis:** So a lot of my clients actually end up getting a separate phone, like a burner smartphone to download that app on that particular phone. Now again, this costs money to have to do that, or if you have kind of like an old phone sitting around that you don't use, and you could put the app on that and then, you know, okay, I check it every hour on the hour. Then you're prepared and, you know, "okay, I'm gonna go, it's two o'clock, I'm gonna go and I'm gonna check it". Now, that sometimes I think is better because then you're prepared and you know what you're about to see versus like having it in your [00:10:00] pocket, or your purse all the time. And then you're constantly in that fight or flight every time you hear a ding.

So that is one recommendation for people who maybe have like a separate email address, have like a separate phone number, like a Google number or something like that, that they can contact you on. You want to always be available cuz you don't want them to have the excuse of like, "I couldn't reach them. I couldn't reach her".

You don't want that. So, you want to always be available, but it's totally fine to have two different phones or two different email addresses or whatever. But all that being said, when that ding comes, take a breath. And just know they're gonna do what they're gonna do.

And I, I say that phrase, they're doing what they do. They're gonna do what they're gonna do. They're not gonna change. We have to really work towards giving up the hope that they are gonna change, that they are gonna come around and be reasonable and compromise.

Does it happen? Sometimes? Maybe usually maybe if they're looking for something, you know, they're looking for a favor, but try not to hold in into that. Know that what [00:11:00] they're say, gonna say a lot of times is going to be to provoke you and to insult you. Go into it with that mindset of, "yep, this is what they're gonna do".

And just be ready. Know there are gonna be a lot of lies. There are gonna be a lot of hate-filled messages. And, and just know it, I know it doesn't make it easier. But knowing it and taking some time before you respond is really good. I tell people, depending on the nature of the conversation, take some time.

If it's something urgent, of course you don't wanna take an hour and not respond, but put the phone down, walk into the other room for 10 minutes before you respond. Some people maybe you need 20 minutes.



**Sybil:** Yeah, so taking that time. And then also looking at the nature of the message. So, those of you listening or watching it is possible that you get, like this much message, like a novel. And you probably don't [00:12:00] have to respond to that much.

**Kaytee Gillis:** Yeah, like a lot of times it really is like a full novel or dissertation. And it starts with like, you know, 17, well, you did this and I saw you at the pizza place and you were wearing da da da, and you're with already with a new person and da da da da da da.

None of that has anything to do with the kids. Nothing. And then you get to the bottom and it's because of that, I need to change from Friday to Wednesday or whatever. Stick really to what it is that they're saying. There will be a lot manipulation tactics in that way. If that's the only way for them to contact you, a lot of times they will use that to show their anger towards you.

So I work with clients to have very specific communication tactics and is what I call a NED technique. And NEB is N.E.B, N is for necessary, E is for emotionless, and B is for brief. So, you don't need to respond to the fact they saw you at the pizza place with a new date and you were wearing a dress that was too tight, that you don't need to respond to all that. Respond to what is necessary to [00:13:00] respond to.

They're asking to switch times or they're saying, little Johnny's sick and came home from school. Someone needs to pick him up. Alright, I'll be there at four to pick him up. Per our scheduled time. Thank you. That's it. Don't respond to anything else. Keep it as brief as you can, as much as you want to fire back and send something equally as long.

Don't send it in the app, don't send it in writing. Don't send anything that you do not want read out loud in a court of law. Sometimes I tell people, you know, email yourself your response first, and then copy and paste what you feel like would be good. Or open up a Word document, type up your whole response, and then cut out anything that is unnecessary.

You don't need to respond because then unfortunately it'll look like both of you engaging in this behavior.

Sybil: Yes. And that this idea, which again, I'm excited about in your new book. That no matter what is high [00:14:00] conflict. It'll feed into that. Yep. Both partners are high conflict when in reality, the majority. I mean I don't know the actual percentages... yeah. I would say like majority... are singular high conflict



person. There are times when it's both conflict people, but that's actually now who's probably listening here.

And so you need to show. That you are not high conflict. That's the goal is to show you're not high conflict. So, and what you were saying and what we were talking about a parallel parenting versus co-parenting. The word that's in both of those is parenting. So, if it doesn't have to do with parenting.

**Kaytee Gillis:** Yes, then it doesn't matter because I tell people they will message you and be like, oh, I left that, you know that sweater at your place? I left those shoes. And where are they? And da da. Like, don't respond to it. Don't bring in into all the other like stuff that they're gonna try to engage with you because then it turns into an argument.

And they're gonna try to figure out, are you dating again? Or I can't believe that you, you know, took them away the [00:15:00] weekend when I needed them for Christmas or whatever. It is always kind of like that kind of power struggle. So you wanna look like you're being reasonable, but not ignoring them.

You don't wanna just flat out not respond because then you'll look bad. But you also don't wanna meet it like message for message

**Sybil:** Yeah. Yeah. It's not needed and it causes you to have more stress to have to do that. So yeah, what are some of, I know you have other tips on parallel parenting. So what is one more something.

**Kaytee Gillis:** So the big thing I always say, and I know I kind of touched on this a little bit, are things like, pick your battles. Know your truth and pick your battles really go hand in hand. You're going to hear from other people, whether it's their family, whether it's mutual friends, you're going to hear all the ways that you are doing the things that in reality they're doing.

But you're gonna be hearing all of the things, oh, they're engaging in parental alienation. They're abusing [00:16:00] me. They're, you know, drinking around the kids, da da da da da. You're gonna hear all of it. You really have to pick your battles. If it has to do with your kids' safety, if it has to do something with your family's safety, something with a kid's school or your employment or something like that, that's important. All the other stuff you really have to figure out what can you do? I tell people have a support system. Have like your person who you call whether it's you know, your mom, your sister, your friend, your therapist, coach, anything like that.



Have the person you can call that you can be like, I can't believe that they, and get all that out because you need to get it. out But get it out towards your support person. Do not send it to them. And the other thing I wanna say, and this is very important and it's very hard to do, is do not bash them.

That's going to be hard because you're upset and you have every right to be, and so your first instinct is gonna be like, "Ah, I can't believe they're acting like this. This is horrible". If you're on the phone with your mom or your sister and you get [00:17:00] into your venting, that's fine.

Do not bash them, especially to the children. Do not bash them. Do not bash them to any mutual family, any of anyone at all who could get back to them. I mean, and I'm talking to anyone, don't bash them to your family dentist. Don't bash them to the grocer where you pick up, you know, the butcher where you pick up meat.

I've seen stuff like that where it gets back to people and it also has the unfortunate effect of making you look like the vindictive one. You really wanna stay true to yourself and the kids are gonna come home and say that they're saying horrible things about you. And if they repeat it too, so many kids might not, they might just feel uncomfortable depending on their age.

Do not fight back. "Oh, that, that must have been really hard to hear that said about me. Did you have a snack after school?" Like really bring it back, but talk to the kids in an age appropriate way. I work with mostly teens, so this is probably different for kids, kids. But I work a lot with adolescents, I work a lot with teens and they know they'll, they'll come [00:18:00] in and be.

like "Oh my gosh. Like I go and I visit mom and she bashes dad, and then I go visit dad and he bashes mom. And I just am so sick of it". And you know, they hear a lot more than you think, even if their head is in their phone, and they're uncomfortable with it. And don't bash it. Just speak like, "oh, I'm sorry they said that about me. That must have been extremely uncomfortable to hear that. What was it like to hear that?" Bring it back to them. What was it like for them to hear it? Don't be like, "oh, she said that, well, da da da da". Don't get into that. Bring it really back to like the kids feeling, the kids' experience. You know, if, if there's a lie that was said like, oh he said that mommy's not gonna come pick you up at six. Well, that's not true. I'll be there at six after soccer practice ends and I will see you at six.

Stick to the truth instead of the reasons behind it and, and bashing the person.



Sybil: Yeah, and I really focus on consistency. Yes. Yeah. That you're giving your kiddos two different perspectives, right?

I am going to be consistently [00:19:00] there. And, I am not going to bash. And it's okay to say, you know, mom has a lot of big feelings right now because you're not fine all the time. Yea don't lie. But like mom's gonna be okay and it's not your job to make sure I'm okay.

Right, It's not your job to make sure I'm okay. It's my job to make sure I'm okay, and again, like what are we doing for dinner?

**Kaytee Gillis:** Yep. Absolutely

Sybil: Movin' on!

**Kaytee Gillis:** Yep. What'd you have for lunch? Oh, you had pizza. Okay, so we probably shouldn't have pizza again for dinner.

I like how you said that you don't wanna to lie to the kids. Cuz kids, they know and they know when we're not being genuine and if we say, "oh, everything's totally fine, I'm having a great time". They know that that's not genuine and that's gonna make them feel uncomfortable. Because their reality is not what they're hearing.

Sybil: That doesn't match it. Yeah.

**Kaytee Gillis:** Yeah. And so you say, no, "I'm upset right now. I'm dealing with a lot. But I'm gonna be okay. And, and you're safe". Because kids really always wanna know, am I safe? If they see mom crying, that scares them, especially the younger they are. That's scary to them. Like, [00:20:00] mom is crying, that means I'm unsafe.

Yes. So you're okay, mommy's sad. You know, daddy said, but you're, you're gonna be okay.

**Sybil:** Yes. Yeah, just being that consistent person for them, that safe space for your kids. So, what other tips and tricks can we give people that they can kind of put into place as they move forward?

**Kaytee Gillis:** So I'd like to talk about limiting avenues of contact. So one of the big things I work on with clients is when they're starting to kind of make that break of ending the relationship are, things like social media. In this day



and age, I think everyone, except for my brother has Facebook, he's the only one all I know does not have, have social media.

But do follow them on social media, delete them off social media and block them. And I always tell people you're blocking them for you, not necessarily for them. Because we know in this day and age that it's not impossible to find someone on social media that's not, [00:21:00] that's not yeah. Difficult at all.

You're blocking them so that way you don't see them tagged in like a company picnic or a family gathering. And then that will re-trigger you, especially if there's you know, pictures that have to do with things that are sensitive. So that's a huge thing.

And then another thing too is I know many of your audience, I'm sure has heard the term gray rock, but just to kind of like recap it's when you wanna be really as like boring and inconspicuous as a gray rock you don't wanna draw any unneeded attention to yourself.

You want to almost be like kind of boring to them to decrease the amount of ammunition that they'll have to fuel the things that they'll say to you and about you. So keeping that in mind when posting on social media. Like it's okay to post about a picture of the family going to the Grand Canyon, but you don't need to add all of the unnecessary details.

And never, never post about them. Never, not even indirectly or passive aggressive, nothing.

**Sybil:** Right, and sometimes you have to be aware of who else you're friends with because you [00:22:00] just don't know. Right, like their whole goal is to gather their flying monkeys around 'em to do their bidding.

And so you just don't know. And so you are going to, and it's hard and sometimes, right, like in group with me in the community, or with your therapist, or with your best friend, you do not have to take the high road. We always talk about, and I. I'm not my better self today. Of course, I'm gonna talk here because it's a safe space to do so.

Kaytee Gillis: And you need that. You need that safe space.

But



**Sybil:** anytime there's a public space you actually have to be really careful because that can be used against you in court to show other people like, "oh, see, she's as crazy as I thought she was. She's not over me yet.

She, whatever it is. And so we wanna protect you and your kids. And your kids from this.

**Kaytee Gillis:** Yeah, I'm glad you brought that up about the mutual friends because a lot of times, you know, we forget about the, the great-Aunt Sally that we [00:23:00] added on Facebook 10 years ago, and they're lurking you page, so we forget about that.

I always work with, when I'm working with clients, we talk about things like, it's really not a good idea to have mutual friends. Unfortunately, depending on how bad your situation is, you might have to distance yourself from mutual friends. It's a really hard decision. There's a lot of pain involved, but sometimes it's a safety situation.

If people are in the, "well, I wanna just be with both of you," kind of stage, then sometimes you have to make that decision for them. It is really, something that's painful and it's something that is not an easy decision. But, it is something that you might have to do depending on how bad your situation is.

Sybil: Yeah, yeah. Have you seen anything come up that kind of makes parallel parenting difficult for the protective parent?

**Kaytee Gillis:** So, the things that I see come up a lot tend to be what people are saying in and around the community and on social media.

Someone will say, that's why I brought up the example about the dentist. You know, you never know [00:24:00] who they're seeing.

I had a client or they had a dentist, they were kind of venting to their dentist. And then you know, three days later that the ex went and had the same appointment with the dentist and things like that, you just never know.

I've had clients walk into court and the ex-partner has you know a witness who was someone who was like, you know, their realtor that bought their house or something, and they're able to be like, look, see, you know, she's crazy because these are the things that she was saying at the time.



And so really you wanna conduct yourself professionally at all times. Which I want to stress you all I know is, seems impossible. It seems unfair, it seems victim blaming. Yeah. I do wanna stress that.

Have your support person have. Have a few avenues of support like journaling is a big one.

Some people do video journals if they don't like writing and have your support person who you can call and vent and say all the things, but social media's not a safe place. And just watch what you say in social circles.

**Sybil:** Yeah, and with the video journaling, I've seen some of that recently. But that [00:25:00] doesn't mean you're using your IG or Facebook as your video diary, correct?

**Kaytee Gillis:** Yes. No, I don't mean social media. I mean, like video on your phone.

**Sybil:** Like those people aren't, they don't get to see that from you. They're just, they don't get.

**Kaytee Gillis:** And, and a lot of people I know right now on social media, there's like a really big movement about people getting on and sharing their story.

And I do wanna stress that that's something that is usually not a good idea. Courts really frown about people getting on and doing any kind of public, you know, this is what I've gone through type story.

**Sybil:** Yeah, I would say when I'm talking with people, cuz that is, that can be so helpful. So many of the clients that I work with want to be in advocacy, want to write a book, want to do this cause it's healing.

It really is healing. And you need to be further out in the process. Yes. You're not doing any of that before that divorce decree is like boom stamped. And then you [00:26:00] do, it's like, kind of depends on your situation. Which I talk so much about predicting. Like we can predict so many things, but is there gonna be another motion in six months about parenting time?

Is there gonna be a motion in six months about child support? Are there gonna be these things you actually probably know. And if you don't get in contact with



one of us here because we can help you predict what's gonna happen pretty well and strategize around that.

So, Kaytee, we've only got a few minutes left. I want to see if there's any one other like nugget that you wanna share. And then I do want you to share about your new book, cuz I'm so excited about it.

**Kaytee Gillis:** All right, so the last thing I really want to say is I want people to know that it does get better. And I know that hearing that sometimes, especially if it's fresh, it's like, oh, oh no. This is, it's not gonna, she doesn't know what she's talking about. It, it does and sometimes what actually ends up happening is, "It", meaning the [00:27:00] behaviors and the situation might not necessarily change. You will find that you are less reactive to it, and that you are less triggered by it. You might find that that ding, you're like, oh, there's the ding.

But then you keep stirring your spaghetti. You don't have like that immediate reaction where you have to respond now it's the end of the world. My kids are gonna be removed from me. My life is gonna end. You'll find that you'll. Desensitized as time goes on and you will be able to more easily manage.

That doesn't mean that it's linear or that it goes down. Sometimes it is kinda like a wave, like ebbs and flows, but it does get easier. So, stick to your boundaries when they can and can't contact you and how they can and can't contact you. Stay professional and true to yourself. Know your truth and you know, remember the ultimate goal, the kids, the parenting, talking to kids in age appropriate ways and making sure that they're your priority really. The be an end all of the whole situation.

**Sybil:** Yeah, yeah. Absolutely. That [00:28:00] you are doing the work to change. You are doing the work to heal. So, over time it will get better because you are going to be different.

**Kaytee Gillis:** Yes you will be.

**Sybil:** Whether they're different or not.

**Kaytee Gillis:** Yep. And they might get more upset when they see that you're reacting less and less and they know that you're not as upset by the things that they say and do. They will probably up the ante. They probably will get upset because they're seeing that they're not affecting you.



And that usually incites some rage and anger. However you are building the tools to really work through.

**Sybil:** Yeah, absolutely. And give us a little snippet of the new book.

**Kaytee Gillis:** Okay. So my book, It Is Not High Conflict, It Is Post-Separation Abuse. That had to be the title, because so many of my clients are in what is called by the court, a high conflict situation.

And it is not high conflict. And like you said, are there situations where it is? Absolutely. Those are the people that probably aren't like going to read the book. [00:29:00] So the, the book is actually, it centers around a high con, look at me saying the word, it's ingrained in us.

It takes place around a custody battle where the person, her name is Rory, and she keeps getting slammed, you know, with subpoena, after subpoena, after subpoena for child custody for like silly stuff. So, it's kind of like how she builds resilience in how she learns to manage it.

So I won't give too much away, but there's a lot of tips in it. There's a lot of tools. There's ways of like conducting yourself in the courtroom, preparing to go to court, preparing documentation, responding to subpoenas, whether or not you should get legal a advice or not. There's like checklist, tools.

**Sybil:** Yeah. Is the book. I'm so excited. Because all of those things. That's like, that's what I do. That's what I do with you. That's what you do with your clients. But having like in your back pocket, right? You can't have access to us all the time, but having that in your back [00:30:00] pocket on your bookshelf that you can just go to because you may not be there right this minute, but then another motion comes up.

And you need it in that moment. And maybe you're just reading it to get validation because you're like, oh shit. Like I've been in this divorce now, like it's been three years.

Mmm, cool. And so hearing that makes you, you know, you're not alone. You're not alone. Kaytee wouldn't have written this book if you were the only.

**Kaytee Gillis:** Absolutely. You are, you are not. And it's unfortunate, but it's fortunate in that you're, there are other people who understand and there are ways really to work through it.



It does feel a lot like quicksand. But there are tools in this book to help just to rise above the quicksand and to climb out.

Sybil: Yeah. Well, Kaytee, thank you so much and you all, thank you so much for joining us. I am hopeful that all of these interviews that you are going to hear, even if you just pull one nugget that you can put into place tomorrow. That [00:31:00] your situation will improve. So again, Kaytee, thank you so much for being here with us. Thank you. And for you all listening, thank you so much for being with us as well. And check your email for your next interview.