

DEAR MINDFUL CHANGEMAKER,



HOSTED BY
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Dear Mindful Changemaker Podcast

Episode Six – Rachel Davis Transcript

Podcast Intro

Meico: As a changemaker, you're dedicated to making a positive difference in the world. You love what you do, and you're good at it. But here's the thing. With all the things on your plate, you may struggle with finding the right balance between work and having a fulfilling personal life. And as the world becomes more complex, it may seem change, disruption, and uncertainty have become new norms in your life and work.

Meico: But it doesn't have to be this way. I'm Meico Marquette Whitlock, and I'm on a mission to help changemakers like you improve your well being while increasing your well doing and changing the world without burning out. In every episode, my intention is simple, to share practical wisdom about the inner and the outer work required to take care of yourself while building a better world, especially when it feels like work doesn't love you back.

Meico: So, let's get started.

Part One

Meico: I have the privilege of being here today in the studio with Rachel Davis.

Meico: She is the Executive Director and CEO of Greater Wealth Works, an economic development agency, and among other things, they provide resources, training, and support for entrepreneurship and career pathways and personal investment. So wherever you are on your journey, when it comes to wealth building, when it comes to starting your business, or whether you're a small business or a larger business, they have resources and support that can support you along your journey.

Meico: Rachel has been in economic development for 25 years prior to the work that she's been doing now. And it started all at a Spelman College entrepreneurial project in the 90s and later at Goodwill Industries before joining the organization that she's working at now, which is now known as Greater Wealth Works.

Meico: She has a Bachelor of Arts degree in Economics from Spelman College. My Spelman sister.

Meico: Morehouse man here, and an MBA with a concentration in Finance from Clark Atlanta University. So between I think the two of us we have a large part of the Atlanta University Center schools covered here between the 2 of us. Rachel, welcome to the podcast.

Rachel: Thank you. And thank you for inviting me to be a part of this.

Meico: Absolutely. I love to hear from everyday changemakers and how they're making a difference in the world, and I'm excited to be able to add your voice to that conversation. I know that you have lots of experience and lots of wisdom that you can share with the folks that are listening. And as we get started, I know I've given people a brief bio sketch of who you are, and that's like the formal bio, but I really love to kick off these conversations by asking folks who they are in their own words, what they want folks to know.

Meico: So I'm going to ask you this. So who is Rachel and what do you want the folks who are listening to know about you?

Rachel: So the interesting thing about my journey in this, I did study economics at Spelman College. I've always had an interest in business. I've always had an interest in finance. And I grew up in the Bronx in New York City. I had hardworking parents. My father actually worked and owned businesses.

Rachel: So that's where some of that interest in small business comes from, and understanding that could be a way out of poverty. And so that's where my interest in that. My mother, I was a social worker, and I spent my summers working in the Department of Social Services, and, wondered why some people continuously generation after generation, why are they struggling.

Rachel: And I knew that there was a better way. And a lot of it just had to do with lack of information and knowledge. And a lot of that kind of shape, my view of the world and my interest in the work that I ended up doing. I, fell into this work by accident. And, no, it wasn't by accident.

Rachel: It was intentional and that this is what spoke to me and what was important to me. And my, and it aligned with my interests. I call myself the unconscious activist, meaning I don't think I deliberately set out to do this because in all the years that I've worked in this field of economic development, I was fine being the second in command, the person behind the scenes, creating the programs, working directly with people, and then I got thrust into being the leader of the organization I'm running today.

Rachel: And that was an important shift for me and it was necessary. It was necessary for my evolution and kind of having real effect and change on how I want to help and serve people. And sometimes in this journey, you have to play different roles. Sometimes the role is, you are in the background or you're the, you're on the sidelines or sometimes you have to be the one stepping up front or you have to be the one making the noise.

Rachel: And so I think that's probably, where I am today in my journey and all of this. And it hasn't been easy, but I appreciate the experience and what I'm learning in the process. So

Meico: I love that.

Rachel: kinda it in anutshell.

Meico: If I were to thread the needle a little bit, so I'm hearing unconscious activists.

Rachel: Yes.

Meico: From a very young age exposed to entrepreneurship as a pathway, for making it right, making out of poverty. And on the other end of it, you saw poverty through the lens of the work that the interning you did with your mom and the social service agency.

Meico: And it sounds like you connected the two, right? You're going to use entrepreneurship to help people address the challenges that they're dealing with in their life to give them a pathway for addressing, those challenges. And I love what you shared, too, for folks that are listening, because oftentimes when we have these conversations. Sometimes it can feel like the folks who are doing the front facing work are the folks that get highlighted, right? They're the folks that get celebrated. But what I love about what you shared is that you being front facing is relatively new in your career. You've been behind the scenes, right?

Meico: Making things work, making sure the trains are moving on time and all those things. And you have reluctantly stepped into this front facing role because you recognize it's another way for you to make a difference and make an impact. So from that place, let me ask you this question about your, the start of your journey.

Meico: So I love to ask this question about your onest real job ever. How are you define real? But I always find it fascinating to understand where people started on their journey so that we can connect the dots between that and where you are now. So I heard you talk a little about the work you did with your mom,

Meico: it's in the Department of social services. So was that your onest real experience?

Rachel: Yes, that was actually my first real work experience. I was a sophomore in college and, every summer I went to school at Spelman College in Atlanta, but I grew up in New York City. So I would go back home every summer. And I needed to work. And so, my, there was an opportunity to work in the industry of the field where my mother works.

Rachel: And every summer I would spend working in the Department of Social Services. People needing benefits or housing or, they're displaced and I got to interface with people and understand, people end up where they end up, not necessarily because of their own choices. Sometimes things happen and lack of knowledge and information or mindset

Rachel: keeps them there. And I knew that there was another way. The Department of Social Services, those agencies exist to help people with immediate needs. But they're not focusing on, what's the change, what's the long term solution to so I don't end up here.

Rachel: That's what I wanted to figure out is how do we move people from here to where they really want to be.

Rachel: Support is needed.

Rachel: Absolutely. We all need it at some point in our lives at different times. But how do I not end up here. How do I not have my next generation end up here? That's the solution.

Meico: Yes,

Rachel: want to, we don't want to just, address the immediate need. Let's find an answer to the long term problem.

Meico: yes. And I love what

Rachel: How I ended up here.

Meico: Yeah. And I think that's such a beautiful path that you've taken. And I love that for folks are listening. So we're all changemakers here in this community. And, so there are a couple of nuggets there. So one, in terms of the folks that we're helping so many of us, we work in or on behalf of the nonprofit sector.

Meico: The nonprofit sector in large part of the need for that is to fill the gap, right? That is left by other sectors. So there's a role for all the sectors. So this is the role that specifically nonprofits play. And I love that you talk about the fact that the folks that we're helping that we're supporting

Meico: I don't necessarily choose their circumstances. And they aren't defined by their circumstances. But, there might come a time when people actually have an immediate need, and there are lots of wonderful organizations that do a wonderful job of meeting that immediate need. But what I also hear you saying is that there's also a space for us to think about beyond that immediate need,

Meico: how do we support people, beyond that, right? And that is where the work that you're doing now comes into play. And so I'm wondering if,

can you take us forward to where you are now? What does it mean when you say that you are the CEO and Executive Director of Greater Wealth Works, what does that look like day to day in terms of the work that you all are doing specifically the work that you're doing and guiding the organization?

Rachel: I think one of the things and the most important thing is community, collaboration and partnerships, like with those agencies that are on the front line. That are solving those immediate needs, those emergent problems that have to be taken care of. And then I want to be their partner and that, let me help those that you've helped move them to another place.

Rachel: So collaboration, being clear and intentional about, how do I support the work in perpetuity? It's wonderful to be a changemaker, but I can't do this by myself. I want to not just, I can't just be the face of the organization has to take on a life. And a purpose beyond me.

Rachel: I'm in the role, but I have a purpose in that I need to make this exist and still be here when Rachel has moved on to do something else. And I think that's very important. And that's the space that I'm in right now is that collaboration, the partnership, capacity, building resources that can feed and support the work ongoing. And really, encouraging community.

Rachel: We can't, I think sometimes, we want to save the world as the single superhero.

Rachel: That sounds all well and good. But, the reality is that, you don't really want to do this alone. You have more of an opportunity to have a long term change and effect when you are doing it in community and support of others.

Meico: Yes.

Rachel: We can go further, together and I think that's really, where I'm trying to go with this is, is building the partnerships and the relationships. I'm looking at new ways to, just in the community, philanthropy community of how we raise money. And how, we get people involved in supporting the work that it's not just, hey, you're donating to solve a problem, but, you're supporting the work that helps the community at large and really getting that message out there.

Rachel: I'm putting in place and I have in place different partnerships and relationships that actually help the businesses that I'm serving. Helping them save money, helping them find ways to generate more revenue. And then at the same time, those partnerships relationships generate revenue that support the work.

Meico: Yes.

Rachel: So those that's one of the things.

Meico: And yeah. And what I love about that is, is that, you easily could have just giving us a rundown of sort of the, here are the programs, here's the day to day, right? And so at the large, the high level, we understand that you're providing capacity building support for the folks that are coming through your doors.

Meico: Entrepreneurship and investment is one of the pathways that you're using to support people.

Rachel: Right.

Meico: But I also hear you talking about purpose, right? And purpose beyond just, Rachel CEO, Executive Director. But purpose in terms of what does this entity that you're leading look like? And I hear you voicing the importance of partnership and voicing the importance of collaboration and community and relationship building.

Meico: And on the philanthropy side, it sounds like you're not just asking people to write a check, but you want people to be really invested in the mission and in the people that you're serving.

Meico: To maybe clarify a little bit. So Greater Wealth Works is a nonprofit organization, right?

Rachel: Yes, it is a nonprofit organization. That's correct.

Meico: For folks that might be wondering and feel like there's a disconnect.

Meico: So you're a nonprofit organization, but you're helping folks that presumably I'm assuming have for profit businesses. Can you maybe describe why that is the case? And what is the importance of you being

able to through Greater Wealth Works, help people build, successful businesses?

Rachel: And so the organization was founded initially to move people out of poverty with self employment or small business ownership as the pathway to achieving that. And that is a big part of what we still do. When I changed the name to Greater Wealth Works, that capacity expanded to look at different ways of how people need to find long term financial sustainability.

Rachel: In some instances, they might need to work, find a good paying job, and then maybe the business is a side hustle. They may need to be looking at, how do I develop and grow myself financially in terms of eliminating debt and building assets? What do I do with the business once I've grown it to capacity?

Rachel: Is it really an asset or, is it just barely feeding me? We really want to focus more on the long term financial sustainability of the individual. And so that would mean building a really successful business, if that's your pathway.

Rachel: Or finding the right career through skills development, and maybe I have a passive income business. Looking at, do I have life insurance?

Rachel: Do I own my home? Do I have retirement? Those are all the other things that we're looking at, and that's really what our purpose is about. We also help people that have nonprofit businesses. But ultimately what we're looking at is, how are you as the individual, how are you making your way in this world financially?

Rachel: And so what is sustaining you? Is that a business? Is it a career? Is it a combination of those things? Are you an investor? That's really what we do. And it's all about finding the right pathway.

Meico: And I think that really helps us get a clear picture. You talk about, so it sounds like you all have a holistic approach, to the individual, and really building community, I should say, one, really one individual at a time. It sounds like that's part of the, the work that you all are doing. And so whether it's you have a nonprofit organization and you're trying to get off the ground, you need support, whether you have a business or whether you just like,

Meico: I need to know what the next thing is next for me in terms of my career. Can you all help me with that? I'm not really interested in the business, but can you all help me with getting some skills to go into this field that I might be interested in? I think that it's such an important part of the ecosystem of work that we provide, and a great compliment to the safety net that you talked about in terms of

Meico: what traditional social services agencies do and the important need that they meet. So something struck me in terms of what you shared is that one of the reasons that you are offering these different pathways is so that people don't feel like they are a failure if they don't fit into simply just one,

Meico: one lane, right? One prescribed lane. And I guess my question is about how you stay inspired and motivated. Sometimes when we're looking at social media, people are posting the highlights, right? And, but we know that there's stuff that goes on in between and behind the scenes.

Meico: And I imagine even on your journey, just even if you take just a snippet of transforming and shifting the organization to focus more broadly, in the way that you described it here,

Rachel: Oh, yes.

Meico: I imagine there have been some setbacks, right? There have been some failures. There have been some disappointments.

Meico: So how do you stay inspired and motivated when you run up against that?

Rachel: I and this and it's not easy. Because it is it takes work to do this. But you have to in the midst of challenge chaos, problems whatever that those, because those things come, those pop up, you have to stay grateful. So gratitude is important. Focus on what is good, what is going well, celebrate small wins.

Rachel: We immediately forget those when something isn't going the way we want. We focus on the problem.

Meico: Yes.

Rachel: We need to, of course, address the problem, find a solution for it, but you need to also look at it in terms of, is this just a distraction? Is this something that needs the amount of energy I'm giving it, and not allow it to consume or derail you from where you're trying to go

Rachel: Yes.

Rachel: Don't allow the problem or the challenge to define you as a person.

Rachel: Or that, taking it personal, or making it feel like, I failed in some way. Some things don't work out, but that has nothing to do with who you are as a person. What can I learn from that? Maybe this experience was necessary as a part of my journey. Maybe it wasn't, but don't internalize it.

Rachel: I think that's, and that, that can be difficult to do. But the way you, I guess keep yourself grounded is you also got to have the right people around you. That's so important. You have to be very careful and conscious about who is in your immediate circle.

Meico: Yes.

Rachel: So you have people that are sounding boards.

Rachel: They're just gonna listen and let you vent. Then you have people that are going to, give you the kick in the pants that you need, hey, you're not doing X, Y, and Z, stay focused, you need to do this. Then you have others that will pray with you, cry with you, motivate you. You have to have those people in your life, and you have to be that,

Rachel: for someone else, also. That's important. It's that's a reciprocal

Meico: Mhmm

Rachel: thing that you, you got to give, know what you're expected to get back, so to speak.

There's so much gold in what you just shared. And I just want to start with the first part, which is.

Meico: It sounds like there's an acknowledgement of whatever the challenge or the difficulty is, whatever the failure is, right? And that you are not that thing.

Rachel: You are not that thing.

Meico: And I'm making a connection between this and what you shared about the folks that you work with at the social service agency. How the language you used was very interesting to me. Because you, you described it as, people aren't necessarily making a choice about where they are in that moment. They, things happen, and they're there for support in that immediate need, and they're not their circumstance, right?

Meico: And it's interesting how you bring that forward to your own strategy for how you deal with adversity, which is recognizing that you are not that thing, and finding your way to gratitude wherever you are. And then, yeah, and so I think that's so critically important. And then you talk about surrounding yourself

Meico: with the right people. And I think this goes back to something you said earlier, which is don't try to save the world by yourself,

Meico: right? Get your partners, get your collaborators and so on board. But in this personal practice you talk about, it's like you. you...

Meico: So your organization has a Board or Board of Directors,

Meico: it's what you're saying is you need to get your own personal Board of Directors, that you can convene with, right? And have conversation with and get feedback from and get the support that you need. And it sounds like it's a two way street. So it's not that you're just taking right?

Meico: But there's an ebb and flow of give and take. So you're getting support, but then you're also, stepping up to be of support. And I think that is important, and I think what you just shared here, just in this snippet is, I think, gold for some of the folks that are listening that, just need to know that they're not alone in this, number one, and that number two, that some of the ways in which you are staying inspired and motivated, it sounds like it's, you know, very simple, like the idea of just having your own personal group of folks that you're just connecting with on a regular basis and able to vent like something as simple as that.

Meico: It sounds like it's very powerful for you.

Rachel: Yes. That has helped me through the most difficult times. And I'm thankful, for those people. Yeah.

Sponsor Break

Meico: All right, it's time for a break. We'll be right back after a brief message from our sponsors.

Meico: Changemakers like you are driven to do more and more, often with fewer and fewer resources. But there comes a breaking point where your passion dwindles under the weight of pressure, the mission suffers, and you feel like you love the work more than it loves you back. That's why I wrote the book *How to Thrive When Work Doesn't Love You Back*.

Meico: A practical guide for taking care of yourself while changing the world with a forward by Beth Kanter, author of the "Happy Healthy Nonprofit." This book is a succinct, practical, and action-based guide for changemakers seeking to make an impact without burnout. Learn more and order your copy at mindfulchangemaker.org/books. That's mindfulchangemaker.org/books. The reality is, if you really want to make a difference, you must start by taking time for yourself right now because you can't change the world if you're not around long enough to make that happen. This isn't about working harder and smarter, it's about making a commitment to work differently so you can take care of yourself while making an impact for the long haul.

Meico: In "*How to Thrive and Work Doesn't Love You Back*", I share practical strategies grounded in the well being while well doing change framework. And I wrote this book after experiencing more than my fair share of burnout and overwhelm in the name of saving the world during my previous career in government and non profit work.

Meico: I share what I've learned to be the most impactful strategies for my personal practice and my experience helping changemakers around the world just like you create lasting balance in their lives. These are the same strategies I teach teams and organizations through my live trainings, self-paced courses, coaching programs, and tools like the Intention Planner.

Meico: Each chapter has a summary of key ideas and a checklist of practices you can start implementing right away. I know you need practical strategies and resources to help you create sustained balance in your life and work so you can lower your stress level. And focus on getting the important things done right now.

Meico: So, this book isn't about theoretical concepts. It's about what to do and how to do it. Learn more and order your copy at mindfulchangemaker.org/books. That's mindfulchangemaker.org/books.

Meico: All right, let's get back to our conversation.

Part Two

Meico: Yes. Let me ask you this sort of diving a little bit deeper into this. I want to talk about the topic of work life balance. So I recognize. That is a term that not everyone agrees with. This is involved with how we think about it, but I like to use that because we have a shared understanding.

Meico: When we say that word, people understand what we mean. To that point, how do you balance the demands of the professional life with

Rachel: yeah.

Meico: life outside of this, right? And I know that and just as a setup for this. If you're okay with this, I would love to, to, for you to take us back to, as you were going through this transition with Greater Wealth Works, if you're comfortable sharing what you're, what you were dealing with outside of work as you were going through this.

Rachel: Yes. Ironically, when I had made the decision to take over the organization, my mother, was diagnosed with Alzheimer's. And I, she was living with me. And so I ended up becoming her primary caretaker. When I say extraordinarily challenging, I can't even put into words how challenging

Rachel: that was. And I was grateful, really for the opportunity to serve her, in the way that I was able to even, through her transition. She transitioned in early 2021. But I was grateful, for the opportunity to, one being the leader of the organization, it allowed me to control my destiny in terms of how I was working and managing my mom because I was in charge.

Rachel: And so I could control how my time was spent. And I'm grateful for that. I also, because it was also during COVID, I was working from home, but I, was able to at least be there. I had help, with, supporting my mother with outside help. But I wasn't far away. And so that alleviated some of my anxiety.

Rachel: And I think, the big thing really is you do have to be able to turn off, and shift. Like when it's time for work, it's time for work, but when it's time to disconnect, really, truly unplug and disconnect. I used to go for walks in the park. There's a caregiver watching my mom. Because you also have to have time for yourself.

Meico: Yes.

Rachel: You have to have time to just process or not process. That is so important because otherwise you just stay in this continuous loop of, worry, work, shifting from one thing to the next. And if you don't ever find the time to separate and disconnect from things so that you can just get quiet and still and peaceful and grateful.

Rachel: Yes, there might be a whole bunch of crazy going on. But you still have to do that. Because otherwise you stay in the swirl of crazy. And what I mean by that is when you can disconnect from something, you can rise above it and see yourself separate from the chaos. That's what I think, ironically going through that at the same time,

Rachel: that's what I learned. What would not have expected that. But, that's what I got from it. And I can say that, now. Looking at it from, from the rear view mirror now, going through it is one thing. I've gone through that and I can tell you, that it helped me learn how to manage things that I didn't think that I could.

Rachel: So

Rachel: Taught me a lot about myself.

Meico: I want to talk about that particular point about the things that you learn in terms of managing life, but before we do that, I want to thank you for sharing.

Rachel: Oh, sure. Yes.

Meico: There are so many folks that have similar situations, right? In your case, you're dealing with your mom with dementia folks listening, fill in the blank with whatever your,

Meico: your thing is right. Everybody has a thing.

Rachel: Everybody has a thing.

Meico: Everybody has a thing. So if you fill in the blank with your thing. So I want to ask you about,

Meico: I guess flexibility inside the organization in terms of folks that you manage. So you mentioned that as Executive Director, obviously you had the autonomy that perhaps someone at a different level than organization might not have had. And folks might be listening, might be saying, okay, that's good for you.

Meico: Like you, you're exactly right, you had that autonomy. That's great. But what about me? I don't have that autonomy. So can you talk about how, if at all, you extended the same type of flexibility to your team and how you all were able to work together and still work together, in the current iteration of the organization?

Rachel: Right. Well, and I think it's because, I've been in the role of not being in charge. I've been the coworker, the employee, and I understand the circumstances and so I have empathy. When someone is put in that same situation and may feel like, hey, I don't have the ability or the flexibility, but I, because I understand that I give it,

Rachel: Grace. Because I've been in that place before.

Rachel: And I think, understanding, what it's like to be in someone else's shoes allows you to, I guess be fair.

Rachel: Yes.

Rachel: in how you deal and how you allow people to function.

Meico: Yes. And is that a formal, do you all have a formal policy? Is it a case by case thing? I'm just, I'm thinking about other folks that are listening that are wondering, okay, how can I do this for my team or for my organization.

Rachel: Right. it's a policy that, you know, because our work is somewhat flexible in terms of when and how we serve people. And, it's more of a team effort and how things get done. If someone has to take, like an extended leave of time, then, we will work that out and then we'll find another way to fill in the gaps.

Rachel: I would rather, especially if someone is a great contributor team player, I don't want to lose that person. Yes, the work still needs to get

done. But let's find a way that, still supports the organization for sure, because we don't want to, just extend, leeway and, just any circumstance.

Rachel: But for sure, when it's an immediate family member, and that's impacting that person's ability to do their job, then we don't want them to have to stress about that.

Meico: Yes. I appreciate you, you sharing that. So it sounds like you all have two things I take away from that one, you have a team based approach to doing things. And I suspect that part of that approach has to do with the fact that you've worn so many hats inside of organizations, right? And so you understand the value of sharing the load, it makes everyone stronger, right?

Meico: In terms of if I know what you're working on. You know what the other person working on we're collaborating. Not only does it make us stronger in terms of how we're serving, but it makes us stronger in terms of if someone needs to take away, take time away, step back, whatever it is, it makes it easier to fill in that gap because you already have that embedded as part of the culture.

Meico: And then the second thing I'm hearing is that, it sounds like there is a mindset around being agile and being flexible. Yes, you're purpose driven. You understand that you have a mission to meet, but it sounds like there's flexibility in meeting that, which is I think it's beautiful. Yeah.

Rachel: Yeah. Yeah.

Meico: Let me ask you, as we wrap up this segment on work life balance, to go back to the things you learned about how to simply manage, and let's just focus on, the tactical, right? What are some tactical things that you can share with folks in terms of what you learned, you're going through this transition with greater Wealth Works, you're also simultaneously, you have your mom with you that you're taking care of. What tactical things actually work really well for you that you can share for the audience?

Rachel: Yes. And this is really what I've learned working with you, and using the Intention Planner and being very specific about, what are my goals, especially. And, over the next 90 days, what let's not think about a year from now. What am I trying to accomplish in the next 90 days?

Rachel: And then being deliberate. And having activities and a schedule and being consistent about, because when you have that. The distractions, they're going to come, but they don't take you far as far off because I know this is what I'm working on. I know that's going on, but this is what I'm working on right now is this is what my focus is.

Rachel: That's just a distraction and you can see it and distinguish it from that. I think initially when I first took the role,

Meico: Yes.

Rachel: there was all kinds of stuff going on, but I'm looking at the fire. I'm looking at the tornado. I'm looking for which thing I need to put the fire out first. deal with the tornado second, and then prioritizing, but when you are, very clear about what you need to be working on a consistent basis, that keeps you moving closer and closer to where you're trying to go. As opposed to only addressing problems.

Meico: Yes.

Rachel: That's what I was doing initially when I first took the job was just, I'm just looking at fire after problem after and that's all I could think about.

Meico: Yes.

Rachel: I had overall bigger goals that I'm still trying to accomplish. I'm like, gosh, how am I going to, how am I going to do that? You got to recognize which things are distractions.

Rachel: How much energy you give something

Meico: Yes.

Rachel: is where, you're going to make that grow. Do I want to feed this problem or do I want to focus on the solution? Let me focus on the solution. The problem will eventually may solve itself. Make this diminish. Maybe somebody else can help solve it, but don't give all your energy to that.

Meico: Yes.

Rachel: I think that's, but that consistency, being very deliberate and intentional about what am I working on? And if you can't, it's okay. I didn't

do what I said I was going to do this week and get to it on the, next week or get to it the next day. But keep working towards it. And eventually it will kick in and it'll become how you function.

Meico: Yes. And I'm hearing in what you just shared that so early when you talked about how you work with your staff, giving flexibility with grace, one of the things I heard you share, it sounds like part of that is giving yourself that same grace, as you are figuring things out. And it sounds like if based on the way you described it, it's like there's an acknowledgment that things might be messy

Rachel: Yes.

Meico: That's okay.

Rachel: And that's perfectly okay.

Meico: Yes. So let me ask you about this. So we dive a little bit deeper into the work that we've done together. And I want to ask you, we work together as, you are a coaching client. You mentioned using the Intention Planner and I do wanna talk about the work that we've done with training for the, your, the people that you serve.

Meico: But

Rachel: Yes.

Meico: I remember clearly, when we were doing coaching, one of the things that was an aha moment for you was accepting the idea of a non-linear workday. And what I mean by that is that for f, for folks that are in the social sector, much of the work that we do is not necessarily a traditional nine to five type work, right?

Meico: And depending on your work style, depending on how things are set up, depending on how you're collaborating with folks, there might be things that you need to do outside of that window. Maybe you have to run errands during the 9 to 5 window and then do things outside of that. But I remember one of the things that stressed you out was like, you felt like you, you weren't, you felt like you weren't being a good Executive Director,

Meico: because you were going to the grocery store during the day or because you were talking to your dad who had an issue you had to deal with your dad, but then you were you're working at night and early in the

morning so I couldn't understand like where the confusion was can you talk about that?

Rachel: Yes. I think what it was is I felt guilty because I felt I wasn't following, my, the traditional nine to five work schedule. I said, but I don't work that way anyway. So I was beating myself up about not doing what I thought map to, this is the way you're supposed to, get this done and get it accomplished. But I was getting a lot of stuff done. And I think you gave me permission to give myself permission rather. To say, that's okay, it's okay that you can take, you need to take care of an errand. There's nothing wrong with that. As long as, I'm accomplishing my goals and objectives as I had set out to do, then I have done the right thing. So that, yes, that is very important. To, understand your work style. It's the same as, needing to work, move out, work your body.

Rachel: Are you a morning person? Do you want to get up, get it done first thing in the morning? I hate getting up early. Do you want to do it in the middle of the day? Do you have the flexibility to do that? Does that work better for you? That's okay. You want to do something in late in the evening?

Rachel: That's okay. And I think that's what, you have to find what works for you. That's why knowing who you are is so important and what works and doesn't work for you. That way you don't feel like, you're not doing something right.

Meico: Yes.

Rachel: something right as it is for you. just have to figure out what that is.

Meico: And what I thought was so interesting about us working together on this particular challenge is you already had a schedule that was working for you. So when you described to me your schedule

Rachel: Yeah.

Meico: and you described to me like what you were accomplishing, I was like, I don't really see the issue. And so that the really the big thing for you was just shifting your mindset to say, Oh, this is my schedule and this is okay.

Rachel: This is okay. Yeah, absolutely. I definitely learned that.

Meico: Is there anything else you want to share in terms of just overall, in terms of the impact that you've personally have had in terms of our work together with the Intention Planner that we haven't already covered?

Rachel: I think we touched on. As we touched on a number of different things, but I think probably the biggest takeaway should be is self awareness. And understanding, what motivates you, what distracts you, what you need in terms of support. When you're clear about those things, it makes it easier to manage.

Rachel: When, something is difficult or challenging for you to deal with. That, that's how you can make it work. If you have those tools.

Meico: Yes, and the thread I'm hearing for this point, and also for what you've shared throughout the interview is, it sounds like there are a couple of a few ingredients that are really meaningful impactful for you. And that includes this piece around awareness. This piece around clarity of purpose or clarity of intention and the support, right?

Meico: Not trying to do it all yourself, but, making yourself available for support, asking for support, asking for help. One last question I'll ask you in terms of Mindful Techie. I'm not sure if you remember, but we did a class called the Calm Business Class for a number of the folks that you all served.

Meico: I think this is maybe before you all were officially Greater Wealth Works. I can't remember. Okay, but this is when you probably were exclusively serving entrepreneurs. And myself and a colleague came in and we did a training. I wonder if you can speak to what, if any impact that might have had for you and for the organization and for the folks that

Meico: you all were serving at that time.

Rachel: I think, and this is actually something we want to, continue doing because this was new for a lot of the folks that we work with, really being more intentional and focus. And actually, this is part of the evolution to Greater Wealth Works. Is that her work life balance in the business?

Rachel: Understanding who they are as an entrepreneur. It's okay that you're really not the CEO. You could just be the idea person.

Meico: Yes.

Rachel: No, and this is the same things for myself, that whole noise versus noise and distraction versus, this is what I really got to work on.

Meico: Yes,

Rachel: that was, those are some of the big takeaways.

Rachel: And that allows you or the individual to be a better business owner, better business person, when they, can effectively do those things.

Meico: Awesome. We definitely appreciate the opportunity to be able to share and are always thrilled when people find value and impact what we're sharing. And, I also want to just put out there that I thought it was, and I still think that it's, awesome that we're able to have those kinds of conversations in the context of

Meico: business. And not just be about just the business plan and how much money you're bringing in, but also like, how are you, let's start there. Like how are you as a business owner? And what do you need?

Rachel: What do you need?

Meico: Exactly. So this has been a wonderful conversation. I've appreciated you making time and sharing your energy, sharing your wisdom, sharing your light with the folks that are listening.

Meico: Can you tell us what is next for Rachel?

Rachel: Right now, as I had mentioned earlier, my, my objective is to focus on the perpetuity of the organization. And Rachel's, as I evolve in that process, because eventually at some point I will shift out of this role, which is fine. And I still will, haven't decided yet fully, and I think I've shared this with a friend about possibly getting involved in politics, believe it or not, because I am, I really am like a, Activist change maker that speaks to my heart.

Rachel: And as I continue to evolve in this journey. I'm not gonna I'm not gonna ever I don't think ever officially retire, but, I still want to have an impact in, helping the community, helping people. So we'll see what that looks like in the future. I appreciate the journey and, being able to serve in different capacities and different roles. I'm okay with that. I'm okay with being, the behind the scenes person. And now I'm okay with being the front placing person as well.

Meico: Yes.

Rachel: I'm good either way.

Meico: Yes.

Rachel: Yeah.

Meico: And I love that. And I love that you, when I asked this question, the way that you share, you weren't coy about what was next and you were okay with, I'm going to do my best, the best I can to leave this organization better than I found it. But I might move on to something else, right?

Meico: As opposed to, I think what we traditionally see is, people are reluctant to let go because, because their identity is bound up.

Meico: Right?

Rachel: I'm the right person for this period of time. I may not be forever. Yeah, I know that.

Meico: How often do you hear that, though? Like, how often do you hear?

Meico: I appreciate you sharing that, and, hopefully that can be an impetus for people to decoupling those 2 things and recognizing that, you can love your work, you can want the best for your organization and recognize that doesn't mean that you have to be there forever, running yourself into the ground, burning yourself out in service of the organization. For folks that have enjoyed this, they want to learn more about you learn more about your organization.

Meico: Where can they go to learn more? Stay connected.

Rachel: Yes. So you can find us on Instagram and LinkedIn as Greater Wealth Works. Our website is GreaterWealthWorks.org. We were formerly known as The Edge Connection. But we are now Greater Wealth Works and, we look forward to serving you. Thank you for this opportunity today.

Meico: Excellent. Thank you for joining us on the podcast. Rachel, what an awesome interview. Thank you for sharing your time, your energy, and your light. For the folks that are listening, we look forward to seeing you

and sharing energy with you on the next episode of the Mindful Changemaker Podcast.

Sponsor Break

Meico: I want to take a moment to tell you about a live virtual program to help changemakers like you take better care of yourself while creating a positive impact in the world. It's a live virtual two-day interactive experience designed to help you increase your well being so you can increase your well doing.

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Meico: During the retreat, we tackle the inner work of things such as guilt about not being able to always get it all done, fear of setting boundaries, the anxiety of imposter syndrome, and adjusting to the world of hybrid work, among other things. We'll also tackle the outer work of things such as setting intentional goals, effective priority setting, especially when everything seems urgent and important, setting and protecting boundaries, and making space to rest and recharge in a sustainable way.

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Meico: That's mindfulchangemaker.org/retreat.

Outro

Meico: Thank you for listening to this episode of the Dear Mindful Changemaker podcast. Are you ready to finally prioritize your well being so you can increase your impact in changing the world? Join the Mindful Changemaker community and take the next step on your journey to increase your well being while well doing.

Meico: It's 100 percent free when you join at mindfulchangemaker.org/join. Again, that's mindfulchangemaker.org/join. Until next time, I'm Meico Marquette Whitlock. Take it one intentional moment at a time.