

Crossover Podcast with Davis & Walker

[00:00:00] **Christi Powell:** Hey, podcast listeners. This is Christi Powell with Women Talk Construction. We did a crossover podcast with Davis and Walker from the Lang Foundations podcast. At the heart of this conversation, we are all people who genuinely care for each person we come in contact with. We share stories on how we joined our industry, how we can encourage others to be their very best, and I encourage, Urge you to check out their website and listen to their podcast.

[00:00:50] **Walker Lott:** Christi. Angela, thank y'all for joining us. This is awesome. We finally made it happen after what seems like months, uh, back and forth. Everyone's schedule is different, especially when you have four people trying to be on the show. Yeah. Again, super excited to have you on, to have you on. Just to begin with, who are you or who are y'all?

[00:01:07] What do y'all do and where are you from?

[00:01:11] **Christi Powell:** So, Angela, do you wanna start or do you want me to start? I'll let you start. I knew you were gonna say that.

[00:01:14] **Angela Gardner:** I, I knew.

[00:01:17] **Christi Powell:** So I'm Christi Powell. Um, I am the co-host of Women Talk Construction, and that's how we met you all. And, um, I also work for 84 Lumber Company. I handle all the women owned business for the company.

[00:01:28] We have 310 locations. And me and another lady, uh, young lady, actually handle all of that. Um, oh, it, it. It could be a hundred hats because it does kind of include a little bit of everything. But I love it. It's my dream job. But I spent 27 years boots on the ground in the field before I took this role two and a half years ago.

[00:01:48] So, um, my, my, um, experience and lack thereof, um, even in 27 years. Made me see the, the need for change and how we could make it better, how we can make construction better. So that's what led to the podcast in my opinion. Angela might have a different story, but we found a lot of amazing women out there that really wanted to, um, we really wanted to highlight.

[00:02:15] And show the world, especially kids, that they can do anything they wanna do. Right? Doesn't matter what gender you are, doesn't matter what you do, where you came from, how much money you have, you can do whatever you wanna do. And um, you know, I tell people a lot of times I make more than most

doctors and lawyers, I.

[00:02:34] And have for a while be because, and I'm not in my field, you know, I was an accountant and ended up in construction. So that, that's a little bit about me. Uh, I love what I do now. It's kind of a dream job. My husband, when I took the role, he was, he was like, you know, honey, you've worked your butt off for 27 years.

[00:02:53] You deserve this. You know, take a chill pill. I had the hardest time taking a chill pill, but I did. I finally learned how to just like, you know, just chill out a minute. But, um, that's a little bit about me. Angela,

[00:03:06] **Angela Gardner:** I guess it's my turn. So I'm Angela Gardner and I'm the other co-host Women Talk Construction.

[00:03:13] And I remember my first time I kind of met y'all or saw y'all was on um, Jessie's podcast. Okay. So, and that was when Christi and I were starting to think about doing hours. So that was really cool to hear that story of y'all's. But I'm also, um, My full-time job is with Hill Electric and I'm the director of business Development and Marketing.

[00:03:39] Awesome. And yes, I love, love, love this company that I've landed at because. Just like Christi, I've been in the business for 30 years, and a little bit about me, a really quick scenario. Um, I grew up in the, you know, in the industry. My granddad was a plumber and owned his own plumbing company, and my dad's an architect and he owns a Stockhouse plan company.

[00:04:03] And so, you know, I have that entrepreneur, I've been in a family business. Um, I run companies. I've actually done work before myself. No, not, I'm not a skilled trades person, but I've actually painted lots of wood or, you know, helped the mason. So Awesome. Um, because that's how my parents raised me too, was just, you know, get in and get dirty.

[00:04:27] Mm-hmm. In fact, this, this weekend I was doing yard work and my brother-in-law's a landscaper, so I know how to do that really well. He, so, um, that's a little bit about me and, and about how, you know, Christi and I, yes, it's true. We both kept hearing all these wonderful stories and, you know, um, we would go into career centers and, and talk to the, the students and the females that were on in non-traditional career tracks.

[00:04:56] So, And just, I mean, they were just light up when they would see us and they would have all these awesome questions. And then of course we'd bump into all these women because we also are part of a women construction forum here in, um, the upstate. And just seeing those women and being champions of them, we knew, and Christi of course, sees this all over the us.

[00:05:19] Um, we knew that this was needed everywhere. Mm-hmm. And so we felt like the podcast was the best avenue. To just get that started, right, Kristy?

[00:05:28] **Christi Powell:** Yes. Yes. And I, um, Angela and I both have gotten a lot of builders and, um, GCs that have come to us and just said, Hey, how do, how do we hire more women and how do we retain them?

[00:05:42] And we were, I was having so many coffees, that was kind of my last straw. I was like, Angela, we gotta start a podcast because, I can't have coffees forever. Um, you know, I'm trying to work for 84 and now we're starting a podcast. So it made sense for us to have these conversations with men and women on our podcast.

[00:06:01] To, um, you know, just get the word out. How, what would we want, right? If our 2020 year old self was starting all over again, what would we want? Um, what would entice us to want to come to work for them? Yeah. And then why would we stay? Right. So we've been, we've tried to help with that. Right. Angela? We're still working on it, but, um, yeah, we're, we're trying to help,

[00:06:23] **Angela Gardner:** like for revolving, right?

[00:06:24] Yeah. Just, just like y'all. So tell us a little bit about. Yeah, how you got involved and

[00:06:29] **Christi Powell:** about your sales. Yeah. You guys hit 10,000 downloads not long ago, so I'm so proud of you and I love, love, love your newsletter. I, I literally wait on Saturdays to get it so I can read it. Oh, thank you. So it's so good.

[00:06:41] So good. Really

[00:06:43] **Walker Lott:** helpful. Yeah. So, uh, Davis and I went to Auburn University, uh, in, in Auburn, Alabama. And he was, uh, what, two or three semesters ahead of me. But we met on a competition team down there. Auburn does some pretty cool stuff, especially with their building science program. Ended up going to Dallas together.

[00:07:01] Got to know each other a little bit. Towards the end of it, Davis and I met for dinner and he's like, Hey, you ever think about starting a podcast? That's, yeah. Just, well, alright, yeah, let's do it. And from there, uh, we started laying foundations and. Our mission is to equip the next generation of builders.

[00:07:17] Right? Yeah. And especially in the trades for sure. I actually talked to someone today who said they're having a hard time hiring. Mm-hmm. People, especially in the trades, plumbing wise, and you know, the, the. Industry is, is people are shifting away from the industry and a lot of it's our own fault of just, we

don't have good marketing for construction, right?

[00:07:38] Mm-hmm. In general, we don't get the word out. We don't talk about how great it is. Mm-hmm. And how great it can be, especially career wise, cuz there's a lot of stuff you can do. And so we wanted to change that, especially for the younger generation getting into the construction, whether you go to college, whether you don't.

[00:07:52] We wanted to open that up for everyone. And so we try to highlight different roles. We try to highlight different people, different parts of construction that we love and that we want others to see as well. And just the incredible opportunity that it presents for everyone else. And so that's our mission and, and we get to go and speak at different universities and the different people, and.

[00:08:12] And sometimes teach classes at colleges and just get to share that message. And it, that is our passion and we absolutely love it. And Davis, I don't know if you have anything else you want to add, but No, I think you said

[00:08:23] **Davis Hambrick:** it well. I, I just think about what Ms. Christi was saying and talking about how she had multiple coffees with people and you kind of hear the pain point that the people mm-hmm.

[00:08:31] That you interact with daily. And for me on the job site level, I hear a lot about how, you know, how can I equip a younger. Person that comes into the industry. I already have one now and how can I help them lead them at an earlier age? Cause you know, I'm the old guy and I'm about to leave and so I Walker and I really just tried to tell a story and use our own experience.

[00:08:54] Mm-hmm. You know, we haven't been in the industry for 27 and 30 years, like two ladies, but we tried to. Use the experience from this is what it's like to be a young person in the industry. Nice. I don't have the experience, so how do I partner with, uh, miss Angela and Miss Christi out in the field and how can I go, just be, be everything for them?

[00:09:14] How can I be the best Davis and just really partner with Miss Christi. Miss and Miss Angela. Just figure out what motivates them, what drives them, what do they not like? Mm-hmm. How do you go build this job? Like if, if I was in your shoes right now, how would you do it? And we just try. Tried to do that in every single way, and I mean, I'm motivated about our industry or where we're at because I think it's a huge opportunity.

[00:09:37] A lot of people want to tell you that we just have the absolute detriment, but I believe if we continue to pour into our industry and, and our younger generation, we have a real, a really cool opportunity to make it something. Mm-hmm. Be changed something better than

[00:09:50] it's

[00:09:50] **Christi Powell:** Evers ever been better.

[00:09:51] **Davis Hambrick:** It's, yes. And I'm like, I know there's a lot of work. I know there's gonna be all types of things that we have to do, but man, I, I'm so excited. Fired up every day when I get the opportunity to speak to someone my age and they ask me, like, they ask me like, I have the experience, right? Yeah. I, to be honest with 'em and tell 'em I don't, but hey, lemme teach you something I've learned.

[00:10:10] And so.

[00:10:11] **Christi Powell:** I don't know if that resonates with, and that's for you, all that matters. Yeah. Mm-hmm. Really it's all that matters. And really, um, you know, the 27 years I was, uh, in project management and reading blueprints and, um, you know, product knowledge, that, that was really my thing is learning. I love new products for houses so that I could be like the.

[00:10:29] Guru that everybody came to, to ask, you know, what's new here and what's new there. Mm-hmm. But then my favorite thing was reading blueprints. But, um, I really wish somebody had poured into me at that time and told me how important it was for me to be mentoring somebody else. Because it wasn't until I got this role that I realized, um, I probably could have been doing what I'm doing now then.

[00:10:52] But, you know, you're so busy, you're, you're running with. Literally, I was on job sites all day long reading blueprints at night and after, after my daughter went to bed, I'd cook dinner, um, read blueprints after my daughter went to bed and did the same thing every day. So there was literally, I had no personal life, which I wish somebody had, had been a mentor to me and said, Hey Christy, you need to have a life, right.

[00:11:17] Um, I worked and I went to church and I tried my best to spend time with my family, which I didn't spend enough time with. So, When I took this role and, and my husband finally got me in the mindset I need to chill out. It took more than him though. I had a therapist and you know, some really good friends that really were just pouring into me.

[00:11:35] I wanna be better at this, I wanna be better at that. And I started looking for mentors and one of them is Angela. She's actually my first that really made me feel like I can be, I'm your friend. I know, but you literally. From me being in the field, just me reaching out to you and you telling me, just do it.

[00:11:52] You're awesome. That was all it took for me to be who I really was on the inside and you all, it gave me the power to go, we're gonna do all these

things and we're gonna make things better. So I just wish that would've happened when I was younger. So I love what you guys are doing, especially at your age.

[00:12:09] I could have made a huge impact back then too, and. I may have regrets, but hey, I'm doing it now. So, you know, it's all that

[00:12:16] **Angela Gardner:** matters. Right? You probably did Kristy, and I wanna say something real quick about our, you know, how many years we've been in the business versus y'all Never, never think that age is like in how many years of experience?

[00:12:29] Because I have mentees right now, and even when I was at my family business and I would hire folks I never hired based on uh, a resume. Or, you know, uh, grades. Yeah. It was always what they could do. Like their motivation. Mm-hmm. Their values. Integrity. Their integrity. So I, I mean, I get so much from the younger generation.

[00:12:57] I do too. Yeah. Like, just this conversation with y'all is helping me or listening to your podcast helps me so, Never think that y'all don't have any, you know, or that someone, our, our many years have so much more to offer.

[00:13:11] **Christi Powell:** Mm-hmm. Well, I'll be honest, I, I, I, um, to Angela's point, just to add to that, um, I hired somebody 23 years old, a year and four months ago, and she didn't have a lot of knowledge in business, but she'd worked for 84, so she knew a lot about materials and she knew, you know, she was a coordinator and.

[00:13:30] Her salesman grew in his sales really fast when she started working for him, and I noticed it and I loved her attitude and she was just, just, just a great human being. And um, you know, now I can be honest and say like it wasn't the easiest journey, um, for us to learn how to communicate because she's so different than I am and she's much younger.

[00:13:52] And, but once she kind of got on her feet, honestly, I think she's better than I am. You know, and she's 24 years old now. Like, honestly, I love it. I love it. I think one of the biggest things that we can do as females in our industry is not only help each other out, but lift them up above yourself.

[00:14:11] **Angela Gardner:** Yes. Be a champion for

[00:14:12] **Christi Powell:** others, right?

[00:14:13] Be a champion, be a sponsor. Be somebody that they can always come back to. In our industry, it doesn't matter if you're male or female, every day we have challenges, right? Mm-hmm. There are days that we wa we go

home with our tail between our legs, and we don't know if we wanna get up the next morning and do the same thing again.

[00:14:29] But then there are days that we're like, this is the bomb job. I love this job. Yeah. And most days are like that. Right? I love my job. I have a lot of, um, you know, control. I have great friends. It's like a big family, right? My customers were family. My, um, colleagues were family. So I just wanted to throw out that, that, that.

[00:14:48] Just because of your age doesn't mean that we don't think you're better than we are. Right? So don't let that stop you from doing anything. Well,

[00:14:56] **Davis Hambrick:** y'all, y'all speak on that. So having the experience and both talking about having mentees and just being able to look and reflect, right? So talk about. If you were to go back, I know this is kind of stone walker's question, what would you tell your 20 year old, 20 year old self?

[00:15:13] But we, we won't, I won't ask that specifically,

[00:15:16] **Walker Lott:** but don't answer yet. We'll say that for the end. I know,

[00:15:18] **Davis Hambrick:** but you know, you're talking about, I think one of the, the big things now is the stuff that I don't know, like, I don't know. Cause I haven't been through it. John Maxwell talks about it a lot. You can't teach someone else love him, you dunno.

[00:15:30] And so, You just talked about. A really important point that I, that I've started to go through is, man, there's days it's a high and I just love it. I don't want to go home. I, you know, I wanna spend time with my wife. I wanna spend time at home. Yeah, yeah. But then there's days that, man, I'm ready to leave. I can't wait till I lock the gate.

[00:15:46] I'm, I'm ready to get outta here. And so, talk about that battle. I mean, we don't wanna just sugarcoat it. We know that, again, that there's, there's a lot of hard parts in the industry. What has been, what has it been like to go through that, through y'all's. Experience and construction, but also what are some of the ways that you've maybe coped with

[00:16:03] **Christi Powell:** that?

[00:16:05] I'm gonna let you

[00:16:05] **Angela Gardner:** go first. Angela, you want me to go first? Yeah. Okay. Um, alright. From my perspective, for me, I guess, you know, my journey has always just been kind of find my way. Now, there was a point in time in there that, and, and I'm much like Christie, you know, I'll definitely can be a workaholic.

And had, you know, a family and probably worked way too many hours, especially in my family business cuz when you're in a family business, you pretty much work, uh, during the holidays, during, you know, Thanksgiving dinners.

[00:16:42] And um, you know, I worked there for 18 years and I worked my way up and ran it during the great recession and I kept the company afloat and you know, of course my dad is always still helm of it and, you know, running it. But I, I needed to step away from that, and that's of course why I'm not there anymore because it just, it, it wasn't feeling the joy anymore because there were days when it was wonderful and there were days when obviously, you know, a great recession hits and you're shutting your door and because you're getting ready to have to lay some people off because you've done all that you can do.

[00:17:21] Um, But you know, there was a lot more than that. And I would just, I would've told myself a long time ago, be aware of those moments and those journeys where, um, you really need to take care of yourself. Because I know, and Christine, I've talked about this every day, I did not practice self care at all until I had, and I'm not gonna get into it.

[00:17:48] Multiple tragedies happen in my life back to back, to back to back. And I can name like five or six of them that were pretty serious. Um, and that's when it just, I was like, wait a second here. I'm not even. And then that was when, like someone said to me, well, how can you take care of your daughter and son or be with your family if you are not taking care of you first?

[00:18:15] And that's when it hit me. And I guess that's what I would say to everyone because that's what that would apply to anyone in any job or whatever, personal life or professional. Um, Cause you can't do your best at your company too, right? Mm-hmm. Um, and I would say find what, what fills your heart with joy, you know?

[00:18:36] Yes. And I'm finally at that place. I'm finally at the place where I'm valued. I'm respected. Um, look, they let me do a podcast. I mean, how cool is this? That's my bed. Now I let Kristy say what she,

[00:18:53] **Christi Powell:** so, um, I think. There were a lot of challenges that I had. Um, when I felt it, it was hard for me not to be motivated every day because I was in accounting.

[00:19:05] Okay. Remember that, right? I was in an office with a door shut, and I love numbers. I love tech. So I ended up, uh, being a a, an engineer, engineering tech at an oil company. I worked at a refinery as an assistant cfo. Then I was. In the lab. I worked as a chemist in the lab at one point. Cause I got bored. I get bored easily.

[00:19:28] So I would, once I learned everything, I was ready to move on. Um,

but construction, when I fell into it, there was never bored days. So that was like number one for me, right. So it was, I'd never got through those really rough days. I never had a rough day for a while. I'm just gonna be honest. Um, my perspective's totally different than Angela because I found, when I found a set of blueprints, I was, um, math and English are my thing.

[00:19:55] Like I can, I literally would do an exterior perimeter into perimeter in my head in five seconds. And these builders were like, what the heck? And I've just been a numbers girl. I never remembered anybody's name, but I knew their phone number for the rest of my life. But, um, you know, but then I not only had blueprints, but I also got to be outside.

[00:20:15] I wasn't stuck in a door, you know, behind a door. I got to go drive around and talk to all my friends all day because everybody's my friend. If you, you don't know me very well yet, but. You're my friend. That's true. You're already my friends cuz I just met you. So, um, you know, I felt like it was the best job on the planet, you know, so I had a hard time.

[00:20:35] But once, once I was in the field a lot and then, you know, just kind of getting that humdrum, there really isn't a humdrum and sales. Right. Um, 60, I had 67 customers that pretty much followed me everywhere I went. Wow. Um, and I switched companies based on their needs, not because I was looking for more money.

[00:20:54] Wow. But the second time I switched supply companies, um, I was like, I can't do this to my family again. It was too hard. Like it was too hard on me. It was too hard on them. And I found myself working 90 hours a week just trying to keep up and train them how things were so different. I had no idea. The grass is always greener.

[00:21:12] So I guess if I were to say what to do, I would've told myself to do a little bit more research before just, um, always wanting to serve. I'm a servant leader, so I always wanted to serve my customers and if they weren't getting what they needed where I was at, and I, I talked to the management and I do the things that I needed to do to make sure that it got fixed and it wouldn't get fixed for some reason.

[00:21:37] Um, and I was hearing it from my, like my top five. Then I was like, okay, maybe I need to, you know, reevaluate. Well, that's how the third time I ended up at, I was at Lowe's Builders for Source, and then 84, the third time I ended up at 84 because I interviewed lumberyards instead of, um, lumberyards interviewing me because I wanted to figure out, Who fit all the majority of the boxes of the needs for my customers.

[00:22:04] And that's, you know, I was in sales for 84. But, um, I think probably one of the big things I would've told myself when I was down, um, if it was me,

and I do this a lot for all of our employees, male or female, um, you need to find an outlet that gives you joy. Right And me it was serving. And if I had done things outside of always being on the job site and always reading blueprints at for 27 years, I think if I had been serving the community, helping other women mentoring back then, those hard days wouldn't have been so hard for me.

[00:22:43] And that's probably what I would tell anybody right now. Find something you enjoy and if you really want it to be work related, cuz I'm a workaholic. Then join networking groups so that you can, you know, so that you can at least have an outlet of fun, you know, not just a work all the time. And when you start meeting these wonderful people that are in our industry or not, you know, a lot of networking groups, they're not all in construction.

[00:23:07] Um, you just start finding that there's so many perspectives and then your heart just starts growing and it's like, You make these connections that are super real and super full of wisdom, whether what, whatever age they are. Mm-hmm. And I was missing that for 27 years of my life. So that, that would be one thing I tell the young girl that works for me.

[00:23:27] Do not do what I do you when you, when five o'clock rolls around. I don't care what's not done unless it's, you know, we've got an emergency and we've gotta have reports in. Right? That's a totally different thing, right? Go home, but I really want you to go home. I want you, and I encourage her all the time, you know, do something, serve, um, get involved with some nonprofit in your city that you live in.

[00:23:49] You know, really. Cuz that's what makes her heart happy too. That's why I hired her. I knew that she was a servant. A servant. So anyway, that's probably what I would tell him. And honestly, I probably would've told myself. Why are you letting those guys bother you? Yeah, you're good at what you do. You don't have to do it like them.

[00:24:07] Don't let it bother you. Right. Don't let them make you feel less than who you really are just because you're different. And, and it did happen a lot and I would've said that too. So that's pretty much all of it.

[00:24:20] **Davis Hambrick:** Walker, I'm gonna let you talk cuz I wrote down four B So you guys first

[00:24:22] **Walker Lott:** No, that was, that was really good.

[00:24:25] Y'all are gonna have to find a different answer for the end.

[00:24:29] **Christi Powell:** Oh, sorry. Yeah, I forgot.

[00:24:32] **Walker Lott:** You know, it's, it's interesting that you say that, you

know, especially. It, it, high performers and overachievers are definitely, um, noticed, I think especially in the construction industry and for those who are not right, who might maybe want to be, but they, they tried to put down or try to talk about people who are, who are doing really well because they might wanna be in that position.

[00:24:59] Right. And in construction there's, um, there's a lot of pride and when Davis and I have talked about that a lot Yes. You know, and it, and it's how. And that's one of the things that we wanna change. How can you make that better? How can you help people develop themselves personally, professionally, or relationally, spiritually, you name it.

[00:25:16] Yes. Physically too, right? Uh, yes. All involved. And, and that is a major problem. But y'all, y'all talked a ton about. What you love about construction, a little bit about what you don't like, but go into some of, some of the, the not so good parts about construction, right? For someone coming into the industry, what's something that they maybe need to hear before they get into it and something to look out for or it's something maybe they can make better, so, Do you mind if

[00:25:45] **Christi Powell:** I go first?

[00:25:46] No, you go first. Okay. I, I just have something on my heart and actually it's been on my heart for a month and I haven't really, you've never heard me say talk about this, Angela. Oh, okay. But one of the things that I think that we could do a better job of in construction, I walked a lot of jobs. I measured a lot of window openings, I measured a lot of interior doors.

[00:26:05] I, um, you know, I checked on our jobs cuz I did a ton of turnkey. I loved doing all the budgeting up front and then letting the turn, letting the. The rest of it work itself out. But I always checked on my jobs. And, um, there was one job that I went to that I can remember vividly that there was somebody in the house and it was a weird time of night.

[00:26:26] And we, it wasn't nighttime, it was daytime, but um, I knew somebody was in the house. They weren't answering me and there was nobody else in the neighborhood. And honestly, I was scared. And I'm not very scared of anything. I jump outta airplane. Nothing scares me. Ask Angela. And literally nothing scares me.

[00:26:46] For me to be scared at that age, especially when I was younger, I, it, nothing bothered me, but, um, it scared me because nobody would come out. So I think that, um, if I could change anything now, like just having, just having people being at the job site and requiring that. You know, not only from me, but my, my builder really should, if he didn't, if he knew I was coming, which I was really good at communicating, um, I personally felt like somebody should have

been there right with me just to make sure everything's okay.

[00:27:21] Um, I know I'm a female and you don't have to do that for every male, but honestly, you, even the men need to have, you don't need to be in the middle of nowhere by yourself. And, um, no matter whether you're male or female. So that's probably one of the things that bothered me. I started carrying a gun after that and um, literally had it on my belt when I got out of the car and nobody could see it, you know, and I have a concealed weapons permit, so, I mean, I'm totally legal here, but, um, but it scared me that much, right?

[00:27:52] Like, what would I have done? I even left my phone in the car that night. Because I, you can't hold your phone and write measure and all of that all by yourself. And that was really before phones had like the voice to text. Because once I had that, I'd literally just turn it on record and I would measure and talk to myself, right.

[00:28:12] And then go home and, and you know, just dictate all what I, what I, all the measurements I'd gotten. But at that time I didn't have that. So I left my phone in the car. It was just scary. And, um, You know, sometimes it is scary and whether you're a ma, male or female, I know that, um, one, a girlfriend of mine also, Had walked into a job site in commercial construction and saw nooses hanging first thing in the morning.

[00:28:38] So those are the things that obviously aren't, that one, aren't the prettiest. I knew you hadn't heard either one of those. Mm-hmm. But you know, I've barely been praying a lot about, you know, well how much of the hard stuff do I really need to share? But I think it's really important because we can't make it better if we don't talk about it a little bit and just, you know, make people aware of it.

[00:28:58] So, um, yeah, that was rough on her and she went home that day. It was just, it was, it was, uh, it was a pretty sh pretty big shock. She called me and just talked to me about it and, Um, yeah, it's just, it's not always perfect, right? But I'll be honest with you, it's not perfect. Anywhere you go into an office, you can find that, right?

[00:29:17] Um, you can go into an office and feel scared because you're the only one in the office. So, um, I don't think it's just construction, but that's probably one of the things, if I could change it, I feel like safety and, and having more than one person on a job site, um, at a time, I, I think that should be a no-no.

[00:29:33] That, that only one person can be at the job site at any time.

[00:29:39] **Walker Lott:** Yeah. I, I honestly never thought about that. I mean, and it's a fantastic point, especially residential projects. Mm-hmm. Uh, you know, I'm used to working on large, large projects with a large DC and that's not something

you really think of. You usually have a, someone else, tons of people, everybody there, right?

[00:29:56] Yeah, yeah. Or multiple subcontractors or something. Yeah. Um, but that, I think that's a really great point, and it's definitely something that people need to consider, especially being the owner of a business who knows you're coming by, or just the GC who knows you're coming by, et cetera. Yeah. To start thinking about other people and, and what they might need, you know?

[00:30:14] Yeah. Even if you don't think they do.

[00:30:16] **Christi Powell:** Right, right, right. Well, and I got better at communicating, Hey, is anybody at the job? And then I just didn't go by there. Yeah. You know, if there wasn't gonna be anybody there. So, um, yeah, I, I learned a very valuable lesson that night. So anyway, I think that that, that, uh, that's probably one of the downfalls.

[00:30:32] The other downfall is, you know, I at what, 56 I think it was, I had to. Get a, you know, a knee. I had some knee problems and that's why I considered, you know, moving into this executive role is because, you know, I was notorious for jumping off of foundations no matter how tall they were. You know, like, oh, I got this.

[00:30:54] And so, um, I think that kind of took a toll on me, you know, trying to get up there. I would climb scaffold all the way up to where, you know, you've had the, the high windows that had to be stopped in. And, um, you know, industrial jobs, you have to get up really high to measure those openings because that glass has to be measured.

[00:31:11] And, um, you know, I just, um, yeah, I thought it was, it was good for me to, and of course most of that was my own fault because I thought I was invincible. Right. That's probably, probably what I would tell my young self too, is you're not invincible and quit hurting your body because it will take a toll on you someday.

[00:31:29] **Davis Hambrick:** For the, for the home building side. Like, it's like they staff it weird that yes, one superintendent

[00:31:34] **Walker Lott:** has like three or four

[00:31:35] **Davis Hambrick:** different tracks. And it might be in all different states or Yeah, different counties in South Carolina. So they may never actually be a builder

[00:31:42] **Christi Powell:** there. Yeah. Well, and that's what my, that's what that job was actually.

[00:31:47] It was a multifamily and um, you know, they had literally, they wanted 84 or I wasn't working for 84 at the time. They wanted who I was working for. Um, They just wanted to write a check and walk away and try to find the next project. Right, right. So you never knew who was gonna be there. Yeah. And that was even worse to me because I didn't, a lot of the guys, this, uh, the, all the customers, I had a lot of the guys and gals that weren't very many gals, but a lot of them were, um, You know, we're not peop I knew a lot of them, but on that particular job, you know, they needed all hands on deck.

[00:32:22] Yeah. So I didn't know all the people that were working on that job, so that's what made me even more nervous. But yeah, to your point there, Davis, that's for sure. They, they are literally those kind of folks that are, you know, developing and, and doing those multifamily projects and, um, you know, those, um, smaller projects that you're not used to.

[00:32:41] You know, you guys are doing big commercials. Excuse me, big commercial jobs. Um, yeah, I think that, um, they just, they, they wanna write a check cuz we were doing it turnkey and they want to move on and get that next

[00:32:53] **Angela Gardner:** job. Yeah. Single family is a totally different animal. Mm-hmm. Yeah. Yeah, yeah. Its

[00:33:02] **Davis Hambrick:** the shift here.

[00:33:03] So I wanna go back to kinda the things that I heard y'all talk about. You talked about taking care of yourself, you talked about setting boundaries and then having an outlet. And so, Um, I love the advice in all three, but one of the ones that I really, I mean it to me is kind of a, I look at everything holistically, right?

[00:33:20] I don't want to just fix the symptom. I wanna see the root of it and it probably drives Walker crazy cause I go into the weed about stuff. But he's always like, man, you just keep asking questions and want to figure it out. And it's just I, this thing inside of me. I think it's part of being a learner. But anyway, the setting boundaries portion I think is huge because, Like you said, miss Christie, whenever you had a mentee under you or the female that's under you now, um, and it's after five o'clock and you're still working, you're telling her, come on, get outta there.

[00:33:49] But at some, some job site, it's not expected. Like the, the superintendent or the boss, he wants you there whenever he's there, right? Yeah. Or she, whoever it is, it doesn't matter. Female, male. And there was a point in my project that we were working seven to seven and really that was like six. You know, 7 37, 6 to eight o'clock because I'm there before the gates there, before anyone's there.

[00:34:12] And then I locked the gate up at night. And so there's a lot of lot going on. And so I had a frank conversation with him and I had to set a boundary. I had to be respectful. Mm-hmm. But I said, man, we have four or five people in the field and supervision. And we don't all have to be here closing the gate every single night.

[00:34:29] Right. I'm not going to continue to do this. And I think we all need to sit down and make a schedule. And at the beginning he was kind of, I don't know. You know, I think that, I think it's been really hard. Everybody's schedule. I was like, once you start it and say, Davis, you have Monday, I have Tuesday, the next foreman is Wednesday.

[00:34:46] And you just develop a schedule. And I know stuff happens. I know there's gonna be days that I gotta take off. Cause I. You know, I'm married, have a wife now, and you got your kid like I understand, like life happens. But if you come in and set a boundary that is taking care of yourself in the beginning, later down the road, as you get into a superintendent role, the people back home aren't gonna think, oh me, back up.

[00:35:09] I didn't explain that. Well, if you work 80 hours every week and you're getting a good result, And your team back home doesn't know, but then you go to the next job and all of a sudden you cut back to 45 hours and you're not getting the result that you had on the last job. They're gonna start questioning why.

[00:35:24] Right. And so you have to be willing to set a boundary at some extent by saying, Hey, I'm not working late this, this night because I'm gonna go honor my family and spend time with it. But then there's also gonna be nights, like you said, right? If you're in the uh, precon, I kind of go. Turn everything in to get the bed ready for tomorrow and this is gonna be a late night.

[00:35:42] You have to tell your wife or your husband that. Yeah. And so how do you, as that person has gone through the construction industry, how do you set boundaries like that?

[00:35:52] **Christi Powell:** I'm gonna let an answer that cuz I'm still learning how to set those boundaries.

[00:35:59] Oh my. I'm getting better at it though. You're help, help. You'll getting better. Yeah. I'm more

[00:36:04] **Angela Gardner:** better. Well, well, for one thing, I think it helps having someone like with you, help you set those boundaries. Yes. Like Christie and I will talk to each other. We hold each other accountable. Yeah. You, you, you might have to ask, you know, advice.

[00:36:19] Well, mm-hmm. What's going on here? What do you think? Should I do this? How should I have that conversation? Just like what you were talking about Davis, cuz those are tough conversations to have. Mm-hmm. Um, and then, you know, you Yeah, I mean cuz I can say that I probably wasn't setting great boundaries earlier on in my career, but then I finally, and in my personal life, and then finally I just decided I have to do what's best for me.

[00:36:47] And that means like if I volunteer somewhere, I give 110% of myself. And that means being on a board or whatnot. And you know, I'll give that, but if I cannot, then I need to come off of that board, or I need to not do that. Agreed. And so kind of, it's a boundary even for myself. Mm-hmm. Um, and I know I just shared like a volunteer role, but that could apply anywhere too.

[00:37:13] I mean mm-hmm. Just because I know me, I'm a perfectionist. I like to, I can't stand and not get it done or do it wrong. Um, so I, that's my little tip.

[00:37:26] **Davis Hambrick:** That's a good rule thumb. I think that's really good. If I'm not getting it done a hundred percent or 110%, like you said, I really don't need to be doing it right.

[00:37:32] I need to be able to go, I'm taking this hat off. We need to give that scope of work or whatever it may be, and give it to somebody else.

[00:37:40] **Christi Powell:** So I told I I'm just gonna share something funny. I told Angela not long ago. When was it? November. Oh, that funny. Yeah. I said, I'm gonna be, I wanna be the Lieutenant governor of South Carolina.

[00:37:50] And she goes, when are you gonna do that?

[00:37:53] **Angela Gardner:** Well, that's, yeah. You need to see my express expression.

[00:37:56] **Christi Powell:** We need, yeah. The, her expression was like, priceless. But we need friends like that in our life, right? That are willing to see that you're doing something wrong. No matter whether it's personal or business and call it out, I think that's so important.

[00:38:12] That's probably one of the best things I've done for myself, the kinda way. Right, right, right. Yeah. But that's one of the best things I've done for myself is surround people with pe. Mm-hmm. Surround myself with people like Angela. Like um, I have a Bible study on Monday night and we all get together and we pray about certain things and instead of me holding it inside, you know, I literally come out and say, I need you all to pray for me and hold me accountable to the fact that I have not seen my kid or my husband much in the last three weeks because of travel and because of work.

[00:38:42] And I don't wanna be that mom. I don't wanna be that wife. Um, please hold me accountable. So I think that's probably the be if you're like me and you're not good at setting boundaries, you put, you put processes in place so that even when you don't set a boundary, somebody's gonna give you a gentle nudge like Angela looking at me going.

[00:39:02] When are you gonna do that? And as soon as she looked at me like that, I was like, oh, good point. When am I gonna do that? So, um, yeah, I think that's really, really cool. I'd like to know what the two of you Yeah. At your age do to, to set boundaries? Honestly, because I think it's different. I know it is for Alex, the young girl that works with me.

[00:39:23] Um, and really she didn't really know what boundaries were, and I had to learn them so that she wouldn't be like me. That's the truth. I do a lot of things because I wanna set good examples for others that are watching me, and I don't do things necessarily for myself as much as I should. But I do it because my daughters are watching me or because, um, you know, we have employees that are watching what I do, or, you know, Alex, uh, I love that kid.

[00:39:50] She could possibly be my kid, but I love everybody. So, um, but just spending as much time as I do with her and how I've learned her perspective and mine, it's been really cool to, for her to come to me and say, you know, I wanna do this. And I, I'm literally going, I gotta be better at this because I need to show her how to set a boundary.

[00:40:09] Because everybody needs boundaries. And if I'd have known boundaries 27 years ago, um, I probably would look younger. I'm just kidding. But that's good. Yeah. It probably wouldn't have hurt anyway, but um, yeah, so I think it's just important that we hold each other and it, and just know, know who you are. Like I know I'm not good at it.

[00:40:33] So I set parameters in place like my friend Angela and Laura, and I surround myself with people that love me, and they know that I don't wanna be grouchy or not spend time with my family. So when they see me acting a little different, they just say, Hey, what's up? Are you okay? You know, I think that helps a lot.

[00:40:51] **Walker Lott:** I, I think I'm gonna jump in front of you, Davis, because Davis actually taught me this Well, nice. A lot better than I did, at least, you know, my, my first job, um, I work for different company now. I moved, uh, Up higher, up north into Virginia. Um, cuz my si my soon to be wife. I'm the only one here, not married, but soon, uh, is in school up here.

[00:41:10] So. Congratulations. Thank you. Um, and so, you know, I changed companies and came up here. My previous one, great company overall, but my first job, um, I didn't know how to set the boundaries. I didn't know, you know,

the. Best way to do that. I was worried about not looking like I work hard, you name it. Right.

[00:41:28] And so it was, mm-hmm. Mm-hmm. Kinda what Davis was talking about. Seven to seven, seven to 6, 7, 6 30, you know, all the time. Work three weekends in a row, like miserable and honestly not necessary. Um, right. And. You were doing it to yourself. Right, right, exactly. Well, yeah, and also not standing up for myself too.

[00:41:46] Mm-hmm. At the same time, you know, like, Hey, I'm not gonna work this weekend. I'm gonna go home. Because it was four hours away from where I lived. Mm. And I was in a hotel the entire time. And honestly, it was pretty awful. I did not enjoy it. And, um, it wore me down. I didn't have a routine. I didn't eat well.

[00:42:02] Um, And you name it. Right. And now I'm, I'm here. I have a routine. I get to work out in the mornings. Yes. I get to go running in the afternoons. I get to eat well, I get to cook my own food and it's awesome. I have, you know, nice, uh, family, your friends here and family and, and it's a whole lot better. And I made that decision of my next project, like, I'll come in at seven.

[00:42:26] Right. Cuz construction, someone has, has the unwritten rule that you have to show up at seven, you gotta start at seven. Um, and, uh, even though you get paid for 40 Right. But, you know, you show up, I'll show up early, I'll do the best I can, but I'm gonna leave at five and that is, I'm going home and, and you're right.

[00:42:43] If it's something important, like sure, yeah. Um, I'll stay longer, but I, I'm gonna leave at five because I, I have things that I want to do that's not work. And I like going home to. You know, my fiance and the dog and getting to spend time with friends outside. Uh, and Davis did a really good job of that. Um, nice.

[00:43:04] Like he was just talking about, and definitely I learned from him. I never told him that, but I was like, you know, I'm gonna do what Davis does and I'm gonna apply that to this job. Yeah.

[00:43:16] **Davis Hambrick:** Let's

[00:43:16] **Angela Gardner:** all help each other.

[00:43:17] **Christi Powell:** Yeah. Just like we do.

[00:43:19] **Davis Hambrick:** That's right. I'm extremely fortunate. My aunt was a counselor for years, and so she taught me stuff that I didn't know till later in life.

[00:43:27] Right. Nice. It just comes out. And so I'm also a learner and I don't

know, you know, I've talked, I don't know if y'all ever heard this, but I've thought about being a counselor. I think I'm gonna go back to school and get my master's in counseling eventually. But, um, I read this book by Dr. Henry Cloud. It's called

[00:43:43] **Angela Gardner:** Boundaries.

[00:43:43] I Love, I love that book. Yes, yes.

[00:43:46] **Davis Hambrick:** And so, I mean, I mean, y'all already know it, right? I have not heard

[00:43:49] **Angela Gardner:** that one. Yes, we know it. Oh, you need to read it. You need to read

[00:43:52] **Christi Powell:** it or get the audible. I did the audible. There you go. Right? Because I drive a lot. Everyone. You probably do too.

[00:43:57] **Angela Gardner:** They have boundaries for kids too, by the way.

[00:43:59] Right. They have it for

[00:44:00] **Davis Hambrick:** every different, like for marriages, stage of life. Exactly. That's cool. Exactly. And so you just, you know, for me, I'm a thinker. I think before every conversation I go into, um, I probably think before I call Walker, probably not, I don't know. But whenever we like have, not anymore not to probably, yeah.

[00:44:17] Right. But I used to, like literally every hard conversation I had, I would think about the other person cause mm-hmm. I wanna think about how they're gonna respond. Mm-hmm. If I come in and, you know, I just tell them exactly what I want and I don't give them a chance to give any feedback or I'm just, Being bossy or whatever it may be, how are they gonna take it?

[00:44:38] And so how about I challenge them in a way by telling them, you know, I compliment 'em. Usually I tell 'em that they're doing a good job in an area and then I tell them, this is something that I'm struggling with and I need your help with and this is what's gonna have to happen for me to continue to get to what I need.

[00:44:54] Whatever the scenario is. And most of the time it goes pretty well. Do I shake? Am I sweating? Do I, do I not wanna have that conversation? Yes, yes. But I have to get through it. And you'd be amazed the more times you do that, the easier it gets. The easier. Exactly. And the conversations that just. That shakiness, that sweating and the, the nervous, it goes away.

[00:45:16] But you still prepared, you still think about the other person. You still

wanna make sure that I'm not just coming in and only getting what I want. Right. I want this to be a team effort and I want to make sure the other person is valued, but there's gotta be a little bit of back and forth mm-hmm. For us to understand that.

[00:45:30] And so for, I think for the younger generation coming into our industry, there's gonna be a lot of chances for you to set boundaries early on. Yes. Early in your career. And I want to challenge. Our listeners to think about that whenever you start your career, whether it's with a new company, whether it's your first month on a job site, whatever it may be, but be thinking about the other person, be thinking about how will that conversation go about and ultimately, um, you know, think about the end result, right?

[00:45:57] Mm-hmm. How do you wanna get to that point?

[00:45:59] **Christi Powell:** Right? Well, maybe even, you know, I tell Alex a lot, you, you really need to be thinking about where you wanna be. Because you, you know, they, they say all the time, dress for the job you wanna have, right? Yeah. It's kinda the same way I wanna dress my mind. For the job that I wanna have.

[00:46:19] Right? So that's kind of how I talk to her about it. I think that's super helpful to have that in mind because I think young people, especially me, I would, I still jump into things because it's like, oh, this is new. I wanna try it, but it's not always the, the best thing for me right to do. And so, um, I think it's good to know your own self enough to know what you expect.

[00:46:47] What you want out of a job, what's gonna make you happy, what's not, and be, don't be afraid to say. Yeah,

[00:46:54] **Walker Lott:** that's really good. That's really good. I, I think that I, I think that you're only gonna, you're, let me phrase this another way. You're only gonna do what? Your employer's only gonna let you do what you let them get away with.

[00:47:15] Right. Your employer's not the bad guy, right? They, they hire you to do a job. Right. But if you're willing to work till six or seven at night, then they're, they're gonna let you work till six or seven. They're at night. They're gonna tell you to go home. They're not gonna tell you to leave unless they're like you or someone who believes the same, same way, but Right.

[00:47:32] Chances are they're gonna be like, great. We had like, he's a hard worker. I'm awesome, you know, but, but.

[00:47:37] **Christi Powell:** Because business and they reward you for staying longer, right? Yeah. They, they, they give you that pat on the back and it makes you wanna stay longer again. And that's how you end up, up being a workaholic.

[00:47:47] **Walker Lott:** You know? Surprise, surprise. A business is here to make money. Whether, whether they tell you that or not, if they tell you they're not there to make money, then they're lying. That's what a business is for. Right? And so if they, and if they're not,

[00:47:58] **Davis Hambrick:** then you should be worried about you better be somewhere else.

[00:48:01] Why working for '

[00:48:01] **Walker Lott:** em? Right. Exactly. And, and so they're gonna let you do that no matter what. Right? So you have to be willing and be brave enough to, to set that boundary, to push back. Yes. Right. Now, if they're like, Hey, we need you to work till six, seven every night, I'd be like, no. Like, I'm not going to.

[00:48:19] Right. I think that's what I wanna do. And, and I'm, I'm gonna, I, my goal is to do the best job I can. When I'm there and be present in that moment. Mm-hmm. And when I get home, I'm gonna be present at home and I'm not gonna think about work. Right. Yeah. Awesome. Some people, some people say up all night thinking about their job.

[00:48:35] I do that and about work that I, I don't, I, I can't, I don't want to. I don't care to. I'm gonna Good for you. Like I'm gonna block it out. My job's, my job, my home's, my home. And they are two separate items and I will not think about that job until the next morning when I get there.

[00:48:51] **Christi Powell:** You need to put that in a bottle.

[00:48:53] You could sell it to some people like

[00:48:54] **Walker Lott:** me. Exactly. That's so there's a funny side note. I, I've showed my fiance the video a few times and all, all my friends think it's funny, right? But there's a, a video where it's like, uh, the guys had their nothing box. And then women, I've seen that women, everything connects, right?

[00:49:09] Uh, and that's what I always think. Fiance, my husband shows

[00:49:12] **Christi Powell:** me that, like, really, I'm not thinking of anything. Watch the

[00:49:14] **Walker Lott:** box. Exactly. Yeah. And, and I'll tell her that. I'm like, I'm sorry I was in my nothing box. Like, and they, she can't understand it. But it's true. I do the same thing with work and with other things in my life, not just with work.

[00:49:25] Like if it, everything has its box. And when it's time to go there, I'll pull it outta the box and we'll, we'll work on, it's awesome. And then Awesome. I'll put it back in there. And I, and that's how my brain works. That's nice. Uh, you know, and, and then that's how, uh, I would instruct other people to, Hey, look, just put everything Yeah.

[00:49:42] In, in different boxes and pull it out when you need to. Don't let everything crush you.

[00:49:47] **Christi Powell:** Yeah. And you need all the boxes, right. You need all those boxes. And I literally spent most of my life with none of those boxes. Right. Yeah. None of the extra boxes. And if I could do anything differently, that would be it.

[00:50:00] You know, like really try my be, there's gonna be seasons of li there's no such thing as worth life balance. There's gonna be seasons of life. That work is gonna be crazy. There's times you have to, it's gonna be crazy. Right. Exactly. It, it is what it is. But I wish I'd have been cognizant of, you know, oh, I spent 70 hours at work.

[00:50:21] And 70 hours at work and 70 hours at work and 70, you know what I'm saying? Yeah. And oh, I didn't do this and I didn't do, I wish I would have done that. And uh, I missed out on a lot, you know, with my first daughter, she's 34. I missed out on a lot because I was so driven and so like, I'm gonna be successful at this job because nobody wants me to be, you know, I was only female for a long, long time.

[00:50:43] In sales. So, um, you know, my drive was good for me career-wise, but it wasn't good for me family-wise. Now of course, we're great now, right? Um, you know, you learn, you live and you learn. Yeah, you live and you learn. But that's one of the things that I wish I would've been more like you Walker when, when I was younger, because all those boxes make you a complete person and you're a better person to, to not only do your job, but to show up and be present.

[00:51:11] Right? Mm-hmm. You, you get in a mode when you just do the same thing all the time and you get sick of it and your attitude changes and then, you know, every, all the environment actually changes your personality, I think. Yeah. And, and I,

[00:51:24] **Walker Lott:** I think you, you, you know, is spot on. It. It's just learning how to do it, uh, and learning how to do it well.

[00:51:31] But ladies, we're getting. It's getting down to time. We're not gonna ask you the last two questions because honestly, you answered them really, really well. And, and so we're just gonna let the listeners go back and find the answers for themselves, like a scavenger hunt. Um, this went by really fast. It did

was all said already.

[00:51:51] It did. It was awesome to get to talk to y'all. Uh, finally. Finally. Yes. Yes. And hopefully we can get you on again or vice versa. Yeah. Part too. Um, yeah, I, I think there's definitely a lot more we can cover. Yeah. And a lot more we can talk about the industry itself or just personal development, right? Mm-hmm.

[00:52:08] Because we're all passionate about how to, how to get better every day, at least 1% better. And, and so with that being said, thank y'all so much. We truly appreciate it and we are looking forward to talking to you again soon.

[00:52:19] **Christi Powell:** Thank you. Thank you. Thank you so much for having us on. We appreciate you. Yeah.