

Episode 93: 'Mentorship' with Christi, Angela, and Alex

00:02.694 --> 00:05.515

Hey, this is Christy Powell with Women Talk Construction.

00:05.615 --> 00:08.697

I'm here today with Angela Gardner and Alex Iacovelli.

00:09.277 --> 00:14.180

Alex is going to be our guest co-host this year in 2024.

00:14.700 --> 00:18.082

So you're going to be hearing a little bit from her on and off.

00:18.162 --> 00:20.383

She's in a different generational space.

00:21.007 --> 00:25.371

timeframe than what Angela and I are, and we love hearing her perspective on things.

00:25.832 --> 00:33.479

So we're really excited to be able to bring that aspect to the table for all of our listeners so that you can get your younger generation listening as well.

00:33.599 --> 00:35.581

So thank you for being here today.

00:36.001 --> 00:40.045

We're excited to talk about something that's near and dear to our hearts, which is mentorship.

00:40.886 --> 00:43.428

And I'm just going to start by talking about

00:44.649 --> 00:46.812

women confidence builders and what we're doing there.

00:46.852 --> 00:49.454

But I first want to say hello to Angela and Alex.

00:49.494 --> 00:50.956

Thanks for being with me today.

00:50.976 --> 00:52.757

Hello.

00:52.777 --> 00:55.180

Thank you guys so much for having me as always.

00:55.240 --> 00:56.461

I'm super excited to be here.

00:57.079 --> 00:58.239

We're glad that you're with us.

00:58.579 --> 00:58.979

Oh, yeah.

00:59.019 --> 00:59.900

Welcome, Alex.

01:00.100 --> 01:01.220

And hello, everyone.

01:01.320 --> 01:02.820

Happy 2024.

01:03.220 --> 01:03.841

Yes.

01:03.961 --> 01:05.061

Happy 2024.

01:05.361 --> 01:07.141

So excited to start off a new year.

01:07.161 --> 01:11.902

Sometimes people get the blues from after the holidays, which I didn't know that.

01:11.922 --> 01:12.622

I read an article.

01:13.343 --> 01:16.423

And if you're having the blues, do you?

01:16.543 --> 01:16.863

Okay.

01:16.903 --> 01:21.604

Well, if you're having the blues, just know that it's short term and you're going to be fine.

01:21.665 --> 01:23.485

And 2024 is going to be a great year.

01:24.185 --> 01:27.767

So let's just pop right in here and start talking about mentorship.

01:28.367 --> 01:33.370

One of the reasons we wanted to talk about it is because we get asked a lot of questions surrounding it.

01:33.890 --> 01:38.152

And we've had a lot of women come to us and say, I just don't know where to start.

01:38.252 --> 01:40.774

I would love to mentor someone, but I don't know where to start.

01:41.234 --> 01:50.239

So Women Confidence Builders, Angela and Alex and I are very much involved in this nonprofit organization where we are pairing mentors with mentees.

01:51.372 --> 01:52.293

And it's very new.

01:52.313 --> 01:54.074

We have a membership portal.

01:54.494 --> 02:03.000

And if you're a member and you're willing to be mentored or you want to be a mentor, we are pairing you with someone who's going to be able to help you.

02:03.160 --> 02:06.122

And we're doing this on a three to six month term.

02:06.642 --> 02:08.664

So it's not long term if you want to try.

02:09.204 --> 02:10.824

And we're helping with pairing.

02:11.285 --> 02:15.786

And one of the things I think is really important is having a guideline to follow.

02:16.326 --> 02:20.487

So if you've never mentored anyone before, I had never been mentored before.

02:21.507 --> 02:28.269

So when I mentored someone the very first time, it was odd for me, just uncomfortable not knowing where to start.

02:28.769 --> 02:31.690

But I started with just a cup of coffee because I didn't know where to start.

02:31.730 --> 02:33.110

And there's nothing wrong with that.

02:33.610 --> 02:42.436

cup of coffee, find out what your friend likes, find out what they need and just ask questions and find resources for them.

02:42.637 --> 02:46.799

If they've got questions for you that you can't ask, you can go find them for them.

02:47.460 --> 02:55.806

So anyway, I'm just going to go over really quick of a guide that we put together for mentor and mentee agreement.

02:56.066 --> 02:57.187

And this is just a guide.

02:57.287 --> 03:01.350

We let our mentors and mentees make their own path and,

03:01.930 --> 03:06.533

But one of the things that we talk about is goals, right?

03:07.013 --> 03:08.774

What goal do you hope to achieve?

03:09.454 --> 03:13.136

What goal do you hope to achieve from being a mentee?

03:13.616 --> 03:16.518

What goal do you hope to achieve by being a mentor?

03:16.998 --> 03:19.319

And then accountability in the mentoring relationship.

03:20.240 --> 03:21.840

What will that be determined by?

03:21.860 --> 03:26.103

That's very important to have that in writing and just kind of so you understand each other.

03:27.223 --> 03:30.666

progress towards overall goals will be measured how.

03:31.166 --> 03:37.411

So actually saying, how do we know that this mentorship is good for me, right?

03:37.831 --> 03:40.273

Because you're measuring it and you have some way to measure that.

03:41.014 --> 03:43.576

What's the duration of the mentorship relationship?

03:44.436 --> 03:49.080

How will you know when the relationships is at a natural stopping point?

03:49.940 --> 03:51.161

I think that's really important.

03:51.562 --> 03:51.702
And

03:52.202 --> 03:56.007
what I've recognized and Angela, you can definitely pipe in on this.

03:56.748 --> 04:02.176
Sometimes you have people in your life that are very driven and just need to call you once in a while.

04:02.336 --> 04:05.701
I still have all those mentees in my life, like every one of them.

04:05.781 --> 04:05.981
Right.

04:06.021 --> 04:07.443
And it's been years, some of them.

04:08.925 --> 04:14.369
But then there are also new relationships that you don't know a lot about, not sure how you can help them.

04:14.809 --> 04:16.710
It's always good to have an ending point.

04:17.291 --> 04:24.275
So our ending point is three months, and then we can continue after three months if that's necessary.

04:26.377 --> 04:28.018
You decide the frequency of mentoring.

04:28.098 --> 04:32.221
What we do is once a month, and it's usually a Zoom or a phone call.

04:32.681 --> 04:37.144
And if you're in the same state, which a lot of times Alex and I are not in the same state with folks,

04:39.105 --> 04:42.406
then you want to meet obviously face-to-face because that's better.

04:42.426 --> 04:53.269
If you, if there's other elements to your mentorship, that last question is what would be unique to our relationship and our mentorship agreement and then putting that note there.

04:53.329 --> 04:57.890
So that's kind of a, a mentor mentee agreement that we put together for a guide.

04:57.950 --> 05:00.031

And I hope that helps all of you out there.

05:00.971 --> 05:07.373

But now I'm going to turn it over and ask some questions for Alex and Angela about how,

05:08.946 --> 05:22.488

Tell me why you believe, Angela, it's so important to have goals as a mentor, to be able to be a mentor in that role with the mentorships.

05:23.956 --> 05:28.579

Well, I think, of course, all relationships are different.

05:28.859 --> 05:36.004

And probably, you know, I've been lucky enough to not need probably one of these when I did mentoring or started that path.

05:36.584 --> 05:48.372

But I think it's really important because then both parties understand exactly the direction that you're going and heading and what you need to review since we're all getting so busy nowadays.

05:49.534 --> 05:56.126

It makes for, you know, that you can accomplish something because you know exactly what you need to accomplish and you know the timeframe.

05:56.707 --> 06:00.714

So, I mean, I think having this mentor-mentee agreement

06:01.351 --> 06:07.954

And goals is a wonderful idea, especially for people getting started and really don't know how to do it.

06:08.814 --> 06:09.114

Right.

06:09.274 --> 06:11.755

Well, it makes you feel less uncomfortable.

06:12.055 --> 06:12.535

Yeah.

06:12.916 --> 06:14.696

Like you've never mentored before.

06:14.836 --> 06:15.957

It's like, what do I do?

06:16.037 --> 06:16.717

How do I do it?

06:16.817 --> 06:18.818

And having a guide just makes you feel like, oh.

06:18.838 --> 06:18.918
Yeah.

06:19.418 --> 06:22.501
I can just, yeah, yeah, I can just do this.

06:23.141 --> 06:24.642
So thank you for that.

06:24.702 --> 06:25.923
That's so, that's good.

06:26.023 --> 06:27.084
That's really, really good.

06:27.324 --> 06:39.774
Um, Alex, from a mentee perspective, um, how has that helpful, helpful for you to share your goals with a mentor, um, before you start the mentorship process?

06:41.595 --> 06:45.098
Um, I think along like the similar line, if we're, um,

06:46.769 --> 06:51.651
bringing structure and intention to what we're doing, we're gonna be more productive, right?

06:51.671 --> 07:03.695
Like if there's no structure, no goal, no plan, then we could, you know, meet for coffee for two years and never get anything out of it, right?

07:03.795 --> 07:05.816
If we're not being intentional with our time.

07:08.055 --> 07:09.636
And that's happened to me before, by the way.

07:10.956 --> 07:12.477
So you're absolutely right.

07:12.517 --> 07:13.497
They are meeting for two years.

07:13.577 --> 07:15.978
I'm like, what did I get out of that?

07:17.118 --> 07:18.819
You know, what did she get out of that?

07:18.939 --> 07:21.540
So I think that's that's a really good point to make.

07:22.080 --> 07:24.081
So we also have some notes here.

07:24.181 --> 07:25.402
I think we all have these.

07:26.642 --> 07:31.347
About five topics we would want to discuss on mentoring or sponsoring someone.

07:31.407 --> 07:37.413
So sponsoring is kind of a new fad word because it's less formal.

07:37.433 --> 07:38.734
I think that's why.

07:38.754 --> 07:38.834
Yeah.

07:39.955 --> 07:42.878
And sponsoring really equals mentoring.

07:43.298 --> 07:48.644
What I do for Alex all the time when Alex is not in the room, I'm telling people how awesome she is.

07:49.244 --> 07:49.505
Right.

07:50.065 --> 08:03.138
Or I'm I'm reaching out to Alex to meet with a builder because I know that her relationship with someone else is going to really benefit the relationship with that particular builder or that particular customer.

08:03.679 --> 08:03.879
So.

08:05.260 --> 08:25.920
i speak her up um i talk about all of her qualities and what she's really good at and that's what i feel like a sponsorship is um even though i am her mentor um i think i have been for a while and she calls me that anyway but we work together so that makes it a little bit easier but the power of mentoring is really important

08:26.780 --> 08:34.727
and exploring the impact of mentoring on a personal and professional development and sharing success stories of mentorship relationships.

08:34.808 --> 08:37.350
Can you expand on that a little bit for us, Alex?

08:40.613 --> 08:40.813
Yeah.

08:40.873 --> 08:46.858

I mean, I think, you know, with our, our relationship, as you mentioned, right.

08:48.039 --> 08:53.404

I think mentorship for me has been really valuable in the sense that, um,

08:55.479 --> 08:57.640

You don't know what you don't know, right?

08:57.920 --> 09:04.703

And you have somebody who's willing to take the time to kind of show you those blind spots or open new doors for you.

09:07.344 --> 09:17.009

Learning those things on your own could take a lot longer and can leave you with a lot more bumps and bruises than somebody, having somebody willing to guide you through

09:18.651 --> 09:20.232

the maze of life, right?

09:21.814 --> 09:31.743

And then in terms of sponsorship, I mean, you know, you could learn all you want from somebody and become really awesome and amazing from all of the lessons.

09:32.904 --> 09:33.144

But

09:35.130 --> 09:39.951

you never get to be in the same room as somebody who's sponsoring you all the time.

09:40.272 --> 09:48.994

And it's so valuable for anybody to have a sponsor speaking on your behalf in those spaces.

09:49.514 --> 10:03.278

Putting your name out for a job or a position that you might not be aware of, or just letting other people in your community know that this person has the skills and abilities to work with them.

10:04.417 --> 10:21.843

Yeah, I also want to say I can't take all the credit for the awesomeness that you have in your life, like where you are professionally and personally, because I was tasked with being able to ask other women to also be her mentor.

10:22.663 --> 10:46.400

and and that was very cool within organizations Angela and Rachel both have poured into Alex as well and and just I think that's so important for us as women to think we don't have to do it by ourselves right and I I want Alex to learn from other women who have had other experiences so

that she can see different perspectives and be the woman that she wants to be

10:46.920 --> 10:48.640
not who I want her to be.

10:48.741 --> 10:51.521
And I don't want her to mimic me by no means.

10:51.601 --> 10:53.062
I want her to find her own way.

10:53.562 --> 10:55.002
And I think that's really important.

10:55.822 --> 11:02.584
Libby Mendriotta at ABC Washington, I asked her, do you mind taking Alex into your wing if you have the time?

11:02.624 --> 11:04.345
And she said, absolutely not.

11:05.005 --> 11:06.145
And it was just great.

11:06.225 --> 11:08.846
Martha Patterson did the same thing at ABC Washington.

11:09.226 --> 11:11.907
You were new and you needed a little guidance.

11:11.967 --> 11:13.227
And I knew that I didn't have the

11:13.827 --> 11:19.551
the capacity to guide every step of the way, but why not ask our friends to do it with us?

11:19.591 --> 11:21.712
And I think that's really key here.

11:21.813 --> 11:22.673
It's not about me.

11:23.133 --> 11:30.038
It's about us opening up doors for you to be able to learn from some awesome folks.

11:30.438 --> 11:33.120
And that's really why we do what we do, isn't it, Angela?

11:33.180 --> 11:35.902
We've had some really awesome folks on Women Talk Construction.

11:36.382 --> 11:42.867

So I'd love to hear your take on that or talking about sponsorship and career advancement, either one.

11:43.667 --> 11:46.789

Yeah, well, you know, I found this quick, easy definition.

11:46.969 --> 11:49.871

And I just wanted to say, even though, of course, yours was wonderful.

11:49.931 --> 11:54.474

But a mentor is someone who shares knowledge and provides guidance.

11:54.674 --> 12:05.502

A sponsor is someone who actively promotes growth, provides access to opportunities at work, and or advocates for career advancement.

12:05.542 --> 12:13.287

And I would even add, you know, something that I personally do all the time is if I see an award out there for someone that I think that they deserve,

12:14.287 --> 12:19.030

I can help them, you know, apply or nominate them for that.

12:20.131 --> 12:23.192

All of these little things really help or I'll connect them.

12:23.212 --> 12:25.894

They'll reach out to me and say, can you connect me with this person?

12:26.814 --> 12:30.456

Even that little simple thing, even shout outs on social.

12:30.877 --> 12:31.177

Yes.

12:31.277 --> 12:38.201

I mean, probably I would think it helps nowadays, even though some still want to discount social and marketing.

12:38.661 --> 12:40.542

I mean, you really you can't.

12:40.602 --> 12:41.182

You got to.

12:41.623 --> 12:41.883

Yeah.

12:41.963 --> 12:42.303

Yeah.

12:42.443 --> 12:43.304

And giving them a shout out.

12:43.324 --> 12:44.344

It's part of our life now.

12:44.884 --> 12:45.825

It really is.

12:46.005 --> 12:50.548

And, you know, of course, a meaningful shout out is what I'm referring to.

12:50.728 --> 12:57.772

Like, you know, like a post that Alex says and then say why you like it and how awesome she is.

12:59.740 --> 13:03.962

I guess that's my little bit about mentoring and sponsorship.

13:04.742 --> 13:13.466

I don't know if I've ever formally had a mentor throughout my career, but I've had many people that have acted as that.

13:13.666 --> 13:26.651

They may not have said that to me, but now that I reflect on it, and certainly many bosses that have done that for me, mentored or supported me in ways that I needed support and guidance.

13:28.791 --> 13:31.072

Yeah, I think that's really important to mention.

13:31.572 --> 13:39.735

I didn't have a formal mentor either until I was really late into, you know, I had a teenager, right?

13:39.815 --> 13:44.716

So I was really late in life and it was a personal mentor and it was a formal thing.

13:44.956 --> 13:48.217

But as I look back, I couldn't be where I'm at today anymore.

13:48.377 --> 13:51.999

if I didn't have people pouring into me and teaching me along the way.

13:52.099 --> 13:52.980

So they were mentors.

13:53.020 --> 13:54.901

They just weren't called a mentor.

13:55.321 --> 14:11.772

And remember that you can be an influence on anybody around you just by being kind, making connections, championing them and sponsoring them just by talking about how good they are, what they do, or

14:12.512 --> 14:14.293
you know, maybe it's just their personality.

14:14.393 --> 14:37.222
There's some people that literally light up the room when they walk in and telling those people that they do light up the room when they walk in is, is pretty important because some of those people just don't realize how important that is to a room full of people who, you know, typically 80% of people are very calm, cool and collected, and they're not willing to like jump up and be that light in the room.

14:37.682 --> 14:41.504
So I think it's really important to, you know, just highlight the good things about folks.

14:42.245 --> 14:42.485
Mm hmm.

14:44.447 --> 14:45.508
So let's move on.

14:46.469 --> 14:48.430
Overcoming challenges and mentorship.

14:48.510 --> 15:04.484
One of the things that the guide that we created, I think, is going to help us with is overcoming those challenges, addressing common challenges and providing strategies for both the mentors and mentees are important to navigate issues such as communication.

15:05.404 --> 15:07.326
Especially if it's somebody you don't know very well.

15:07.806 --> 15:08.967
How do they want to communicate?

15:09.007 --> 15:12.249
Do they want to communicate over text or email or phone?

15:12.269 --> 15:15.072
Or would you rather not be on a Zoom call?

15:15.132 --> 15:16.693
You know, those things are really important.

15:16.973 --> 15:20.876
And sometimes I think we miss the simple things.

15:21.236 --> 15:22.417
What's best for you?

15:23.037 --> 15:24.859

You know, how do you want to communicate?

15:25.980 --> 15:30.365

Those are communication barriers, conflicting expectations.

15:31.186 --> 15:38.414

That's why the goals are set on the guide is so everybody has a clear idea of what the expectations are.

15:40.236 --> 15:44.120

What do you think about, so have either one of you, let's start with Alex.

15:44.160 --> 15:49.867

Have you had, I know you've done some mentoring in the last couple of years and it's really cool.

15:50.367 --> 15:54.492

You are very young and to be able to be a mentor at your age, I think is awesome.

15:54.752 --> 16:00.178

And it's going to just make a big difference in your field if you continue to have that mindset.

16:00.198 --> 16:00.859

Yeah.

16:00.959 --> 16:12.802

But there are some challenges that you've faced being your age and being a mentor because you are high up in the structure of your company that you work for.

16:13.222 --> 16:18.043

So tell us a few things that you've you've been challenged with being a mentor in that space.

16:19.763 --> 16:20.704

Yeah.

16:21.504 --> 16:28.465

You know, like you said, I have been really blessed to have so many wonderful people pour into me throughout my career that

16:31.021 --> 16:36.263

I just feel like the right thing is to turn around and like do that for somebody else, right?

16:37.983 --> 16:43.805

And I've had some really wonderful experiences and of course some challenges.

16:44.345 --> 16:49.807

I think, you know, like you said, I do tend to be younger than some of the people I work with.

16:50.207 --> 16:54.868

And so credibility can be a bit of an issue for me.

16:56.969 --> 16:59.270

It can be difficult sometimes to

17:01.993 --> 17:18.865

shift the dynamics of a relationship to where we could be supporting each other rather than my being somehow lower on the totem pole just for my age or whatever other reason.

17:20.707 --> 17:27.972

But I think, like you said, one of the really great things about this guide is that if I had had this guide at the time,

17:29.457 --> 17:38.722

Maybe I would have spent a little bit less time with the people who weren't receptive to my knowledge or my attempts to be helpful.

17:38.742 --> 17:47.846

And I could have spent that time and energy with others who were receptive and who we've been able to make some really awesome progress.

17:48.727 --> 17:52.409

Well, the coolest thing about it is I know you and I had a conversation.

17:52.569 --> 17:55.010

You learned a lot today.

17:55.490 --> 17:58.472

from some of those mentorships, right?

17:58.632 --> 18:03.595

You learned a lot about yourself, which is only going to make you better the next time.

18:03.715 --> 18:12.581

So key point here, if you mentor someone and you don't feel like you did the greatest job or you felt like you could have done better, that's still okay.

18:13.242 --> 18:15.063

Do it anyway, right?

18:15.103 --> 18:16.484

Because you're going to become better.

18:17.644 --> 18:24.329

You're obviously, no matter what you do, you're going to give some kind of goodness to the person that you're mentoring.

18:25.089 --> 18:37.021

Even if it isn't exactly what you want it to look like or what they want it to look like, it's definitely worth it because it'll bring you to a place where you feel confident in what you are sharing and how you're sharing eventually.

18:37.101 --> 18:38.382

So just don't be scared.

18:38.963 --> 18:39.803

How about you, Angela?

18:39.823 --> 18:40.344

What do you think?

18:40.704 --> 18:45.349

I know that you've had some really good experiences with your mentors and mentees.

18:45.929 --> 18:52.091

So just share one of those, whether it be a challenge or a great situation.

18:52.111 --> 18:52.731

Okay.

18:53.431 --> 18:59.073

Well, first, I just want to say, don't we learn mostly from our challenges versus the things that go so well?

18:59.413 --> 19:00.593

So there you have it.

19:01.554 --> 19:08.416

And then secondly, I want to point out, Alex, there is this thing called reverse mentoring, and it's a big deal out there.

19:08.556 --> 19:13.197

And that means where they're taking the younger generation and putting them with the older generation and

19:14.085 --> 19:21.912

I mean, even when I'm mentoring my mentee, which I'll say her name, Raquel, she, I mean, we do a lot of that too.

19:22.133 --> 19:33.824

She's oftentimes helping me create ideas or even just something as simple as grounding myself because she is so grounded.

19:33.844 --> 19:34.885

She's so good at that.

19:36.846 --> 19:38.986

And, you know, this is the thing, too.

19:39.086 --> 19:40.947
Yes, I've had wonderful.

19:41.187 --> 19:43.988
Well, I've had one that I've really known about.

19:44.068 --> 19:50.390
I probably had many in my lifetime where I've mentored or sponsored someone because of my actions or how I've done it.

19:50.470 --> 20:01.254
And, you know, being a leader, because I was president of my family business for 10 years, oftentimes you don't think of yourself as a mentor, but you really are.

20:01.534 --> 20:02.495
I mean, you're out there.

20:03.375 --> 20:19.444
you know, gathering the troops and getting through, you know, at the time I actually had to lead through the great recession and, you know, you really are mentoring people and helping them understand their goals, the directions they need to go either as a team or individually.

20:20.264 --> 20:25.127
So, and doing it with kindness and authentic, you know, being authentic about it.

20:25.267 --> 20:29.609
So for me, that's my perspective on that.

20:29.749 --> 20:29.949
And I, I,

20:31.130 --> 20:37.854
I'm just blessed that I've had a really good, you know, kind of formal one with Raquel.

20:37.954 --> 20:47.180
And one more thing I want to say, whenever I do anything for someone else, this is what, and I think I even mentioned this to Rocky, but she might have just done it on her own.

20:48.141 --> 20:51.924
is I want them to do the same, which is what Alex is doing.

20:52.324 --> 20:52.585
Yes.

20:52.685 --> 20:53.886
Is pay it forward.

20:54.526 --> 20:55.928

You know what I do for you.

20:56.008 --> 20:58.410

Remember this and do it for others.

20:58.930 --> 20:59.231

Yes.

21:00.192 --> 21:00.712

I love that.

21:00.732 --> 21:03.174

And that's a great place for us to end our call today.

21:04.355 --> 21:08.179

We really love talking about mentorship and more than anything,

21:08.991 --> 21:10.132

We love doing it.

21:10.492 --> 21:11.813

We love being a mentor.

21:12.053 --> 21:13.354

We love being a mentee.

21:13.814 --> 21:15.155

I would love to have a mentor.

21:15.255 --> 21:25.681

If anybody's listening right now that understands the WBE world in a large capacity, like 84 Lumber Company, I would love to just collaborate.

21:25.821 --> 21:27.662

We don't have to call it a mentor mentee.

21:27.742 --> 21:29.583

So I'm looking for a mentor out there.

21:30.584 --> 21:34.106

But I do want to say that Women Confidence Builders, all three of us are part of it.

21:34.546 --> 21:35.727

We have a membership portal.

21:36.207 --> 21:38.888

If you're a member, every month we are meeting virtually.

21:39.028 --> 21:44.169

And one of the leaders in our organization, there's 28 of us, are leading that group.

21:44.609 --> 21:47.730

And we're helping you to grow personally and professionally.

21:47.750 --> 21:54.972

And we hope that some organic mentorship is going to happen in that particular virtual session every month.

21:55.092 --> 22:01.134

So if you're interested in learning more and just wanting to be a better mentor or you just want to be mentored,

22:01.834 --> 22:02.935

It's a great place to be.

22:02.955 --> 22:04.777

And like I said, we have a guide.

22:04.897 --> 22:13.885

So if you want to be a mentor and you want to be part of the program, we would love for you to do that so that you can bless some of these young ladies that really want to be mentored.

22:13.945 --> 22:14.946

They really do.

22:15.046 --> 22:20.891

They're starving for knowledge and they don't want to do all the hard things we did to get where we are.

22:21.391 --> 22:23.033

They'd love to short track that.

22:23.153 --> 22:24.274

I would give anything to,

22:24.754 --> 22:28.276

to have Angela and Alex in my life when I was in my 20s.

22:28.376 --> 22:30.437

I mean, my life would have been so different.

22:30.977 --> 22:33.738

Evidently, I was supposed to go through all those things.

22:33.778 --> 22:39.701

But if we can help others not have to face as many challenges in life, wouldn't that be great?

22:40.981 --> 22:46.084

Just some wisdom on how to handle things that I wish I wouldn't have handled the way I did sometimes.

22:46.224 --> 22:46.384

So

22:47.064 --> 22:48.946
Anyway, thank you all for listening.

22:49.086 --> 22:53.391
I hope this was a really good call for you and take care.

22:53.631 --> 22:55.132
Listen to Women Talk Construction.

22:55.853 --> 22:56.954
We're on YouTube now.

22:57.134 --> 23:01.238
This podcast is also on the YouTube video on our YouTube channel.

23:01.779 --> 23:04.001
So thank you again and we're signing off.