

Rebecca Del Pozo: Thriving as a business owner with ADHD

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SPEAKERS

Katy Weber, Rebecca Del Pozo



Katy Weber 00:00

But let's start out you have sounds like you have an incredible story as an as a grown up. So tell me when you first thought that you might actually have ADHD and what were some of these clues and connections you made? And then what finally led to your diagnosis? And how long ago was that?



Rebecca Del Pozo 00:19

Yeah, absolutely. So I think looking back, I want to say that I was in my mid 20s. And it's because I had gotten in to real estate. And I was having business conversations with some really high producing, you know, Top Producing real estate agents. And one of them blurted out, like, Oh, I, I check every box, you know, as as having add, and I was like, Huh, wonder. It was almost like at that point, my awareness. It wasn't even something that had ever been brought up before. And so when they said that I remember I remember going online back then it was Ask Jeeves. Do you remember Jeeves? Oh, yeah. So for for younger listeners, that's what we used before, you know, Google existed. And so I kind of looked it up and started doing some research. And I was like, Oh, that's, that's me. Like, I check every one of those boxes. And I dug a little further. And it was like, Oh, this light bulb moment, I'm dyslexic. And I didn't know it. And I was probably 20, I don't know, 2526 years

old. And, and so at that point, everything just kind of shifted. Because, one, I didn't feel alone anymore. And it was like, these are some of the reasons why I've had a difficult time expressing myself or explaining myself. So it was later in life.



Katy Weber 01:57

So tell me about the dyslexia. What? How did you realize that you had to,



02:02

it was the same thing I just kept. I've always been hungry for knowledge. I've always been someone who loved learning. I just didn't like school. And it was like, looking back now it made perfect sense. So I was born and raised in Abbotsford, BC up in Canada. And my parents loved me that so much that they put me into French immersion. And, and so looking back now, everything just started to like, click, click, click, click, click, no wonder I struggled because, one, I've got this disability. And I'm trying to learn French at school during the day speaking English at home at night, and I look back and I go, No wonder I felt like I was struggling all the time. And. And so for me, it was like, I find Yeah, it was like this lightbulb moment of, I'm not totally broken. I can now research this and and look into this because I love to learn. I just did not appreciate or didn't feel that school, the way it's structured, was really helping me learn if that makes sense.



Katy Weber 03:13

Oh, absolutely. In fact, I feel like that could be the ADHD tagline. You know, I love learning, but I hate school. I think that was probably our shared experience for all of us. And that we are lifelong learners? For sure. Okay, so then walk me through after your diagnosis. You. You said you're a single mom of three. And you were dyslexic and divorced and in crazy debt. And what turned around for you.



03:46

So, um, well, everything it really mean it sounds cliché, but it really was like, This is my opportunity, this this divorce that could have equaled death. According to the way I was raised growing up, divorce equals death and all the limiting beliefs of single moms struggle, right. And they're on welfare and they can't and can't buy their own houses and all these all these things that were floating around in my in my mind, I just was like, No, like, I refuse all these things. I'm going to choose to look at divorce equals reset. And I'm

going to reset and I'm going to recalibrate and I'm going to go at this with just a whole new a whole new outlook. And I'm going to looking back I think I've always had this mentality when you want something, go do that something or go be that something for someone. So for instance, in your business, like if you want more Facebook business page reviews or more Google reviews, go give a few Facebook reviews and Google reviews and see how you feel by giving and see what it does to the person that you reviewed and and See how that deepens the relationship. And so looking back now, I decided no divorce equals reset divorce equals single mom is going to succeed. And she's going to become a millionaire real estate mom. And I just kind of went the opposite direction and said, this is it. This is going to be when I look back and say this is a defining moment, let me surround myself with other moms that are struggling, the same as me, and let's go find a few that have overcome and how did they do that? And let's get on with things



Katy Weber 05:33

and how looking back How do you feel like your ADHD helped you in that situation?



05:37

All the things right? I've been scatterbrained, this scatterbrained glory of like, all the things like oh my gosh, I need a Facebook group. And we need to get together and I'm going to do interviews and panels. And like, I'm going to write a book about this. And I'm going to I'm going to blog about this and I'm going to anyone briefing is going to hear my story. And I'm this is you know all the things. And so in that kind of way, I see it as the impulsiveness has become a gift because I take action, I don't just talk about stuff, I don't just dream about it. And I'm a good dreamer. Like I'm a really I have a very vivid, active imagination. But I, we make it happen. I'm the I'm the go do or, and. And I think that's the gift of ADHD is there is this impulsiveness to I heard something new. And I know that statistic, say if I go take a leave and just the baby step in the next 24 hours, I'm more likely to succeed as I, as I start that little baby step on that path, or journey. And, and so looking back now I see it as a gift. And I absolutely see it as a gift. And I will say that in in joining, you know these particular Facebook groups where it's celebrated. It's really it's made a profound impact on my self talk and how I view myself even in the last I felt it like even in the last three, four months of joining some of these groups where we're talking and celebrating and going, do you feel this way too? And I'm like, Oh, my gosh, I have found my tribe?



Katy Weber 07:23

Oh, yes, I know, you know, as I've been interviewing women, this topic comes up over and over again, which is how we you know how incredibly wonderful it feels when you you know, not only do you sort of get this diagnosis, but then you find other women and you feel seen and you feel like you've found your people. And it's just this overwhelming sense of under feeling understood and feeling validated. And how much that means to us having grown up feeling the opposite of that. But one thing we hadn't talked about which I love that you bring up is how we celebrate all of these things about ourselves that we used to think were failures. And now we've been able to really flip that script for ourselves and how important that is, especially as entrepreneurs and business women to be able to flip that self talk. Because I think that's something we probably all very privately struggled with a lot because it's not something you tend to be very vulnerable about within your business. Definitely, that's a great point. You know, I would actually even suggest that, I'm not sure if it's the impulsivity or maybe it's a short term memory thing. But the way in which you were able to sort of look at divorce as a reset, and pick yourself up and move on, I think is also a characteristic of ADHD where we are able to kind of pivot and shift and move and reinvent at a very rapid speed. And we don't tend to get bogged down by, you know, old, old issues that you know, we don't, we don't tend to like mo for a long time. That's



09:03

absolutely it's that analysis paralysis that people talk about, and I can't, I cannot relate. I'm like, Nope, that's not happening in this brain.



Katy Weber 09:13

I have already stormed ahead with all 12 ideas I had this day today. Yep, absolutely. Absolutely. I think that has definitely been a gift in my own life too, which is really, you know, being able to get over things very quickly that I might have been momentarily embarrassed by or disappointed by. As but I think that's also just like self preservation because I screw up a lot of you got to move on.



09:42

Yeah, yeah, definitely. And then I think all the things like that kind of that quote or what people say, you know, like all the things that's one of the reasons why I think I love that. I've found real estate as this career path for me personally, that has Really checked all the boxes when it comes to the variety of homes, the variety of clients, the variety of personality types that I, I can, you know, sell houses by day and, you know, do training and

coaching in the evenings. And, you know, it just I love the variety. I'm a real estate agent, I'm all these things. It's like don't don't don't give me one word title, because I am all the things



10:27

you know. So Oh, yeah, absolutely.



Katy Weber 10:29

You know, it's funny I, I live about an hour and a half outside of New York City, in the Hudson Valley in New York. And so in March, when the pandemic hit hit really, really bad in New York, everybody was leaving New York. And so the real estate, you know, the real estate prices in our area, just like spiked. And I remember thinking like, wow, this is a great time to be a real estate agent. And then the more I thought about it, I was like, I think I'd be really good at that, like, I've been, I have been like deep diving into becoming a real estate agent, because I do like, I think that it is very much in tune with the ADHD brain, and kind of why I always loved journalism and why I think a lot of ADHD errs are teachers. And, you know, I don't know if it falls in the list of ideal jobs for people with ADHD. But it definitely should, because you're able to, yeah, a lot of deep dives and research, and



11:28

absolutely, it absolutely does. And one of the gifts that came over the last four years is that I stepped into a recruiting role. And I got to be almost like that functioning HR department. And so I have a free assessment that you can take that says specifically in real estate, what positions and what roles within real estate, whether it be a loan officer or real estate agent, or transaction coordinator, virtual assistant, like which roles are going to play to your strength zones, and really kind of bring you energy. And I will say that it absolutely is true that people with this gift can thrive because they do know how to very quickly pivot or shift, you know, in a moment, in their communication style and in their thinking and attitudes. It's definitely a pro, in my opinion,



Katy Weber 12:24

and there's so many moving parts to and I think we thrive when there's a lot of moving parts, we thrive with that kind of business. The one thing that has kept me from pursuing it with any seriousness is the fact that I am very worried about having to pretend to be nice

to people if I don't like them, because that's something I've struggled with my whole life, which is like, if I don't like initially, if I'm not initially drawn to you, I have a really hard time pretending to like you. And I feel like that's got to be important for real estate agents. That's interesting. That's interesting. So that's like the one thing that I'm like, ah, gosh, I'm not sure if I could do that. I can help you with that. Secret there.



13:07

Because I always say to people, I'm horrible at math, but the math I'm really good at is commission sales percentages. And so if I know that by serving that person, even if I don't, quote unquote, like, resonate with them, or like like them, I know that by serving them well is going to get me to my end goal, which means, you know, bringing in the dough and then funding my dreams, I can learn to like them.



Katy Weber 13:36

See, I totally relate to that. You're like I found my motivation. I keep my eye on the prize. I do it to to see okay, yeah, that makes sense to me. Now, I could get that. Alright, so let's switch for a minute. Are you on medication? Have you ever been on medication? I am not. And and have not now. Okay, have you ever? What was your reasoning? Um,



13:59

that's a great question. Um, I didn't feel like it was something that was making such a huge impact that I needed to go in and research it. I'm open to it, you know, if it came to, uh, I decided that I was going to go and and research the ways to naturally kind of organize in a way that made sense for my brain and surround myself with people that are really good at what I'm not and and kind of go that route first. And found huge relief that way and so haven't really felt that it's impacted impacted my life in such a way that I need to yet



Katy Weber 14:40

I feel like I've spent most of my life coming up with workarounds and hacks that work for me now. And so when, when a woman says that this medication is has been a godsend, or it's really working for her I'm so curious, like, what does that mean? And and is there an optimization that I'm missing? Hold on that I need that I could implement. I'm not sure yet. I still I'm still on the fence. So I'm not against them. I'm not for them. I'm just sort of. I'm like, I don't feel like I. I don't feel like I can't function without them at the at this point. I

agree, then I also think maybe I don't know how good to be. Yep. Absolutely. Absolutely. So what have been some of your favorite ADHD resources? I know, we talked about the group and how wonderful it's been. But you know, what are what are where? Are there any books or podcasts or websites that really helped you in your journey?



15:38

Yeah, absolutely. So one of the things that I I've really seen as a gift in my life is the one thing the one thing podcast and the one thing book and the kick ass guide to goal setting through the one thing, it's a book that was written for, for anyone and everyone, it's not even really business related. It's just how to train your brain to think in such a way that what's the one thing that by doing it is going to either make everything else easier or unnecessary. And so I use that method in my personal life and my spiritual life, in my relationships in my business, like in all in all the ways, and I've really found that it's helped bring clarity. So the one thing calm, and, and the podcast has has really been very impactful for me. I think the other thing I've learned over the years is leverage, leverage through tools, like we're talking about apps or people. And the people aspect of it is where the biggest impact has been made. The sooner the sooner that someone can identify that these are my strengths, this is what I do. It brings me joy and energy, and I really shine and I almost do it and don't even realize I'm doing it and people go, Wow, how did you do that? or How did you say that? or How did you remember that? If I can stay in that zone, for as much of my day as possible. I'm happy, it's a happy, happy life. So if I can now find other people that are wired differently than me, I kind of almost opposite to the things that I don't enjoy doing. I found that in my incredible business partner, and executive assistant and virtual assistants along the way, we're like, people enjoy Excel spreadsheets, like who knew, right? Like, who I would get overwhelmed. And then it was like, oh, wow, no, like, look at the gift that this Excel spreadsheet can be to my life, if, if I don't have to actually use it, I can tell someone what to put into it, and I can tell them what I want it to do for me. So for me, I would say that leverage through people and then being able to celebrate together has been the most meaningful for me, do you think it's an ADHD quality to sort of have that tendency to want to do everything by yourself and figure it out by yourself? I think initially, yes, I think we, you know, I've learned over the years that I think as human beings, when we want to do something, our brain immediately asks, How do I do that? How, right? And what I've learned is the technique of scrambling up those letters and asking who, who has already done what it is I want to do who has what I want to have? And then reach out to them and follow them and, and and and ask them and say Hey, can I you know, can I set up a zoom date? Can I grab coffee sometime? Can I treat you to lunch and and just get to know them. And you'll find that. More often than not people love to talk about themselves. And they'll share and they'll tell you and then all of a sudden you've just catapulted yourself, not just a few baby steps, you've literally jumped

in to that dream or into that thing that you were wanting to learn or the person you were wanting to become. So don't ask the question How? scramble up the letters and ask Who? And then all of a sudden you're going to that's a life hack, right? You're going to move forward a lot quicker that way.



Katy Weber 19:35

I think that's great advice. I think it's really important. I might have to tattoo it on my forehead. Because I think we are so puzzle oriented that we want you know, we immediately think how can I solve this from from point A to point B and yet you're it's true like the other thing I think that has been so important to me in my own journey since this diagnosis is realizing all of the ways in which I need help. I need coaching. I need To my handheld, and that that's okay, that's gonna get me where I need to go. But there's so much that, like, I need to stop thinking that I'm somehow going to figure out how to do this on my own and, and just figure out who's going to help me get done what I need to get done,



20:17

right? Yeah, who actually enjoys those things because, right. And so the thing is, is that even if, in whatever type of business you're involved in, if if you can get to that place of, of letting go and creating a not to do list, that's the job description of that person. Those are the things you you least, like, right, the things you prefer not to do. So you procrastinate and you put them off to the very end. So what imagine life that that's our you wake up, and it's already done for you that either a virtual assistant was doing that for you, you know, in the in during the nighttime hours, and you wake up and it's done. Or that it's not even on your to do list, it's on someone else's to do list. I think that that's when you can you can kind of see the largest patterns of growth for people, because those other things are draining you and are giving you reason to like negative self talk, and oh, I suck at this and why. And in that frustration element, then impacts everything. So if you can just stay out of that frustration, because someone else is doing it for you. It's worth all the money in the world to budget and to bring someone on part time to help get that off your plate.



Katy Weber 21:35

Oh, yes. That's, that's fantastic. Okay, so I'm trying to keep up you have five businesses, your how many ventures Are you running? Right now you've got your real estate team in the Pacific Northwest, but you also are running for additional additional ventures? Correct?



21:56

I've got quite a few honestly, I'd have to kind of slow in my language. I call them income streams. You know, the, the statistics say that the wealthiest of the world have at least seven income streams. And that I don't remember, do you know what the numbers of how many need to be passive? I think it's two or three need to be passive versus active. So anyway, I heard this thing and I was like, Huh, okay, well, yeah, I want to start making that my, my annual goal, and I'm going to just track how many income streams I have. And in my line of work, we start off the one with four, there's four income stream opportunities. And so from that I started and really got serious and then just kept building in it almost kind of about you, but like, you gamify things in your brain. Like I think I played too much Super Mario Brothers growing up, but like, I literally will go, Okay, this is like speed round, the last 30 seconds of this, this level, I gotta like, get get further along. And so I have now set it up in such a way that there are I think there's eight or nine and I'm working on the next two for January. And so some bring in just a couple \$100 a year, but it's totally passive. Others I'm actively involved and I have to visit often and, and it is directly connected to me going on appointments or meeting with people. So I'm very passionate about income streams. And in that, like I said, that's the variety that I absolutely love.



Katy Weber 23:37

I love it, and of your coaching others and helping them with your insight. What kind of clients do you work with?



23:43

Yeah, so my ideal client is someone who's passionate about passive income. And eventually they say hang around Rebecca long enough, and you will get your real estate license. Um, because you'll see that this is this is the way like this, it's kind of a no brainer, when when you break it down and look at the opportunity of building wealth, either through selling real estate, referring real estate agents around the world or referring business to real estate agents around the world or becoming a real estate investor. And so that's been the path that's made sense for me and so then I love to share and, and tell other people to to get on with it and join me and all the fun



Katy Weber 24:27

and your children or any of them diagnosed.



24:31

So I have three kids. The two older kids, I adopted and then my youngest. Bella is the one I burst my middle daughter and was diagnosed and on medication and and continues to be so and then my older is not



Katy Weber 24:55

I feel like there's something nice about realizing that As one being diagnosed as an adult, and now looking and sort of realizing how much I personally struggled in my schooling as a child, and now I can go back and help my children, but my son, especially, who I'm pretty sure has it but hasn't been diagnosed yet. I think I like I feel like there's a sense of redemption there where I can make his path better. With all these things I've learned for myself.



25:24

Yeah. Yeah, absolutely. It's interesting, too, you look back and you can kind of see patterns like, some of them I'm not so proud of like, you know, the fact that impulsivity showed up in like, boyfriend boyfriend, a boyfriend, a boyfriend, or job hopping or you know, just kind of impulsive decisions to like, pack up and move and go here. But again, like, I look back, and I go, man, some of those were just gifts. They were they were gifts, they were, you know, they looked impulsive, but they were adventures that that really did kind of help me along in my journey. And, and so I look back and I'm like, I, I don't know that there's really regret anymore. It's these are all things I learned from so. And so how could somebody find you if they wanted to work with you? So there's a couple of ways I really do hang out most on Facebook, I have the millionaire real estate mom Facebook page. So the millionaire real estate mom page. And and then if you google me, Rebecca del pozo on Google, it will pop up. And I've got real careers worldwide.com as another website that just specifically offers, you know, kind of that roadmap to getting your real estate license and how you can come and attend one of my workshops where I share about my my first four income streams. And so that was Facebook and Google would be the best places.



Katy Weber 26:57

Okay, and you have quite a lot of really great YouTube videos as well, right? Yeah. Yeah. Those videos mostly for



27:07

it will vary as the YouTube videos are either specific to our real estate sales division, or specific to my training and coaching division. Okay,



Katy Weber 27:16

so I know we've did I know there were a lot of things that you mentioned that you love about your ADHD looking back, what do you think is something you'd love the most?



27:25

I think it's the verbal processing and that brainstorming, I choose not to use the word scatterbrained anymore. I, I like brainstorming. And I took my Strength Finders, right. And I in it confirmed I'm a storyteller, and I'm brainstorming. And I think the other one was coach and believer. And so looking back, I really am grateful for the gift because I feel that it allowed me to brainstorm it allowed me to dream and to imagine what could be possible. And because of that, I, I you know, I now look back and I can see that I have so many things in my life right now because I I prayed and believe that they could be true. And and that I'm grateful for.



Katy Weber 28:16

Oh, look that I think that's a really great way to look at that ADHD quality of we tend to be storytellers, I always think of it as like oversharing and impulse blurting things out, you, you painted a much nicer picture. Well, I'm just so impressed with what a hard worker you are, and how much success you've brought on yourself, well, well deserved. And I love that you're able to connect it all to the ADHD in your life. And I think you know, that's why I was so excited about interviewing women because I just feel like I have been exposed to so many incredible creative, successful women who all have ADHD and credited and I'm learning so much about myself through interviewing women like you and I'm having such a ball. meeting you and you know, have been able to put this podcast together. So thank you so much for agreeing to speak with me and talk with me and share your story.



29:25

Thanks so much, Katie. It's been a pleasure to get to know you too. And then like I said, I just I appreciate the fact that I've found a tribe of women in particular that are are willing to see the positive in this and the silver lining and and that we can encourage each other

and collaborate together and support each other. So I really do appreciate the opportunity. Thanks so much.