

## Convene Podcast Transcript

### Convene Talk, ep. 25

*\*Note: the transcript is AI generated, excuse typos and inaccuracies*

[00:06] **Magdalina Atanassova:** This is the Convene podcast. Welcome to another episode of the Convening Talk. My name is Maggie, digital media editor. Michelle, over to you. Tell us more about this topic today.

[00:20] **Michelle Russell:** Thanks, Maggie. So in the January February issue, we talked about listening and the importance of listening and how that translates to events to help people be more receptive to listening. And then we kind of switched gears and went to talking in the next issue. So the March April issue cover story is about speakers, and it is obviously an important part of events as speakers. What has become more important to audiences today, based on Freeman's survey and study, is that people are more interested in learning from subject matter experts and their colleagues than they are interested in registering for an event because of a celebrity speaker or somebody who's got a little more sexy than that. The problem with having subject matter experts speak is that they're not necessarily professionally trained speakers, so they may not deliver something that's all that compelling, even though they definitely have the knowledge. It's just the way they present it that could be less than engaging. And this idea came from Barbara, because, Barbara, I asked everybody what really stood out to them from convening leaders, since I was not there this year, what stood out as an interesting trend or topic. And Barbara identified the opportunity to coach these kinds of speakers, to present more compelling presentations. So that was based on a session she had attended. So, Barbara, I'm going to throw it over to you because you wrote the bulk of this story. I had a couple of sidebars where I reached out to some people from Ted, and that's a very particular presentation style, the kind of TED talk, which is kind of what we all do as a team when we write something, and then we go back and then we edit what we wrote. So, TED talk is like taking this, your really big idea, and distilling it into the main takeaways, the main things that are going to resonate with the audience. So, Barbara, over to you.

[02:39] **Barbara Palmer:** Yeah, thanks, Michelle. This is Barbara Palmer, deputy editor. So this session featured Sarah Michelle of Velvet Chainsaw consulting, and Courtney Mesmer, who is the director of events for World at Work, which is an HR company. And I hope I got that title right. Sarah said something from the stage, which I think was kind of like this, kind of like the organizing aha moment, I think for a lot of people in this session. And she was talking to the audience at convening leaders and said, you guys aren't coming here to get more content. You're drowning in content. You're coming here to make sense of all that content you're drowning in. I just thought that that really hit home just with my own experience of this acceleration of content coming from a thousand pinpoints everywhere, the other really innovative thing. So Courtney had decided that she was going to remake this annual conference. When she described it was very typical, and I would say, if you're going to just one sentence that described it, it was more about slotting people into sessions than it was about thinking about the experience of the people that came there and who could deliver what they were looking for. And her solution was to really lean in on coaching speakers, and that's a function in events teams that I think sometimes can be very small. And she just put tremendous effort into taking subject matter experts and training them and leading them towards understanding how they could share their expertise with the people at the conference in effective ways. And one of the things that I also thought was really interesting is how they had really taken all the lessons of the pandemic, which accelerated this trend of more content everywhere, and figured out how to make it more accessible to the people in the room by having them many opportunities to interact with it. Like, there's a lot of science around how we learn that if we can, if we can talk about something, we're more likely to remember it rather than just having it wash over us. So when you apply to this conference, you apply to do a very interactive session. And so I'm not going to go on and on. The other thing that was really innovative is that they really looked at the opportunity to get this coaching as personal development benefit for their members. And so a lot of associations struggle to, like to look at the pipeline of speakers. Where are the speakers at different points in their career. And so by offering this coaching, which they were extremely wide in their offering access, like, you didn't have to be a great speaker, you didn't already have to be a good speaker to access these resources. You could be just somebody who wanted to be a better speaker. Some of these Zoom calls, they had 400 people on them. Presentation and communication skills are so much more important in a remote workforce than they used to be in that when everybody came together and it was face to face. So as you can see, it was very rich, I thought. And one of the things that made me see that it was very paradigm changing is I kept asking myself, am I overstating this? You know, am I, am I looking at something and like, making

it, like, am I overstating what they're doing? But no, I mean, it really is a very very different way of looking at speakers and audiences. So I would love to hear what you all have to say about this kind of approach. Maggie, what are you thinking?

[07:43] **Magdalena Atanassova:** I actually really connect with the last thing that you said about personal development and this being as a perk to members. It just touched me because as a younger professional, I really wanted to challenge myself and go to conferences and speak on different topics. And I was often given the opportunity to do that, but I was never really that well prepared because nobody spent the time to help me prepare for those moments, which can be very important in somebody's career. Right. You can take the stage, speak on a topic you're passionate about, have all the knowledge, you know, but just fail to pass it along in an effective way. And I, when I read that, I was thinking, oh, my God, if really that was available when I was starting my career in events, it would have helped me so much. But at the same time, I understand. It's like you said, it's tremendous effort on their part of doing that. It's a lot of extra work. I've seen it being on the PCO side for ten years. I know how much they work on scientific programs, the amount of time it takes to build the program, to select the speakers. But yes, at the end, you know, it comes down to slotting them in the right spot. Little time is left to give more instructions to really improve the actual speech. And then you go in the conference room and you see all these terrible slides and all these people trying to understand and decipher what's on there. Trying to see, trying to hear, and. Yeah. Michelle, what do you think?

[09:30] **Michelle Russell:** So this wasn't included in the COVID story, but we just wrote about this. After we worked on this story, there was a study that came out from a speaker's bureau, and what was interesting to me, now, these are professional speakers, so it's a little far removed. But what was interesting to me was that the survey takers were both professional planners, professional speakers. They asked about their pain points, and professional speakers said that they don't often hear who is in the audience, so they don't know how, like, that's not explained to them, so they don't know how to craft their message. And then planners complain that speakers don't craft their message for their audience. So there's definitely a disconnect there. But I think, again, it's a little off because these are not necessarily subject matter experts, but speakers. We have interviewed speakers for convening leaders and speakers for our other PCMA events who speak to us first before they actually. They've been signed. They have a contract, but we end up being the people who talk to them about the audience and acquaint them with the challenges our audience is facing as part of the interview process, because they have a basic knowledge of who it is that's going to be in the audience. But it's really interesting for them to find out more. And then the really good speakers don't just do a presentation that is the same for every single audience. They really try to tailor it to the specific audience that they're speaking to. So that just struck me that there was, in that survey, they were both saying the same things. They're not. They don't have enough information from the planner to tailor their message, and the planners complain that their message is just the same for not at all customized to their audience. And I think maybe that could be why there is this interest from attendees to speak, to hear from somebody who's intimately acquainted with their work and does the same kind of work and can help them with their challenges, rather than just hearing some best selling author talk about conceptual stuff that isn't necessarily relatable. Yeah.

[12:00] **Barbara Palmer:** And that actually was part of their plan. Part of their training was to tell the speakers about the audience, and I. And they required every speaker to at least watch this video where they talked about who was going to be there. My favorite little detail about their training program is when they. When they had, like, some speakers that were very nervous about speaking, and they said, well, why don't you just stand at the door and say hello to everyone? And I was late to the session, but Courtney did that at convening leaders as she stood at the door and shook everyone's hand. And I just thought how much I would love that, you know, to just have that personal contact with the speaker and to just feel kind of seen. And speaking of seeing, I see that you have something on your mind, Casey.

[13:04] **Casey Gale:** Yes, thanks, Barbara. This is Casey Gale, managing editor. Something I really liked that Courtney did. Not only did she look at the kinds of speakers they had and how to better train them, but also the types of sessions they have. Total rewards used to have three hour plenary sessions and then breakout sessions that were 60 to 75 minutes long. And she said her content team was actually pushing to make those even longer. And I think something we found, particularly since the pandemic, is that people really want more white space in the program. They want more time to network and connect with each other outside of sessions. And so those long sessions aren't really what appeal to people anymore. So now at the total rewards 24, their longest sessions were 75 minutes at most. And those were actually sessions that taught specific skills. So it was debates, roundtables, hands on workshops. So those kinds of sessions that were longer actually incorporated that kind of networking and connection, which I thought was really interesting.

[14:20] **Michelle Russell:** You know what I always find interesting and I can definitely relate to this, is the fear of public speaking is, like, right up there with, with the fear of dying. So it's like a lot of people are super afraid of public speaking. And in my career, I had the opportunity to work for a voiceover artist once and a public speaker. And her best piece of advice that I always think about is focus less on yourself and more on the kind of value you want to give to your audience. So what is it? Stop thinking about, oh, I'm so self conscious about how I'm appearing. Are they judging me? Do they like what I'm wearing? Am I dressed correctly? What do I fit in? And more about what value you would like to present, what information that you think will be valuable to the audience. And so that takes some of that fear away and fitting in. I just heard something from Brene Brown, which I absolutely love. The opposite of belonging is fitting in, which I didn't think of that ever, but it is. Belonging is where people accept you and you feel like you're embraced by those people in that community for who you are. Fitting in is how you change yourself in order to belong. You think in that group. I just loved that she said that.

[15:50] **Magdalina Atanassova:** She's a genius. We all know that. I just want to relate to what you said. And similar to Barbara's point of shaking the audience's hand and greeting them at the door just to remove that fear from the part of being on stage, what I actually found that works for me, and I've done it in a few conferences. And I think the first time I did it was because I was put in the spot right after lunch. And I thought, really? No. And first of all, I was, of course, I was very self conscious, very afraid. And then I had the knowledge this slot is the worst. So I thought, you know what? I'll just make everyone dance and use the silliest moves, and I'll make, you know, I'll just go there, shake things off on stage with everybody doing the same with me. Also, we'll get them up and moving after lunch and, you know, the worst will go away. And it was really like that. It was. It was really fun. I get these few minutes on stage to just do something silly and think, okay, there cannot be anything worse to happen on stage than my dancing in front of everyone. Everyone is with me. They're dancing back, and, yeah. And then it's like it takes a completely different tone, and I think it's really helpful. Of course, you cannot do it for every session, and not every type of speaker can do it in every situation. But it's just one thing that I found. It really worked for me on a few occasions.

[17:21] **Michelle Russell:** I love that.

[17:23] **Magdalina Atanassova:** Jen, anything on your mind?

[17:25] **Jennifer N. Dienst:** I don't have much to contribute to this one. I mean, unless you want to hear some hilarious horror stories of public speaking, because I'm terrible and very afraid of it. What you said, Michelle, that advice that that person gave about public speaking resonates with me because I think, yeah, public speaking just has always terrified me. I had some bad experiences early on when I was younger that were horrendously embarrassing. And ever since then, I just have had a mental block. So that advice that they gave, I think that makes sense because it takes. Because in my head, and I'm sure everyone who has a fear of public speaking as similar fears as, you know, you're just afraid of looking stupid. And mine, where I get kind of tripped up is my brain just goes blank when I get in front of a large group of strangers. I think it's because my brain, as a writer has been trained. I have the space and room to explore my thoughts on paper. It's not like I have to immediately come out with some genius thought. I can do it at my leisure. In a word, doc, in a notebook, whatever. And I'm so fascinated and impressed by people who can just spit out some gorgeous piece of wisdom on the spot. And I'm sure it's a muscle. It's a muscle that you train to do over time. Some people are probably born with the gift, some people aren't. But I'm sure it's. They had to work on it regardless.

[19:10] **Michelle Russell:** I do think it's a different skill set of. I don't. I totally agree with you, and maybe you get better as you do it. But there's a reason I always say this. If I'm asked to be on a panel, there's a reason why I do my best work sitting at a desk with a laptop, because I can erase those words. I can. I can. Then I can edit myself. I can, as you said, be more thoughtful about what I say. I can make myself sound better. I can make it a little more engaging. But that's at. At my desk, not in front of a live group. And it's sort of the same thing. As I understand, the work we do is very different than the work of our readers because they're putting on live events and they're in the moment. We have deadlines, but we also are there in private working on our stuff, and it goes out in the world, and we don't see it go out in the world. We don't see the reactions of people. We don't see the lines forming at the buffet. We don't see how people lose interest in a session or walk out. We don't see how they read our stuff and flip the page. We just put it out in the world, and that's how we do our work. So it is very different than seeing and being in the moment and experiencing the reaction of your audience.

[20:30] **Magdalina Atanassova:** You're both doing public speaking right now without coaching.

[20:34] **Jennifer N. Dienst:** I know this is taking some time to get used to, I think, with things that I, like, know very well and have, like, a really strong connection with. It's easy. Plus, I know y'all, I think, like, there's not a block, because I've known you guys for a long time, so it's a little bit different.

[20:54] **Casey Gale:** And you know what? I think also, because our job is so research based, that when we're asked to talk about something off the cuff, personally, it's very difficult for me. And even in my personal life, I never want to talk about something like politics or current events if I haven't immediately, right beforehand, brushed up on what I'm talking about, because I don't want to say the wrong thing or have inaccurate information that I'm spreading. So I'm very conscious of that, and I think that's from our job. You know, talking on the podcast has definitely been, I think, a big step out of all of our comfort zones because we are used to sitting behind our computers and having lots of time to think about what we want to say. And this is very. A very different skill set.

[21:50] **Barbara Palmer:** You know, I'm just thinking about the coaching program that Courtney and Sarah put together. Like, they are running in the opposite direction of a session as a performance. You know, that it's reliant on. I mean, there are some sessions that truly are performances, but this isn't that. This is, like, everyone in the room feeling comfortable and being invited to interact with. With the information and the strategy and just what the speakers are bringing. So it kind of relieves them of the thought that they have to perform just really just being yourself. And I have found that to be true. I mean, it's very refreshing to have somebody on stage who's just themselves, whether they're dynamic or whether they're quiet. You know, it's just this invitation to get away from, you know, here's the certain hand motions that speakers make, and here's they walk three paces this way on the stage, and then they walk this way. Just that performance, this isn't what that's about. This is about trying to bring everyone in the room into an understanding and be able to interact with what the speaker's bringing.

[23:23] **Magdalina Atanassova:** I think that's why, for me, it was an interesting experience to be part of uncomfortable conversations, that format from Convening EMEA, where everybody in the audience wears a mask that covers their eyes, and then you just speak to them, pretty much like on a podcast. The preparation for this session was very different for me. Even if you don't have coaching, you have to prepare. That's the basic thing every speaker must do. The preparation was very different because I was actually just recording my voice and trying to make sure it sounds in a certain way that I wanted this whole thing to sound. And I actually had the opportunity to read it because nobody was looking at me. I was on stage just reading, but reading in a certain way. And I had really crafted the words to fit in the time frame that I had, which was very, very brief. So I thought that was a very interesting experience. So the performance part was removed. Also, the fact that the audience couldn't judge who was on stage. Was it a young person or an older person? They couldn't just put a label immediately onto that speaker. And I heard afterwards, for some of the other speakers, I thought you had a very mature voice, and I thought, what a weird comment to make to somebody in their twenties, especially. But it was. Yeah, it was an interesting experience, and definitely, I think it was interesting for the audience to just have one of their senses removed.

[24:57] **Michelle Russell:** Yeah. I wonder, did that put more pressure on you in another way? They weren't looking. They weren't judging you based on how you looked, but they were definitely only listening to your words. So, like, that also carries a little more responsibility to make sure that what you're saying is really keeping them interested.

[25:19] **Magdalina Atanassova:** Yeah, 100%. I had really sat on that text for a very long time to make sure it really says what I wanted to say, because this time, I thought, I cannot afford to just work on my speech as I would in any other occasion, just go on stage and wing it, even if I mess up something that nobody would know what I wanted to say. But this time, I wanted to be very, very specific. So there definitely was a pressure in that sense that the words mattered even more.

[25:50] **Barbara Palmer:** Mackie, I am curious as to how it felt. Like, even the speaking that I've done. Like, you definitely get something from the audience. So what was that like to have them masked? I mean, did they still react even though they were masked? Or what was the relationship between you and the audience because they were masked.

[26:15] **Magdalina Atanassova:** As a speaker, the only thing you could observe is their body language. So were they leaning back and just listening in a relaxed sort of way, or were they coming forward, you know, kind of giving you the sense that, okay, I'm here. I'm really listening to you. I believe, like, in every such situation, there was a mix of all of those. And interestingly enough, last year, when we did uncomfortable conversations, I saw people wiping their. Under their masks. And afterwards, because it was too dark, because the room is purposefully with the dimmed light. Afterwards, I asked somebody from our team sitting at the back, and I said, what was happening? And she said, people are crying. They were wiping their tears out of the story that they were hearing. So that was very interesting. Really, really interesting experience, too. And again, in this situation, you don't focus that much on the audience because you're just focused on delivering the message in a clear way. But afterwards, hearing back, hearing the feedback was interesting, for sure.

[27:24] **Michelle Russell:** I think, for me, I stopped looking at the delivery of a presentation. The best speaker I ever heard was Doris Kearns Goodwin, who wrote, among other books, biography of Lincoln. And she came to a podium, and she stood stock still at the podium for the entire presentation. I thought, oh, God, this is going to be dreadful. And it was the most fascinating presentation I've ever heard. And I'm not even, like a Lincoln, you know, fan. I'm not a big history buff, necessarily. But it's just that she had. She just had such a great and compelling story and a way of presenting it that was very authentic. So I stopped looking for people to be on the stage and taking, as Barbara said, the three steps here, the four steps there, using the hand gestures perfectly, having the greatest slides behind them to demonstrate or to make their point, emphasize their point. It's really about the message and how you're able to authentically convey it.

[28:35] **Magdalina Atanassova:** I'm just curious, Jen, what if you had really good coaching and the certainty that you would get coached really well? Would that make you feel a bit more comfortable?

[28:46] **Jennifer N. Dienst:** Yeah. Yeah, it would. I've worked at it. I mean, I did when I did my yoga teacher training, which, for reference, like, I didn't do it to become a yoga teacher. I did it to further my own knowledge, my body intelligence, and just because I love yoga. But at the end, you're required to do a teach out. So you have to get out up in front of a class, actually, to do it a couple times and teach a class. And not only does that require speaking, but it requires, like, you're practicing along with them. And there's, like, you know, there's more to it than just speaking. So that was, like, multiple challenges in one thing. And I'll be honest, I had to take his Xanax before, and I barely got through it. But, you know, the speaking part was the hardest. But, yes, practicing beforehand, having some coaching from the teacher who was teaching us helped significantly. But, yeah, I would love to do that. I would love to go through a coaching program. I took a speech class in college, and that's where I had, like, a horrendous experience because we had to get up and give a speech. And I think it had to be, like, a few minutes. I can't remember.

[30:04] **Michelle Russell:** I think.

[30:05] **Jennifer N. Dienst:** I think the max you could go was, like, four minutes, and I can't remember what happened, but I just wasn't paying attention to the time because there would be someone in the class who'd raise a sign, be like, you're over. And I just completely lost track of what I was doing. And I went over by, like, two or three minutes, and it was super embarrassing, and people were, like, laughing, and I felt so bad about myself. And that's when I was like, I never want to get back up because I thought I was doing okay, and I thought I was being off the cop, and, like, it was horrible. Anyway, so. Yes. Open to coaching in a safe space.

[30:45] **Barbara Palmer:** Yeah. And you can see how this coaching program that's, you know, that they developed that is really available to people who are members, is such a member benefit, and it's become, like, part of their strategic plan. Like, that is a member benefit. And I think it's really innovative.

[31:08] **Magdalina Atanassova:** We all need to become HR specialists just to become members, get the coaching.

[31:14] **Barbara Palmer:** I would actually, you know, we read our articles, and I would love coaching on that because I just feel like, you know, like, I think it's really hard. I find. I find it very hard to listen back to it.

[31:31] **Jennifer N. Dienst:** Oh, when you read your article?

[31:33] **Barbara Palmer:** Yes. Do you guys listen to. Do you guys listen back to.

[31:36] **Casey Gale:** No.

[31:37] **Barbara Palmer:** And I just feel like okay. That is the first rule in getting better. You have to know what you're doing. But that's the last thing I want to do, is to press play and see how that sounds. So maybe that's something that we can have access to. Like, yeah, I listen to my interviews.

[32:00] **Jennifer N. Dienst:** That I do when I interview, like, a source that's been helpful because I have to listen to them to be able to write the story.

[32:09] **Barbara Palmer:** When I was a newspaper reporter, somebody told me, and I think it's true, that it's really not a bad thing for the person that you're interviewing to not think you're that smart. Like, it's not bad to, you know, it doesn't matter how you appear. What matters is what you get from them.

[32:28] **Jennifer N. Dienst:** Yeah.

[32:29] **Barbara Palmer:** And I feel like that has maybe impeded me in the public speaking towards it because I worried too much about sounding stupid, you know, because I'm like, I'm the only one that has to.

[32:45] **Jennifer N. Dienst:** Hear these transcriptions over time, become less intimidated by people. And I think because I've interviewed people who are very highly accomplished, like Doctor Peter Doughty won the Nobel Peace Prize when I interviewed him right after I started this job. And I was

terrified to interview him. And I was like, I remember calling my dad and asking him because this guy's a doctor. I was like, what do I ask him? How do I talk to him? Da da da da. And the interview, first of all, went on for an hour and a half. We were just, like, talking about anything and everything. People are just people. And I feel like the more people I talk to or interview are highly accomplished like that. They're not like, yes, they have that part of them, but there's also a very human part of them. And I try to go for that immediately, and I they're going to get in there, what they need to say, you know, I feel like that has made those types of interviews and being around those types of people a lot easier.

[33:53] **Casey Gale:** I totally agree. And I think part of what's helped me over the years feeling comfortable interviewing people is reminding myself that I'm the one in control of the situation. I'm the one in charge of steering the conversation. And one time I thought about it and I was like, you know, I would be kind of nervous if somebody was interviewing me. So I just thought about it from that perspective, how to make people more comfortable when you're talking to them and really, like, taking ownership of the conversation makes it easier for me. And I I'm sure it's similar for public speakers they have to remind themselves that they're the expert. They've been chosen to speak on this topic, and people are looking to them for advice. They're not going into a session thinking, gosh, this person doesn't know what they're doing. You know, they think they've been chosen for a reason and they know what they're talking about. So I think having that kind of confidence that you know what you're doing really goes a long way. Although I agree with Barbara that reading for the podcast is a totally different skill. And, like, the breath work that comes with reading a sentence properly is an art that I can't master.

[35:11] **Jennifer N. Dienst:** Yeah, I've. I've found that my mouth feels sore. I'm like, what is wrong with me that I, like, can't read for two minutes? Like, is this a muscle I need to, like, work on? How do you, like, people, like, do voiceovers and stuff for, like, cartoons? Like, what are they doing to prepare?

[35:31] **Casey Gale:** I so much respect for audiobook narrators I did before because I know that's such specific skill, but I feel like, like you said, I can't read for two minutes without, like, hiccuping or my mouth goes dry or something weird happens. And I don't. It's very difficult.

[35:49] **Jennifer N. Dienst:** It is challenging, surprisingly. I had no idea.

[35:53] **Magdalina Atanassova:** At least you don't have an alter ego. Every time I have to record something, my alter ego comes out to play, and it's this very expression, expressionistic person who really wants to do things. And I'm like, who are you? Where do you live in all those other moments? But no, when I have to record, oh, my God, every time we have a fight. And this last video, the promo video for season three that I had to record, that was painful. It was painful to record in a public park where people were just walking by and I was just talking to my phone in English in a very interesting way, walking my dog alongside.

[36:39] **Barbara Palmer:** I love that.

[36:42] **Magdalina Atanassova:** Thank you. It's my alter ego.

[36:46] **Michelle Russell:** It didn't feel natural to you, but it looked very natural to the audience.

[36:50] **Jennifer N. Dienst:** It did, yeah.

[36:52] **Magdalina Atanassova:** Oh, thank you. But, yeah, it really feels when I watch it back because I need to watch these things back. Right. And listen to everything we record because I have to edit it.

[37:03] **Barbara Palmer:** Yeah.

[37:04] **Magdalina Atanassova:** Sometimes it's like the alter ego. There you go. Should we end with my alter ego?

[37:15] **Barbara Palmer:** It looks too. Before I start talking about my alter ego.

[37:22] **Magdalina Atanassova:** I'm sure we all have the way for special occasions.

[37:26] **Barbara Palmer:** Mine is an editor. I have an alter ego editor. Like, I have this person that's very earnest and works very hard at putting the first draft. And then I have this editor that comes in that has a cape, and it's like, none of this is going to work. Slash, slash, slash. So that's my interior. Like, I've got the.

[37:51] **Michelle Russell:** I don't know. That's an alter ego. I think that's a skill set, is you definitely have to write as a writer, and then you have to step back and then you have to reread what you wrote as an editor. And that's something that I think comes with practice. And it's not. Not an alter ego, but just, like, comes with the territory. Otherwise, I'm just going to. Mine has a red pen. Mine is the smartest teacher you've ever seen with a red pen in hand and just slashing through my own stuff anyway.

[38:25] **Magdalina Atanassova:** Yeah, that's a good alter ego. I wish I could develop one like that. Wearing a cape. Mine looks like a cartoon character more than wearing a cape.

[38:39] **Michelle Russell:** Mine looks like a teacher or a librarian. So yours is more exciting.

[38:43] **Casey Gale:** Barbara, Maggie, I think introverts can really relate to your alter ego because I know pretty much anytime I'm in a public situation, I'm not my normal self. I'm a slightly more chipper, outgoing version of myself. So I think many introverts can relate to that. You just have to step up the pep a little bit.

[39:07] **Magdalina Atanassova:** And do you afterwards go back to every single moment that your older ego was out and you were like, oh, my God, yes, yes. Good. Then that's an introvert thing. I'm glad I'm not the only one. It's painful, but we have to live with them.

[39:26] **Barbara Palmer:** That's right.

[39:27] **Magdalina Atanassova:** Well, I hope our listeners alter egos are fun as well. They can share with us in a note somewhere. Don't forget to support us by subscribing wherever you listen to podcasts until next time you close.