

# Anti-Resolutions and New Year's Transitions-- Episode 13, Dru...

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## SUMMARY KEYWORDS

people, transition, drudgery, talking, happening, support, steps, big, change, conversations, shit, feel, problem, energy, unattainable goal, executive function, summit, resolution, reset, angela

## SPEAKERS

Molly Hicks, Angela Locashio

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Molly Hicks 00:00

Welcome to drudgery dreams and in between the podcast for neurodivergent weirdos and queers who forget about struggling to adult we're struggling to human.



Angela Locashio 00:07

At least that's what everyone's telling us.



Molly Hicks 00:09

Your right for you.



Angela Locashio 00:11

Per Usual. hey, I'm Angela, bringing sense to the conversation. From here on my soapbox, I shed light on the thing society doesn't want you to talk about, you know, the real shit that matters. intersectional thinking, sexuality queerness neurodiversity consent, and the fact that self care is bullshit for me, all about community, and how we can care for each other.



Molly Hicks 00:37

And I'm Molly, giving a big Fork you to Cookie-Cutter Solutions, I help burn out physios Fuck neurodivergent and queer entrepreneurs make shit happen by providing out of the box solution and sustainable systems to grow your biz. For me, it's all about doing what makes sense for your brain.



Angela Locashio 00:54

Enough with the chitchat, let's get to it.



Molly Hicks 00:57

Keep listening, and together we'll explore the drudgery dreams and all that shit in between. Get ready to call bullshit on what everyone thinks should be doing.



Angela Locashio 01:07

As we navigate the spectrum between what really matters to you, and the shit keeping you from it.



Molly Hicks 01:12

Hey, everybody. It's been I'm sorry, I do the same thing. I am so distracted by the fact that we did the same thing. Okay. Anyway, moving on. Welcome back to Drudgery and Dreams 2023 edition. Today, we're just talking about kind of how we've transitioned, what's been happening, our anti- resolutions for this 2023. And, honestly, we've kind of had like a weird start. Like, it's been like, Rocky, but not unstable. I feel like how to like, at least for me,



Angela Locashio 01:58

It's been a rough transition into the new year. Like



Molly Hicks 02:03

it's been weird. And like a lot of people that I've talked to especially neurodivergent Humans, that has been kind of the same for them. Like, we joke because I know you weren't into as much of the like, retrograde stuff because I am but



Angela Locashio 02:19

Mercury is in retrograde.



Molly Hicks 02:21

But like, I haven't heard of anything significant about that. But I was joking that like, all the things must be in retrograde, because it feels like it. Um, but yeah, because it's been kind of weird, because we've had a couple of times where we're like, Hey, we're gonna do our episode.

And we both woke up like, or one of us woke up that night, or the night before it really no,



Angela Locashio 02:44

or the day before is happening,



Molly Hicks 02:46

that we are not doing that tomorrow. That's not happening. And so I'm excited to finally be here and doing this episode. But one of the big things for me, and I feel like this is something that it varies across the entire energy spectrum, is the ability to hit reset. And I know I messaged you about this because like, we did talk about this. I have trained myself to reset on a daily basis. Like if you just go to bed, we can we can just try and start over tomorrow with like new emotions, maybe. But when I was a kid, it would take me like quarters or years to reset. So New Years always felt like I could be a new person as a kid. Now, it's, I still have that like sense of reset, but talking with other people that is not common, necessarily among the end community. And I know that's specifically true for my little human. My kiddo never resets. Like there, there's there's no reset button on that that child. So, are you do you reset? Are you a reset or



Angela Locashio 04:08

I'm with intention, I have to intentionally do it. This is a practice that I have had to, to work on. And it really depends on my energy levels and how things are going. If it takes me time, effort and energy to reset, so if I don't have time, effort and energy to do that, it doesn't happen.



Molly Hicks 04:34

Gotcha. Okay, that makes sense. So my brain was dead. What's happened they said okay, and so that lack of resetting kind of feeds into the anti resolutions that we're talking about, like um, **I feel like New Year's resolutions are setting people up for failure. Because they are these exaggerated, unrealistic, unattainable goals like. And mostly I feel like because people don't think about all the steps it takes to get to that ridiculously high attainable, unattainable goal.** And so I



Angela Locashio 05:26

think they're ridiculous because they're based on what other people think we should be doing.



Molly Hicks 05:31

But can be Yeah.



Angela Locashio 05:33

You know, so often it is because there's some social norm. Yeah, that, like, You're fat, therefore, you need to lose weight.



Molly Hicks 05:42

Oh, yeah.



Angela Locashio 05:43

You know what I mean? Like, this is one of the biggest resolutions is is weight loss. And, and it's like, okay, let's look at that. Is this something that you want? Or is it something that you're doing? Because you should?



Molly Hicks 05:59

There's air quotes on the shirt she had,



Angela Locashio 06:00

always



Molly Hicks 06:03

I know, she didn't do it, but I knew they were there. Yes, and I, I do struggle, because I'm always like, Oh, it's a new year, I'm gonna start this over. But I'm also one of those people that I'm like, Well, I'm not running a marathon this year, because I run one step and get out of breath. Therefore, this year, I'm gonna go walk in, you know, like, so I can break down, like realistic steps. But that I think is the hardest part for a lot of people is like, because we're just working with a lot of my clients, like specifically, like having



Angela Locashio 06:44

the executive function to identify the smaller pieces that are required to get to the big piece.



Molly Hicks 06:54

Yes. And like that is what I get the most is I want a amazing client experience client experience with all of these like bells and whistles. And I want it done.





Angela Locashio 07:07

Yeah. Click experience. bells and whistles,



Molly Hicks 07:15

guys, so I am doing a summit that's coming up. And if you would like more information about that, please join my email list because I will be emailing everybody. I made a landing page. And it was supposed to say client experience guide. But I forgot some letters. And it looked like it was going to be the click experience guide.



Angela Locashio 07:42

That's lots of bells and whistles. You're lots of



Molly Hicks 07:45

Oh, many bells and whistles. Ah, anyway, join me at the summit. No, honey, yes. But anyway, the point. The point was, a lot of my clients really struggle with like taking that big grand dream, which is a valid Dream, which I am more than happy to help them achieve. But they can't figure out or understand without me like literally writing out a schedule and a timeline and a calendar and whatever else. How many pieces are a part of those things. And that is a lot of times why I think people fail at the goals is because nobody if you don't have the executive function to do that on your own, and you haven't asked somebody to help you do that, then you're working at a goal that you don't even know the next step. So how are you going to achieve that step? And so I think it's very important that we talk about community a lot. We talk about support systems. And I usually, a lot of times have executive function skills. But when I don't, Angela gets a call. And I rely on Angela to use her skills to help me figure out what I need when I am needing support. And so the moral of my story here which was really long and very roundabout is it is important that if you are going to set goals regardless of what time of year that you have somebody help you and support you in breaking down those goals into realistic attainable steps for you not attainable steps for Susan and accounting. Attainable steps for you. Same thing with your kids. If your kids come to you and say mom, or bapa whatever your title is, I want to become a famous, let's say, footballer, soccer player, and watching too much British television. I want to be a famous soccer player, you're not going to like throw them on a field with a bunch of adults, like you're going to take them to pee-wee soccer, and help them learn soccer skills and get them a soccer ball and practice soccer ball. Oh my God, why can't I talk? Practice? Soccer, bowling, I can't, I can't get through the sentence. You're gonna help them in easy, attainable way is to get what they want. So I'm gonna stop talking on that subject, because I feel like I'm.



Angela Locashio 10:46

So I'll jump in. And so really, here's the thing, when we're doing things for ourselves, we have this added pressure, that sucks away some of the energy and makes the executive functioning more difficult. And then we get down on ourselves because we're like, I can do this everyday for other people. And I can't do it for myself. What the hell. But the reason we can't do it for

ourselves is because of that energy expenditure, because it's ours, and it belongs to us and the additional investment and the beliefs that we have about ourselves and all of this. So asking for support. Knowing who in your group of people can help support you on that is really important. Like, I know, when I go to Molly and I say, I can't see this, I can't see the bits and pieces of this. I'm not going to be judged. But I'm going to be supported. And I'm going to be called on my BS when I'm like, No, that doesn't make sense, or no, that's not how I'm going to do it or whatever, that she's gonna come out and and say, No,



Molly Hicks 12:15

it's true. I hear



Angela Locashio 12:16

that that's how you want to do it. But that's not your pattern. That's not how you do the things. So let's be realistic on this. And and vice versa. So you know, there are reasons why New Year's resolutions? Fail. Yeah. And it's I don't I don't do New Year's resolutions. Because never went in my life. Did I ever set a new year's resolution? That was about me. It was always in conversations with other people. What are your New Year's resolutions? Oh, I'm supposed to set a new year's resolution. This is the thing, this is what everybody does. This is the this is the norm. But really, when it comes down to it is we set goals for ourselves when we have something that we want, not at a particular day of the year, because some buddy said, you're supposed to hit the reset button. Because honestly, every moment of every day, we have the opportunity to make decisions, or to change the way that we do things. And we don't need some eight, some random, you know, we don't need that. And, and what happens is, we think that we have to wait for that. Right? So Right? So we go through this is what people do. I'm going to enjoy the holidays and then on the first I'm going to just change everything just like that.



Molly Hicks 13:50

Good luck Gladys. I don't think that's going to work. I mean, come on. neurodivergent neurotypical, it doesn't matter. For most people. That's not how things work. Yeah. And why does this happen to me every time I go to I have a great comment. And then I go to say it and then I stare at you. Like my head is empty.



Angela Locashio 14:15

I'm handsome. So it's okay.



Molly Hicks 14:20

Now I'm extra distracted. Thank you. I'm glad is we're just gonna Yeah, we're just gonna let it go. This can pick me up. Oh, you can change your mind at any point. Like I think we say this. I think we've said this in like three or four episodes. I know I say on my social, a lot like every

moment of every day. You are experiencing something new and you are learning a new lesson, which alters the way you perceive and make patterns and do all of this shit that our brains like to dissect, which means that what you knew three minutes ago, and what you know right now could be vastly different, especially if somebody just like blew your mind with some fact that will alter the way you take your next moment. So it is absolutely okay. And I would encourage you to change your mind when you are met with new information that influences how you are going to act in this situation. And I feel like it is tragic, that people think that they cannot change their mind because they've been conditioned to think that changing your mind that makes you weak or wishy washy, when that is absolutely not the truth. That's not the point fact. Not the truth, I can't think it is. Absolutely the point changing your mind is actually the point of learning. Like, please change



Angela Locashio 15:56

at least questioning yourself, which I will admit that there are times, you know, I come off as rather arrogant, a lot of times because of this. Like, okay, and where's the proof? Show me the evidence. You know, like, I'm not this person who's just like, Okay. Um, I want to see the evidence. And that's great. That's fine. But when I see the evidence, I have the right to change my mind. And it doesn't make me bad. It doesn't even make me like, I think so many people are resistant to that I was wrong. Oh, I mean, I don't like being wrong. I really hate being wrong. Actually. I cry when I'm wrong, because it frustrates me so much. But, you know, I don't always express my emotions the way I want to I could.



Molly Hicks 16:59

Yeah, I wasn't, you're allowed, um, Angela?



Angela Locashio 17:04

Yeah, yeah. So I often cry when I'm wrong about something because I am very rigid in the way that I think and when I know that I'm right about something. And then if I'm proven wrong, the transition from going from one thought process to this other new thing, and moving into that, and accepting that as, as real or as fact, can be difficult,



Molly Hicks 17:34

especially when your brain is very cut dry. Not you specifically. But like, if you have a thought pattern that is like the things that I know are true. And the things that I don't know, are false. That's going to be a problem when you're trying to intake in more information, because now you are entering a transition zone. Yep. And this is a new transition. And if we do not transition well, which most of us do not. We're gonna have some stumbles and frustrations and huge emotions and all of that. So, remember that not only for yourself, but your littles as well, especially if your littles are and look, they learn new big facts every moment of every day. Like, imagine how much a two year old is learning in one day when they've only known like, the inside of their living room. So anytime that they're expanding and learning, they're either going

to be super excited or super frustrated, because we've just expanded all of that. I'm sorry, mom life has taken over recently. So all of my, all of my reminders are, hey, remember the littles?



Angela Locashio 18:51

Well, as you're talking about that, I'm going and let's look at how much has changed in the last couple of years. COVID blew open conversations about mental health, about disability about accessibility. And so we have a lot of people who are transitioning into new thought processes in the workplace. Oh, yes. And we're like well, yeah, duh, you dumbass. But for them, it's not dumb. It's truly a new thought process because this is not something that they've personally experienced. So they've happened to step out of themselves, and look at things in this way that is scary and new. And don't get me wrong. I am not making excuses for dumbassery in any way shape or form. Am I making excuses for somebody who's stupid Who? And by stupid I mean, they know that they don't know. And they are not willing to take the steps to learn. That's what I call wearing the stupid hat. Right? On the other hand, there are a lot of people who are ignorant. And they don't know that they don't know. Right? These are the people who we have to be gentle with. Because they're the people who can change.



Molly Hicks 20:40

Right? And there's a significant difference between how those two types of people respond to a situation.



Angela Locashio 20:47

Yes, but those people hear the backlash and the frustration from people like myself, who are very frustrated at the stupidity, and therefore we lash out, or we say something on social media, or we make a comment about I'm so tired of, and then you have this person who is ignorant. And now they're feeling ashamed. And now they're defensive. And now they're not in a space where they can learn, because we've just taken all of the energy that they had to make that transition. And they're expending that energy on dealing with the shame that they're feeling. And so it's really important that we think about that, as we're having conversations, as we're saying things of how is this affecting all of the people in the middle. Because here's what tends to happen, you've got the people on the ends, and they talk back and forth at each other. And then you've got the people in the middle. And they're getting whiplash, like, you know, and so all of their energy is being expended on that, instead of being part of the conversation, and being able to transition into this new space that we are branching into in the disability community. Right. And it's the same in the queer community, it's exactly the same. And those conversations are happening right now, too. There's a lot of conversations happening around gender right now. And, and so I think, and I know people don't want to hear this, like, I'm tired of being the one who has to make concessions all of the time. But knowledge is power. And when you have power, you have to be aware of that, and how that power is expended. And unfortunately, ours is brain power. And so yes, we are making concessions in order to reach the goals that we have at the end. And on the days when we're really really frustrated and angry about that our community is there to support us. So I guess the point is, be careful not to alienate that community, like with hateful comments, because I've been seeing a lot of that like



just side A versus side z over here spouting hate at each other and because of that, we're not getting anywhere and if we if let them let them over here make asses of themselves by spouting hate we can say what we want to say we can make our point without being hateful



Molly Hicks 24:02

I don't have much to add to that. I don't have anything to add to that. Yes, okay. I just got sat there mesmerized listening to you and now I need to find us in a new direction. And I am just having an empty brain today.



Angela Locashio 24:27

Okay, so So let's, let's go with this point being don't make a resolution to like, just change exactly everything right now. If you have been struggling in something, it's okay that it's not fixed tomorrow or because it's the first of the year now it's changed. **It's a transition to get there. And it takes time and there are steps to getting there. So have self compassion with yourself as you are moving into that whatever Do space for whatever goal you have set for yourself. Whether it's a resolution or some like a new business goal or, or something, right. And have compassion for others who are doing the same thing?**



Molly Hicks 25:15

Yes. Yes. Okay. My God, I **keep having a thought and it goes away. This is the most ironic thing ever right? I feel like we're talking about this like rough rocky start. And I'm literally just having brain fart after brain fart. Brain constipation at this point.** Oh, I know, another thing that we've been dealing with over the course of the past couple of days, and things is you and I have been talking about neuro different-neurodifferently-divergent, friendly courses and testing. That was the other big thing that came up. And I think we even save or even reached out about homeschooling materials that are neurodivergent. And



Angela Locashio 26:18

right. And I've been writing policy and contracts. And in doing so writing them to be fully accessible. Oh, yeah.



Molly Hicks 26:31

That's a big difference than the standard. **fully accessible is is very different from the standard.**



Angela Locashio 26:37

It is, it is like contracts that aren't just a whole bunch of words and paragraphs, but plain English bullet points? Like, why does it have to be so hard? Oh, so that people won't read it, and they'll remain ignorant to their rights. Let's change that and make sure that's not

happening. So in my company, I am making sure that that is not the case, as we are onboarding people, and volunteers and, and making all of that happen, it is going to be fully accessible to anybody who is wanting to come in and join us on our endeavor. Yes.



Molly Hicks 27:20

And it's I had an eye opening experience myself, like, I have always been like, oh, I can take a test or whatever, whenever. And never really thought about it much, or how different we think. Um, and I took a test that was semi scenario based. And it was not ND friendly at all. So much so that I ended up talking to other people who took the test. And all of the people that didn't do well on the test, were neuro divergent. And as like, oh, this, this is a bigger thing than I thought. It's not just this one test. Nice. All the tests are all the tests. And so like you're talking about your contracts, I've been paying closer attention to kind of like my email trains where people are struggling in in the different concepts that we're talking and, like, if somebody's like, Oh, I did not take that from what you said, I rewrite it. Because if they don't get it, somebody else is probably not going to get it. And so like, one of these things, as we move forward. I am challenging myself to like when I experience something that doesn't make sense, regardless of who is sending it, I am going to tell them, hey, this does not make sense. And here's this is the key part. And here's why. I think if this is what you meant, then maybe try doing this. And if this is what you meant, try doing this. And if neither one of those two things are what you meant, we have a bigger problem. But like just trying to help, like as you said, educate people in a way that is people who are trying I should say people who are trying to be more available, accessible words. Taking small efforts, and not just being like, oh gosh, they just don't want us. What if they just don't know that? They're doing something like oops, now I got fuzzy and kind of helping them see Oh, that is probably not helpful.



Angela Locashio 30:03

And, and it is okay if you don't have the time, effort and energy to help them. Right. So this is one of the things like the, the oppressed groups are now put into positions where they have to teach the oppressor how not to oppress? No, you do not have to spend your time, effort and energy doing that. However, you can let somebody know, so that they can take the steps to learn.



Molly Hicks 30:40

I, I personally, because of how I process information, I'm not arguing with you, just given my example. I personally, me saying that doesn't work. Makes me feel like I'm not giving them any direction, and they could get worse before they get better. So I tend to be like, this doesn't work, because object permanence or, you know, XYZ, whatever. Just to give them like a inkling of where to start. Because if I were to say, to, this is an example. My kiddo was in a preschool, like, just random preschool, not school associated. And they were using a behavioral chart, where they publicly would move close plinth pins. And my kiddo was always at the bottom because guess what, ADHD. And I was like, This isn't fair. Well, ADHD and autism. And I was like, This isn't fair, blase. blase. Never gonna get to where you want because blank, yes, it's still. Um, and if I hadn't have said, why it would have just been like whiny parent mode. Like, I just don't think that's right. Right. So that is, basically,



Angela Locashio 32:23

right. But it wasn't your responsibility to give them all of the answers on how they could change. It's great if you have the time, effort and energy to be able to do that. But that's not your responsibility or your sole responsibility. Once they have been notified. This is a problem. And it's a problem because now it's their responsibility to take action, to make adjustments in their process. And, and that's, that's the thing, a lot of times it is put on us to solve the problem. And we are already expending all of our time, effort and energy trying to survive within the problem. So we're at a point where it's really important that people who are not expending their time, effort and energy living within the problem to come in and support. And so when we're saying, transitions are really hard for me, or I need these adjustments being made. Because I'm neurodivergent. Or we need to look at some policies and start changing some things. Because in my queer experience, filling out job application after job application after job application that says gender, male, female, first of all, that's not gender. Secondly, that's a binary that many people don't fit into. And that creates the stressful space that doesn't need to be created. So that needs to be changed. And now **it's not my responsibility to tell you exactly how to change it. It's not my responsibility to go in and recode your employment shit. It's now your responsibility, because it's been brought to your attention.**



Molly Hicks 34:41

Now, I want to go off on that tangent. Why the Fuck do they need to know your gender for a job interview? How is that even



Angela Locashio 34:55

the last time you filled out a job application



Molly Hicks 34:59

prior to The military



Angela Locashio 35:01

or for that matter, I mean, really anything like there are so many forms. Oh, and now there are forms, you know, people are like, Oh, we're gonna put pronouns on the form. And it's she, he,



Molly Hicks 35:18

they What about all the other ones?



Angela Locashio 35:22

Like just leave it open and let people self identify instead of putting them into these little boxes? You know? Yes, yeah.



Molly Hicks 35:33

I take that back. I filled out a form before Blaine is born. But that was a long time. Yes. That just Yeah. Anyway. Okay. Well moral of today's episode is I feel like visited a couple different tangents and side shoots and rabbit holes,



Angela Locashio 36:04

I think a whole like, what, five weeks or so of stuff that we've got to, like, talk about,



Molly Hicks 36:12

like that bad blob, but like, get it all out is that if you choose yourself to do a resolution, make sure it is something that you want for yourself. That's what makes it the anti resolution is that it's something for yourself, and that it is something that you yourself can achieve. And if you aren't sure if you can achieve it, which is a valid point. Ask your buddy to help you through this and figure out a way to help you achieve it. Also, don't be a hateful Assholes. feel like that was one of the points always. Advocate but don't feel responsible to fix the problem yourself. Am I missing one?



Angela Locashio 37:16

Along with having self compassion when you yourself feel limited, Have compassion for ignorance.



Molly Hicks 37:26

Yes.



Angela Locashio 37:28

Because there's ignorant people can grow. And we don't want to alienate them.



Molly Hicks 37:39

Yes. Okay. Am I missing? Oh, and if you want to join me at the summit, join me at the summit where we'll talk about client experiences not click experience guides.



Angela Locashio 37:51

That's a different Summit. Totally different Summit.



Molly Hicks 37:54

But this summit is going to be great. So yeah,



Angela Locashio 37:57

at the clit experience Summit, you have to reach the climax before you can come down.



Molly Hicks 38:02

This one's just unlocking secrets, right? Ah, this secret no clits were harmed in the making of this summit. They're gonna hate me for this



Angela Locashio 38:24

I mean, okay, but part of business is sometimes we make these kinds of like errors and their money and less, less. This one got attention. This one got attention. Well deserved attention, y'all.



Molly Hicks 38:41

Yes. Oh, my gosh, well, okay.



Angela Locashio 38:44

All right, everybody. Thanks for listening to drudgery dreams and in between a weekly live podcast coming to you every Tuesday at 9am. Central 7am Pacific. If you're catching this live on YouTube, be sure to subscribe to our channel for updates when we're back here next week. For all you podcast geeks, subscribe on your favorite podcast app we're on them all. If you'd like to support the podcast, be sure to leave a rating and review and share with your friends. To catch all the latest from us. Visit us at drudgery and dreams.com and follow on your favorite social media platforms at drudgery and dreams. Thanks again. See you next time.



Molly Hicks 39:24

See you, everybody.