

Ep #147: How to Be the Boss Bitch of Your Own Life



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With Your Host

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[The Not Your Average Runner Podcast](#) with Jill Angie

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If you are not continually assessing the quality of your thinking, some of those slacker thoughts are going to keep on doing damage. And you will be constantly wondering what is wrong with you that you can't get your ass out of bed on time to run before work. So how do you do a performance assessment of your thoughts?

Welcome to *The Not Your Average Runner Podcast*. If you're a woman who has never felt athletic but you still dream about becoming a runner, you are in the right place. I'm Jill Angie, a certified running and life coach and I teach women how to start running, feel confident, and change their lives, and now I want to help you.

Hey rebels. Do you know what today is? It is Global Running Day, bitches. It's our day. That's why I'm in your ear here a little bit early this week because I wanted you to have a new podcast to listen to when you run on your own personal holiday. You're welcome.

And I thought today, your day, would be a great time to talk about how to become the boss bitch of your own life. And I don't even know why I've said the word bitch like, three times already in the first two minutes of this podcast. I guess I'm just feeling feisty today.

But I know that sometimes you feel like you're at the mercy of outside forces in your life. I know I do sometimes. Your boss at work, COVID, traffic, your kid throwing a full-on tantrum two minutes before you're supposed to walk out the door, those days when everything seems to go wrong no matter what you do.

And when those things happen, it is really tempting to say, "Fuck it. Why bother even trying to train for a half marathon? The world is against me. I

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can't get my run in today. The only thing that's going to make me feel better right now is Cheetos and wine."

Okay, so maybe for you it's not Cheetos and wine. Maybe it's Netflix and Facebook or bitching to your best friend about your cluster fuck of a life. Either way, while it may feel good in the moment to distract from your frustration with other things, it really doesn't solve your problems. They're still there the next day, right? And then the day after that and the day after that and so on.

So what I want to talk about today is how you can, as Lizzo so eloquently puts it, boss up and change your life. Now, the key here is boss up. When you complain to your friends or you drown your sorrows in social media or food, you're not acting like a boss. You're throwing a little tantrum. You're wishing things were different, but you're not taking any actual action to fix them.

Complaining about how somebody sucks and is making your life miserable, complaining about that, not fixing it. Doesn't get you any farther forward. In fact, it makes you feel worse. So let's do a little thought experiment here.

Imagine you are the CEO of a company. You are responsible for the output created by that company. You have lots of employees to do the work, and your job is to be the visionary and lead everyone in the right direction. Now, some of those employees are going to be rockstars. They'll get a lot of shit done, they'll move the company forward, create results. They go over and above all the time.

They innovate, they come up with creative solutions, they get promoted frequently, right? We all know those employees. You might even be one of those employees. Now, some of the employees in your business are perfectly adequate. They show up to work on time, they do exactly what's

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assigned to them. They're going to meet expectations, get the job done, and go home.

They're not total fuckups, they're not rockstars, but that's okay. You can depend on them to do what they say they'll do and that is important. It's necessary to have a company function well.

But then of course, we also have those employees who just don't perform. The slackers. They show up late, they make a lot of mistakes, spend way too much time gossiping and taking smoke breaks. You know what I'm talking about. We all know those employees.

And best case, these employees don't get the job done and somebody else picks up the slack. But worst case, they make mistakes, shitty product goes out the door, maybe even somebody who buys the product gets injured. These employees are harmful. They negate all the good stuff the other employees are doing; they take away from the company.

They cost money, time, reputation. So it is the boss's job to manage all these types of employees, to encourage the rockstars, to get some of the adequate employees maybe to become rockstars, and then weed out the slackers that are problematic for the performance of the company.

But here is, in my experience anyway, and I'm sure a lot of you have noticed that a lot of companies just sort of let bad behavior continue because it seems easier to just hire extra employees than actually confront and deal with the bad ones.

And by confront and deal with I mean either fire them, lay them off, or performance manage them into being better employees. But confronting under-performers, it's hard, it's uncomfortable. Everyone's worried about getting sued. Nobody wants to be that person that has to sit across a desk

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from somebody else and say, “You’re not carrying your weight and I need you to be different.”

So a lot of companies will let those bad employees stay and this is kind of funny, right? The companies who have managers that don’t want to deal with the bad employees, those managers in and of themselves are bad employees because they’re not keeping the best interest of the company at heart.

They’re putting their own interest, their own fear of discomfort ahead of the company’s interest. But a lot of these companies, they’ll let those bad employees stay, and instead, what they’ll do is they’ll find a bunch of workarounds to keep things moving, rather than just fire somebody who’s clearly not cut out to do the job.

And so that means that it’s not just the people around those workers that are suffering. The entire company suffers. The company isn’t creating as much output, even if they are, it’s substandard. They’re not making as much money, their reputation drops. We’ve all worked at places like this where we can see how things could be so much better but the boss doesn’t want to deal with those folks that aren’t measuring up.

And it’s very frustrating. Alright, so imagine that. Imagine every company you’ve ever worked at. You got the rockstars, you got the middle of the road folks, and you got the slackers, and you’ve got your boss who doesn’t want to deal with the slackers and it’s just - so you got that in your mind?

Now, get ready to have your mind blown. I want you to imagine that you are the CEO of a company. And what do we say the CEO’s job is? Your CEO is responsible for the output created by that company and all of the employees in that company. You’re the CEO, you’re responsible for every single employee’s performance.

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Your job is also to be the visionary and lead everybody in the right direction. So imagine that's you and that the company you're leading, the product is training for and finishing a half marathon without getting injured, to do all the training without a lot of procrastinating and complaining so everything on race day goes really well.

The best case product from this company is that the person doing the race shows up fully prepared, doesn't get injured, feels awesome at the finish line, wakes up the next morning without feeling like they got hit by a truck, does all the training, feels proud at the finish line. That's the product that your company produces and your employees, the ones that you are depending on making all this happen, those employees are your thoughts.

Let that sink in for a moment. The job of any employee in any company is to create a result. Now, maybe that result is a satisfied customer or 100 units of the product manufactured. Whatever the result is, we hire employees to make things happen, to create results in a company.

Some employees create awesome results. Some employees create terrible results. What else creates results? Your thoughts. Some of your thoughts create awesome results and some create terrible results. Your thoughts are responsible for all the results in your life.

Whether you complete every training run on your half marathon plan or whether you half-ass it and do maybe a third of it. Comes from your thoughts. Whether you get up at 6am like you planned to or whether you sleep in and delay your run for another day, again, those are results driven by your thoughts.

So if you're the CEO of this company whose job it is to create a beautiful half marathon experience and the employees of that company are all of the thoughts in your brain, what are you going to do? Now, everyone's brain - and there are no exceptions to this - everyone's brain is made up of

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rockstar thoughts, those middle of the road, adequate, get stuff done just enough thoughts, and slacker thoughts.

And your job as the CEO of this company is to do a performance evaluation of your thoughts. Figure out which ones are helping the company move forward, which ones are creating a liability, which ones are just sort of there, not really moving the needle in one direction or the other.

If you are not continually assessing the quality of your thinking, some of those slacker thoughts are going to keep on doing damage. And you will be constantly wondering what is wrong with you that you can't get your ass out of bed on time to run before work. So how do you do a performance assessment of your thoughts?

Well, it's easy. I've talked about this a million times. You do a thought download, you write all your thoughts down on paper, and then you put those thoughts into models to see what result they create. And if you don't know what I mean by that sentence, I want you to make sure you listen to episode 33 of the podcast right after you're done listening to this one.

So basically, you're going to ask your thoughts to show up and report for duty. That's the TDL. That's the thought download. Figure out which thoughts are there, because not all of your thoughts are going to be in your brain all at once. You're just going to take inventory of the ones that show up when you're doing your TDL.

Write them all down and then the performance assessment is taking those individual thoughts and putting them in the T line of a model. You're going to have a lot of different models. You're going to take every single one, put it in a model in the T line, then you're going to figure out the circumstance that is triggering that thought.

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What feeling is the thought creating? What action is that feeling driving? What action are you taking as a result of that feeling? And then of course, what is the result when you take that action? So those thoughts that are producing results that work for you, those are your rockstar thoughts. Those are your rockstar employees.

The ones that are creating a result of skipping your training run, however, those are your slacker thoughts. Those are your slacker employees. They probably need to be fired or at the very least, laid off for a little while. So let's work an example.

Imagine you do your thought download tomorrow morning and this is what you write, and I'm going to just abbreviate some things. Imagine these are all the thoughts that come out of your brain. "I hate running in the morning. I'm not getting any faster. This is going to be so boring. I'm going to feel so proud when I'm done. 10 miles is only running one mile 10 times. I can't wait to finish so I can check this run off my training plan. Ugh, I don't think I can finish this race in the time limit."

Now, there are lots of thoughts in that download. And when you listen to some of them, you're going to end up skipping your training runs. Other of those thoughts - I don't know if that's a thing or not - some of the other thoughts will have you out there doing your best.

Now, the problem is when you don't put your thoughts down on paper, when you just let them all hang out in your mind like they're at a big rave, it's really hard to see which ones are doing a great job and which ones are stirring up trouble. So really, you need to pull them apart from each other, get them alone, interview them, assess them, take them one by one and see what results they're getting for you.

So, "I hate running in the morning," that's the first thought that came out of this TDL. And it seems pretty innocuous. I mean, actually, it kind of seems

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factual, like it's just a quality about you that you can't change. Like, I'm just somebody who hates running in the morning.

But really, it is just your opinion that you haven't questioned. And when you think that thought to yourself, "I hate running in the morning," what do you feel when the alarm goes off at 6am or 5:30am? What emotion do you feel?

It's probably dread. We know that feeling of dread. It feels very heavy and just like, ugh. You just keep thinking, "I hate running in the morning, I don't want to do this." And so when you feel that emotion of dread, think about this.

When has dread ever gotten you up and out the door on time? Feeling dread makes you want to hide under the covers, which you probably do on most days. And then the result of that action of hiding under the covers is not adhering to your training plan. So that thought, "I hate running in the morning," is a slacker employee. It needs to go. You got to fire that dude.

You want to hire a thought that's going to make you feel motivated and determined and committed. Something like, "I'm going to feel so proud when I finish this training run," or, "I want to see what happens when I don't give up." Those thoughts stir up very different feelings.

They stir up feelings like motivation and determination and commitment. Those feelings drive the action of running, drive the action of sticking to your training plan, and those actions drive the result of finishing your race. Can you see the difference?

So the employee performance assessment is the act of doing a thought download, and then putting those thoughts into models to see what the result is. When you find employees/thoughts that aren't performing, that are giving you a result you don't like, then you need to, A, fire them, fire their

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asses, and then now that you've got an opening in your company, you're going to interview new thoughts.

And what that means is you're going to try out different thoughts, put them into a model, run it through, see what the result is. If you're like, yeah, I like this result, that thought has passed the interview, you can hire it and put it into rotation and give it a chance to perform.

Now, here's the thing. Just like any boss, I've been a manager in the past and it's not the most fun thing ever when you have to confront employees that aren't performing, right? It is much, much easier in the short-term to look the other way and hope that the problem goes away.

But you know and I know that slacker employees never ever leave on their own. They have got to be kicked out. So if you're going to be the boss of your own life, you have to start with thought work. You're going to do the hard work of evaluating every single one of your thoughts to see where it falls on the spectrum.

Is it a rockstar? Is it a slacker? Is it somewhere in between? You want to reward the rockstar thoughts, think them more often, you want to fire the slacker thoughts that are causing trouble, and replace them with new employees.

Alright, I think this is such a fun way to think about thought work. Be the boss of your life. Treat your thoughts like employees and see where it goes. What do you think would be possible for you if you adopted this way of looking at things? Just imagine.

Okay my friends, I love you, happy Global Running Day. Stay safe and get your ass out there and run. I will see you in the next episode.

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Oh, and one last thing. If you enjoyed listening to this episode, you have to check out the Rebel Runner Roadmap. It's a 30-day online program that will teach you exactly how to start running, stick with it, and become the runner you've always wanted to be. Head on over to rebelrunnerroadmap.com to join. I'd love to be a part of your journey.