

Dr. Tamara Rosier: Navigating emotions & fighting the stigma...

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SPEAKERS

Dr. Tamara Rosier, Julia Edwards, Katy Weber



Katy Weber 00:00

Okay, so I guess, you know, I'm really curious, you're very open about your own ADHD. And you're also a, you know, a prolific writer and a PhD and you've, you're running this, the ADHD center. And so but I'm curious about your personal story, like when How old were you, first of all, when you were diagnosed, and what was what was going on in your life at the time that kind of led you to really think this was ADHD? Well,



Dr. Tamara Rosier 00:25

I wasn't diagnosed until much, much later in life. But, you know, I was a an undergrad, I was in teacher preparation. And so I was studying to be a secondary English teacher. And by the way, I have a, I have allergies today. And of course, I spent all day outside because it's lovely. And so I sound much more nasally than my Midwestern accent, even suggest, so I apologize, everyone who has to listen to my voice today, including me. But anyway, I just remember, in an undergrad class, I took a class called mainstreaming. And that was a class in response to the idea act that everyone needs to be put in the least restrictive. All students need to be put in the least restrictive environment. And I've read in the textbook, that there's this thing called attention deficit disorder. And it wasn't ADHD back then it was just add. And I've read it. And I remember thinking, well, golly, this sounds familiar. And so I called my dad, I said, Dad, do you think I could have something like this? And his response was, No, everyone has that. And he was partially correct. Everyone in my family does have ADHD. Both mother and father have ADHD. Both my grandparents, both my grandfather's had ADHD, and I can trace it back several generations. So then I now fast forward, I found out that I absolutely loved teaching high school. But I really insist teaching honors courses, they were okay. I love teaching the at risk kids. And guess who made up the at risk population, ADHD folks. And I found out I just kind of had I spoke their language. And I still didn't, you know, I forgot that conversation. But I just knew that I knew how to teach those with ADHD, and I could be successful. And it wasn't until in my 40s, that I started to really understand the the true impact of how ADHD affected me.



Katy Weber 02:43

Yeah, I mean, that's what I think, is it's interesting, because so many times that when I talk to women who are diagnosed in adulthood, it's not the attention issue. It's not the hyperactivity issue, it's the emotional issue, right? It's once we start to really look into, you know, the dysregulated, the emotional dysregulation, especially like as parents or you know, the rejection sensitive dysphoria in relationships, or the shame and the feelings of failure at work like those, they are the emotional elements that I think we we really cling on to and really kind of hits home for us. And none of that is in the DSM. Like it doesn't seem like that's the conversation around ADHD.



03:29

Right? For most,



Katy Weber 03:31

especially in the medical community, right,



Dr. Tamara Rosier 03:34

I you know, I heard well, you can't have ADHD are smart. And any time anyone tells a woman, oh, you can't have ADHD, you're smart. Inside, the woman probably thinks, oh, I'm faking it. Because I simply can't be that smart, and do all the things that I do in a day that look like just ridiculous. And by the way, it wasn't emotional dysregulation. For me. It's truly just stereotypical forgetfulness. I look careless, I look flaky. You know all the judgments we want to put on people with ADHD. I look like that. And it's because of my ADHD. I think it's about time for that I make a confession on the podcast because we've made it through six minutes without one I threw my phone away the other day. It might defense I wasn't fully medicated yet. I had a lot of things in my hand. And I was taking it to the trash and I just emptied my the contents of my hand in the trash. And you know, I got busy with my clients. Four hours later I realized you know I have not seen my phone for a while. I checked my Apple watch because I have find my phone like every good ADHD person should. But it wasn't ringing. I I couldn't figure it out. It was on the map and like, well, maybe I turned off the sound. I was quite the Sleuth. In it, all I can say is I'm grateful that the trash the trash was out by the curb, which is why I couldn't hear it. And fortunately, the trash collectors were late that day. Oh, my goodness. I know. So, you know, that's where I think a special Providence looks over us who those of us who have ADHD, so forth, then yeah,



Julia Edwards 05:31

buddy, hear you say that story? Because the same thing happened to me that with my phone, but with my medical insurance card? Ah, yes. I think some papers leave. It had that moment. I know. It's here somewhere I know it's here. And then like, after like an hour or so of that

desperation. And frustration is like, I it occurred to me like, Should I check the trash? Because I did always had to get everything out. And there it was.

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Dr. Tamara Rosier 05:58

Well, then you think what kind of lunatic throw it away? And I'm not calling you a lunatic? To like, look like

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Julia Edwards 06:07

a lunatic? When I was looking for it? I'll tell you. Right.

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Dr. Tamara Rosier 06:11

Instead of questioning my own sanity, I'm like, what just happened? So I simply can't be smart and do stuff like this. And that's so



Katy Weber 06:22

yeah, yeah, I was just speaking with a fourth year medical resident who had was going through when she had been going through her diagnostic testing it also she also realized that she had a significant math learning disability, as many of us do. And she she made that similar comment, which was like, Here I am, I am a doctor and I can't make change at a restaurant. And it's like, why do you assume you just because you're smart at one thing that you have to be smart at other things. And I've heard you talk about this on other interviews, right? This this sort of fallacy that we must be consistently brilliant at everything?

D

Dr. Tamara Rosier 06:59

Well, it, let's face it, we do have societal demands, being a female, and being a professional female to look like we have every angle covered. And it's not fair. But we kind of buy the lie there and go, Well, clearly, I have to be extremely proficient, anything I do.



Katy Weber 07:20

Right, which is what is so frustrating about being told by doctors, like you did well in school, so you can't possibly have ADHD or you're running a successful business. So you can't possibly have it. And it's like, well, at what costs like you, how do I even begin to explain to you the work I have done, in order to in order to get this far. Now.

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Dr. Tamara Rosier 07:38

It takes a lot of effort to pull off normal. And that's, that's why I get so tired.



Julia Edwards 07:46

Yeah, when you get an A, but then did you procrastinate, probably so you're sleep deprived? You probably ate like crap. And you know, it's, that's a lot. That's a tax that is very high that we have to pay with simple things, and people never get to see that. Right? It's like, oh, you have straight A's and 4.0. You're burly, and you can have ADHD. Okay,



Dr. Tamara Rosier 08:07

you know, I met I had a wonderful opportunity. A couple of weeks ago, I met with a friend from undergrad. And you know, since I outed myself as ADHD, you know, she is a high school teacher, and she one of her students did a book report on my book. And she contacted me said, Is this the same camera? Like, let's get together for coffee? This is so wonderful. And she's a delightful human. And she just looked at me, she said, I had no idea that you had ADHD. And I said, Well, that's because I used you as my pace car. So she's neurotypical, whatever. Gina did, I looked over what? Well, that seems practical, it myself. And so, you know, a lot of women especially are masking their symptoms by kind of using someone else's a pace car, like, I'll just copy what this person does. This looks normal to me.



Julia Edwards 09:09

And a percent Oh my gosh. Many ways, like in school, like, let me see what other people are doing. Because like, I have no clue what else is going on right now. It's like, oh, two things promised.



Dr. Tamara Rosier 09:22

Okay, yeah. Oh, yellow highlighter. Got it. I can get one of those. Right. I was one of those students that went off to college with without any study skills whatsoever, or even kind of an understanding that I needed to study that. Somehow I didn't understand how that occurred. And yeah, so I had to find pace cars.



Katy Weber 09:47

I like that term.




Dr. Tamara Rosier 09:49


You know, it's a NASCAR term, and I don't watch NASCAR. But it just makes sense to me. But my, my students who do watch NASCAR, sure me That's That's three usage. Yeah.



Julia Edwards 10:00

 Julia Edwards 10:02


They they use kind of running to like they have the Pacers like when you're in a race right? Oh I like that pacers who they just hold up a little thing like to let you know what speed they are running. So if you want to run like a certain mile at a certain kind and then you follow the Pacers because then you'll know that there'll be a consistent oh I like running the race and you can join different one. How are you?

 Dr. Tamara Rosier 10:25

Yes, even better. That's an even better metaphor because you know we're not consistent runners. Britt lie down for a while sprint lie down for a while so

 Julia Edwards 10:38

yeah, that's kind of why came to mind too is like I like that thing. Yeah, we have the Pacers right. But then what if you feel super tired at some point? It's like, oh, god, okay, like, you can keep up. You tried, you can keep up. And then you have to like, find another one. Yeah, another group or? But yeah, that feeling of constantly feeling like behind it. You felt at your core.

 Dr. Tamara Rosier 11:00

And it embarrassed that we feel behind right? Now, at least at least for me. There's two things that I get embarrassed about one, just those absurd mistakes that are just ridiculous, where someone would say, Aren't you paying attention? Right? And the answer is like, No, I'm medicated for that. But that's a different. But the other thing I'm embarrassed about, I'm embarrassed how tired I am all the time. And instead of being rational going, Well, yeah, you do a lot. I am embarrassed that I require a lot of sleep. I mean, I'm an eight and a half hour gal. And my ADHD brain needs that time to de clog all of the information and took in this absolutely useless. And so I need that time that cleansing cycle.



Katy Weber 11:53

Yeah, and I've had so much more grace with myself to since my diagnosis about, you know, realizing, when I am having those down days where I'm like, What is wrong with me? I'm so tired. I just cannot get motivated. And then I remember, Oh, well, that's because you just spent the last 72 hours, you know, rebuilding a website or doing something new or creating a course or like something, you know, where I've been like, super, you know, you know, in that hyper focus mode, and then, you know, I'm like, oh, yeah, that makes sense that you're recharging. But it isn't, you know, it doesn't it's the impulse to want to be the Energizer Bunny at all times doesn't go away.

 Dr. Tamara Rosier 12:32

No, and I love that you said you found grace for yourself. It's it's funny. I always have to find grace for myself. Okay, by the way, I know the concept. I get it. I'm a coach. I tell people about it. But I forget to apply it to myself. Yeah. In forget is literally the word. Right. It's not that this

it. But I forget to apply it to myself. Yeah. In forget is literally the word. Right. It's not that I've kind of dealt with my self loathing. It's literally I forget, oh, no, that's reasonable. You can you can show grace here. It's fine.



Katy Weber 13:03

I had a wonderful moment today when you know, it's getting warmer. And I'm just like, so done with cooking, the anything that involves the oven. And so I'm like, oh, it's time to move on to new recipes that involve the grill. And I had, it was the first time that I had to admit to my husband, or at least had a language for it, where I was like, I have to be taught every spring how to use the grill because I literally forget, you know, it's like sewing I could never so because every time I brought the sewing machine out, I had to like rewatch YouTube videos about my 50 year old sewing machine. And I was like, it's really literally just learning from scratch over and over and over again a lot of the time, you know,



Dr. Tamara Rosier 13:41

that that's so that's so true. And I think just that you just said, Hey, I just this is what I need. Right? Yeah, write notes to my future self. Because you know, I'll think okay, no, in the spray, I want to do this to the yard. And so I'm like deer future self. Remember to see this part of the lawn. Because otherwise I'll forget, wait and hold another year and it'll just slip by. So I'm constantly writing how tos for my future self.



Julia Edwards 14:13

I love that. And unless you learn by experience, it's really hard to get back to it. You know, like if you don't physically do the steps to use the grill. If you know if somebody just explains to me like, this is how you do it. But you're just saying words to me. There is no visuals. You're not saying like, I check that out, you know, two seconds after you started giving directions or instructions. Just what happened.



Dr. Tamara Rosier 14:35

Here's the thing though. I can actually do it and still forget.



Katy Weber 14:41

Oh, yeah, same



14:43

consistency,

D

Dr. Tamara Rosier 14:45

right? Well, it's like past two years. Like, I'm sorry, we're not going to help any of you guys out. And it's just a and to be truthful, I really thought that's why just wasn't as smart as other people. All right



Katy Weber 15:01

yeah, I know I remember getting so angry with my mother when I had had my first baby because she came to help and I was asking her things like you know, what do I do? Is this a normal color of poop and all these things that you ask when you have a baby and she was like I don't know like the last time I had a baby was 30 years ago and I was like, I can't believe you don't remember anything then I had another baby four years later and forgot had already forgotten that I had to call her and apologize and be like yeah, I get it now like you don't remember any of this stuff? One of the things, one of the things I loved about your book, many things I've loved about your book and why it kind of immediately became one of our recommended books and why we wanted to study it in the community was just that, how important it is to sort of reframe these needs and these these realities in our life and how important it is to realize that this is there's no judgment here. It's really just about what you know, this is our wiring. This is we, you know, we just need to figure out what is the best way to succeed and not kind of like what I used to do, which is fall into the fetal position wondering what is wrong with me. Right. And so I think, you know, just just starting from there, starting from that basic concept of like, your brain is not broken. There's nothing wrong with you.

J

Julia Edwards 20:44

Yeah, I love that, too. I mean, I started I think I read the first paragraph, and there was like a quote there. I was literally in tears because you feel so seen. And I'm like, Oh, my God is so true. Really good. So powerful. Because it's like you feel it you experienced, but then to read it, and someone else has written those words, like that is incredible to me, like and it just makes you feel, well, not alone. Right? And the reframing was huge for me and like the metaphors with another one. Love it.

D

Dr. Tamara Rosier 21:12

Thank you so much for that. I, here's why this means so much. I was coaching so many people, and they were so sad. And they were so disgusted with themselves. And it just broke my heart. By the way, it is okay for me to be mean to me, you know, I have a double standard, right? I just want to confess that because I still work every day. I have to confront my self on that. But it broke my heart that there were all these people just not feeling feeling seen. Just wondering what is really wrong with me. So I wrote it to all the clients. I don't have just to go It's okay. You're okay.

J

Julia Edwards 21:56

Yeah, yeah, that's huge. Yeah, just like the that validation, you know, to find the language to find the words, but then just to be like, it's okay. You don't have to try to be neurotypical, you

know, like, it's okay, that that's not going to work for you. Because the tools that you learn, once they work for you, then it's like you're unstoppable. Once you find your own way of doing things, the same things that everyone else is doing, but your own way, you know, just feel fantastic.

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Dr. Tamara Rosier 22:23

What do you guys think about this? And I just, I'd love to hear what you say, I know, I'm supposed to be interviewed. But you know, I, my clients always asked me, will it get easier? What do you guys think about that?

J

Julia Edwards 22:42

Well, I'm a therapist. So I never answer questions. Like back here your question with a different question that makes you think about it.

D

Dr. Tamara Rosier 22:52

Right. But do you it does get easier?



Katy Weber 22:56

I absolutely think it gets easier. I think, you know, for me, I mean, and I am the last person to stand up and say ADHD is a superpower. You know, I you know, this podcast is all about the very, very real difficulties and struggles and how isolating it can be and kind of, you know, the importance of sharing our stories and, and reducing the stigma and the shame around, you know, some of these lived experiences. But I, for me, the reframing has made me you know, for the first time in my life as an adult woman, I don't feel like a trash human being. And that has been so radical in terms of everything, like it's affected, who I am, as a partner, it's affected who I am, in my business, it's affected me who I am as a mother and as a child, like, it's just affected so many aspects of my life. That it it. I mean, obviously, life is still really hard, and we are really full of big emotions and, and it's, you know, there's a, I still will spend three days in the same pants and wonder, Oh, God, like, I still feel stuck a lot of the time, right. You know, and then I'm like, why am I admitting this on a podcast, but that's a whole other issue, but then, you know, but it's still like, you know, I, it's the grace like, it's just realizing the context of all of that and the behaviors is so has been so important that I think that has only made everything easier. I mean, at the end of the day, I still have ADHD, and I still you know, like, and I keep saying that and but you know, I do feel like it gets easier. But I haven't reached you know, I haven't gone through menopause yet. So I'm like, I might call you back and change your life. Yeah,

J

Julia Edwards 24:54

that's true like that. My throwback questions that will be like, well, you know, like, what How would easier look like for you? How was that little light in your life?

D

Dr. Tamara Rosier 25:05

Therapist? Right, very, very good.

J

Julia Edwards 25:07

My response to use the like, if that's, you know, sometimes people have this unrealistic ideas that we're gonna cure or get rid of ADHD, we're gonna get rid of our depression, we're gonna get rid of our anxiety. You're still gonna experience that because we're human beings for we're feeling beings who, you know, we're constantly thinking and overthinking. Right life continues to happen, we're gonna experience loss, we're going to experience change. And with that, it comes all of these emotions that can be a world when with someone with ADHD, because they get magnified. So easier will look like for you completely different than what it would look like for me. And, but it's worth it right? It gets, it gets better we get to manage before. So once you learn that, okay, like, that's why I love the chapter in the book about the monsters love it. And I've used that with my clients so much. Because, yes, we're not going to get rid of the monsters, we can keep them away. Right, right. We can. We can keep them far away, though. They'll get closer, every now and then. And that's okay. But what's your monster spray? What do we have in there? Right? To me, it's like, okay, how do I ground? How do I use this coping skills for this level of anxiety that I have in and I'll grab my spray for that. All right, I love analogies. And it's a way to communicate with other people. So it really depends on your own perspective of how you see things, too.

D

Dr. Tamara Rosier 26:27

Thanks for liking that chapter. That was when that little girl came into the office. I'm just I'm writing the chapter as we're working. And it was one of those moments like, oh, no, this is too good. This is too good. And I have to tell you that I went home wrote that chapter because it was she was just so precocious. And so she was just studying me with every ounce of her energy. And she's a smart little girl.

J

Julia Edwards 27:00

I absolutely loved it. I think it's one of my favorites. Well, I've had to choose a favorite. But it is because like for adults, you know, we have such a like a silly mindset. And I try to like this ad also words that my clients have loved that. And you know, just to think of the innocence of a child. And then when she's described, you know, when she goes to bed, and of course, like my adult and of course, it's bedtime, you're under stimulated. If you're on medication not working anymore. You know, I'm bored when I go to sleep like to me it's like so pointless, because why would I lay there in bed just waiting for something to happen? It's so boring.

D

Dr. Tamara Rosier 27:34

Spoken like a true ADHD person right there. Yes.



Julia Edwards 27:38

Yep. So the monitors is like, what is the catastrophizing thoughts? The intrusive thoughts that come to your mind? Because you're under stimulated? Can you can you need that? Weird?



Katy Weber 27:49

Yeah, I feel like somebody needs to write a book about all the ways in which the H in ADHD is manifested internally, because I you know, and one of the reasons why I didn't, you know, you know, my therapist was suggesting to me for a while that I look into it. And I was like, I don't know what you're talking about. I'm not hyper, I will lie on the couch in a depressive state for days. So I would like felt like, but I'm lazy, quote, unquote, and unmotivated, which to me was the opposite of HyperX, I didn't realize that they were actually quite well connected, right. And that's some some of the things that you write about in the book too, in terms of like ways in which we motivate ourselves, right? And even just like catastrophizing, thoughts, and like, all of these really fascinating ways that I'm learning to understand how we use hyperactivity, you know, either to our advantage or against us. Yeah, and so so yeah, I guess it's a two part question. If you wanted to talk to about kind of that. And the men, you know, that that manufactured urgency that we sometimes have, you know, that is often ends up being anxiety. But then I'm also loved, you know, I found like, the whole part about malicious motivations. And, you know, the end procrastination, and you know, all of that was just like, it's been mind blowing to me, I think about it all the time. So can you kind of for the sake of anyone who hasn't yet read the book and might be thinking about it? Can you talk a little bit more about that? Sure.



Dr. Tamara Rosier 29:17

Well, it's funny. People like me will say, you know, I have just ad add, I don't have the age. And I always I never do it, but in my head, I pat them on their head and go, Oh, honey, there's always an age. I don't because that's just my silly brain working. But



Katy Weber 29:35

so BH is silent.



Dr. Tamara Rosier 29:38

Just silent. That's. That's beautiful. I love that. I used to make a t shirt with that one. That's good. So a lot of times we motivate ourselves by concocting and you guys know this, but for your listeners by concocting great big amounts of emotional energy. And so I there's, I write about six basic ones, but just to run through them. Anxiety is an easy one that we all know, if we don't want to do something, just turn up the anxiety, set it on fire, and we'll do that we know. Right? Especially women, and you know, by now, listening to your podcast, women know that if people are saying, Hey, you have a high anxiety, you've already talked with them about you don't check out the ADHD component, because a lot of women present with anxiety.

Something that people don't know that is a motivational, bad motivational hack that we do is avoidance, and avoidance, is it? Let's see who calls it progressivity. It's, it's, oh, goodness, Russell Ramsey calls it progress. tivity. And I wish I would have thought of that word, because that was genius, right. And that's what avoidance is, it's, wow, I have this big term paper or paper to write. So I'm just gonna go clean a sock drawer instead. And then you keep opening that sock drawer going, huh? But look at that sock drawer. Everything is right. And so, so a lot of times we'll use will create enough energy to it, but we'll divert the energy at the wrong time. And remember, we're all always trying to concoct that energy. So procrastination is a combination of avoidance plus the anxiety. So we ignore it, ignore it, ignore auto Deadfire. And you got yourself a beautiful procrastination. You know, I always have to reassure my clients, I'm not going to take that away from you. I know that that's what you believe works best. We'll just keep working on something else until you can let it go. Anger is another one. In the book I write about the man who picked a fight with his or at least I thought I wrote about it. picked a fight with his wife about the garage, so that he could just go out and clean the garage.



Katy Weber 32:23

Oh, I Oh, I call that rage cleaning. I do. It's It's wonderful to best way to clean the bathroom. Get in a fight with my husband. I will spend all day



Dr. Tamara Rosier 32:32

at confessions today, our genius and I love it. Thank you because rage cleaning is a thing, right? Yeah, yes. Because you're just whipping yourself up. As you're doing it so



Julia Edwards 32:45

levelled. You know, you're gonna grab a toothbrush and clean the cracks of like the car. That's the type of rage cleaning like



Dr. Tamara Rosier 32:52

yeah, while you're mumbling, right. Like, well, if he does it forever, right? You're just concocting that energy of the last two motivational tricks aren't healthy ones, and they're really sad. One is shame. And when shame goes unchecked, it turns into self loathing. And



Katy Weber 33:17

we talked about that too, with like the pandemic, right, like we all stopped cleaning our houses because nobody was coming over and, and how we view you know, a lot of us use shame and judgment as an as a motivator for a lot of the things we do, right. Like I've talked about this on the podcast before about brushing our teeth, right? And how like the week before you go to the dentist, you have to start madly brushing and you have to start badly flossing because of the high Geneses your gums are bleeding, then she's gonna yell at you. And so like you have to pretend you've been doing it really, you know, and like, I've talked to my kids about that too.

Because, you know, I'll say to them, like, you've got a dentist appointment in a week, like I totally buy into it. I'm like, you gotta disappoint, we got to start really, like, you know, going hard. And, you know, all we're doing is just using the judgment of the hygienist.

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Dr. Tamara Rosier 34:05

Well, okay, so let's take toothbrushing as a great example. So, Katie, you've done a lot, your fair share of tell also, I'll tell you something about me. The only reason I brush my teeth is so that they won't fall out. Now, neurotypical people just brush your teeth. I do it out of a fear. Right? And I went I went to the dentist. He said well, you're you have periodontal disease, which just sounds horrible. It sounds like I'm this close to losing all my teeth. And so immediately I had all the treatments done necessarily necessary and then I'm just brushing I got a special toothbrush. I ran some special stuff. It's all fear based. Because when do I have to brush my teeth? What are non medicated? It The morning well Tamra is set to brush your teeth. I don't want to do you want your teeth to follow? No, I'll brush my teeth. I that's the conversation in my head every darn morning, right every night. Ah, maybe I can just skip it tonight. Tara, do you want your teeth to follow? No, fine, I'll do it.



Katy Weber 35:18

God, I wish that could work on my kids. And you know, my daughter even admitted, you know, when she was she's a teenager now. But what I she was very young when she talked to me about brushing her teeth. And she said, Mom, there's no immediate punishment and there's no immediate reward. And I was like, yeah, like, at the time, I was just like, that is so brilliant. Because it's true. Like, it's really, there's nothing you know, other than when you get old and you're, you're told you have periodontal disease, which I also have, because I took terrible care of my teeth when I was little. But yeah, I mean, it's really it's one of those things where you kind of have to be the grown up quote, unquote, every single day on this incredibly mundane task.

D

Dr. Tamara Rosier 35:59

Yeah, it motivated me as a kid to brush my teeth. It's those little things that you would scrunch up in your mouth after you brushed in red dye would stick to the garter. Yeah, I remember those I was so I mean it was probably red dye 40 And probably you know did irreversible damage but you know what, it was so motivating because I'm like that I can beat the die



Katy Weber 36:21

all right, I remember that that was really fun. That's funny these were simpler times maybe we should go back to that four times. Okay so sorry I interrupted you You were you had said shame was one of the ones and then there was a second self

D


Dr. Tamara Rosier 40:05

teething Oh, yes. Okay. And self-teething is just, I usually, by the time someone gets my office

loathing Oh, yes. Okay. And self loathing is just, I usually by the time someone gets my office and they're in their late 30s, into their 40s they're on a pretty steady, steady diet of self loathing. And it's heartbreaking. And I have to tell you, I was on a steady diet of self loathing. And guess what I didn't even know. That was what it was called. I thought it was accountability. Right? That's how far off the mark I was. Julia, I'm making your heartbreak. But I really thought I was just holding myself accountable.

 Julia Edwards 40:49


Right? Yeah. But it's when you realize is that and then just, you know, like, the core theme, because I do a lot of like the shaman form therapy as well, and how that's a, that's a shame monster is a big one.

 Dr. Tamara Rosier 41:03

It so you know, we all have our little chinks. So the knowing where the shame is going to show up. For instance, for me, the shame shows up the most for me, if my ADHD affects someone else,

 Julia Edwards 41:19

same for me. Yeah. Well, and I've

 Katy Weber 41:21

talked about that a lot on the podcast, because so many of us are diagnosed with depression and or anxiety long before we are diagnosed with ADHD. And, you know, it's interesting to me to think about it, because, you know, I was diagnosed with depression in university and, you know, 20 years kind of dealing with that self loathing and realizing now in hindsight, you know, often asking, was I depressed? Or was it ADHD, did I just feel broken? You know, and most of the time, most of the time that I went for help, and went back on SSRIs, went back on antidepressants was because I felt like I was a bad wife, or a bad mother, you know, like, I felt like, I was not in control of my behaviors, and my behaviors were wrong. And, you know, according to everybody around me, and I felt out of control, and I'm like, that doesn't feel like depression, right, that feels that like this, you know, because we also talk about sort of, you know, depression feels like, a lack of desire a lot of the time and we have an abundance of desire, we have were overflowing with desire, we just lacked the executive function, we'd like the ability to carry out, you know, all of these things we want to do. And it's, it's that disconnect that makes us feel so, so broken, you know, just to use that word again, like, you know. And then we feel like, well, we need these medica we, you know, we need to fix ourselves for the sake of the people around us. But often, it's often it's sort of in relation, I guess, like you were saying, like, it's in relation to the people we love.

 Dr. Tamara Rosier 42:55

Yeah. i That's where my shame pops up the most.

 Julia Edwards 42:59

Yeah. And then you see that like, as the problems, right, but then it's like depression and anxiety. You know, that that's like the bread and butter of the therapy world, but that most of the time, those are not the problems like what is fueling your depression, what is fueling your anxiety, because that is a symptom, right? So that's like when dice flick was me, just like what Katie was saying it was, you know, I'm feeling like a failure, and unfulfilled and disappointment all the time because my work is not done, the paperwork is not done. And I have piles and piles of that, and my body is just not moving. And I come home and I don't feel fulfilled because I haven't completed any. Right. So forgive start like that horrible, like self loathing, or, you know, like with a shaman, and of course, you're gonna feel depressed and anxious that you have the paperwork there or whatever it is, you know, that you struggle with? And people still think they're like, No, it's probably just depression. Now, it's probably just anxiety like, no, no, this is what's happening. Right? Yeah. Yeah. It's hard to get out of the cycle.

 Dr. Tamara Rosier 44:02

It really is. It's so wonderful to hear a therapist understand that. You're pretty special for knowing that and really hitting that home with your clients because it's i I've worked with so many people who said, well, well, like Katie said, My therapist just get well, no, your kids, your therapists get pointing you there. Yeah,



Katy Weber 44:30

she was diagnosed with ADHD, because of her middle schooler was diagnosed with ADHD than she was and then you know, once you get diagnosed, you start looking around and cherry picking who you pick, as she started suggesting to me that I should look into it. And I was sort of insulted. I was like, I don't know what you're talking about. But yeah,

 Dr. Tamara Rosier 44:50

so many of my clients have seen therapist and the therapist say you can't have ADHD. Oh, yeah. It was there. Correct. According to the DSM,

 Julia Edwards 45:02

the DSM, I think it's just collecting dust in my office.

 Dr. Tamara Rosier 45:08

Really behind,



Katy Weber 45:09

I think that is by far the most, you know, the most frustrating comment I get in my DMs all the time, whenever, you know, in, in various accounts and emails from women who had the same or they're just like, they finally went to their doctor seeking a diagnosis, they finally for the first time in their lives, they're connecting the dots, they're feeling like, Oh, my goodness, this could be the answer for everything. And they're just like, shut down at the doctor's office, and they're told you, you know, all the all the myriad reasons why you can't possibly have this. And my personal favorite is, you can't have this because you didn't have it as a child. That's the most ridiculous logic.



Julia Edwards 45:50

It really is. Yeah, yeah. Yeah, it's true. And it's heartbreaking. And like, I'm like, very justice driven, right. So whenever I feel like people have been treated unfairly, or, you know, because I did have a client and that experience, like she experienced that, and the doctor was very dismissive. And it was a psychologist who does testing. And we didn't even take like an hour, I think it was more than that. Even 20 minutes. I was like, No, it's just trauma. Like, you need to do this. And that, and it's like, can be aided, she was like, Oh, my God, and have been meeting with this person for a year and a half now. And it's like, I recognize impulsivity. You know, that's the thing about having ADHD and being a therapist or being coached or being in whatever field, you know, what to look for, and where to look for it. Right? been consistently meeting with someone like not at your core to it's like, Oh, my goodness, like I, I can understand that wanting to prescribe stimulants to somebody who also deals with bipolar, or because, but the approach is the therapy and the validation that someone gets out of that diagnosis. Right? Only if you have ADHD, you would probably know and understand that, right? It's not a professionals, we're still dealing with some of that stuff. And I think education is such a big thing for me, right, like contributing to that. Even,



Dr. Tamara Rosier 47:07

you know, I've even come across parents who report their their pediatrician said, Well, you know, aren't you consider? Aren't you concerned that your child's going to become addicted to their stimulant?



Julia Edwards 47:22

Oh, my gosh,



Dr. Tamara Rosier 47:24

you know, yeah. And one parent who is a nurse said, How come you know more as an ADHD coach belt beds? Which I don't guys, I'm not an MD. Right? How do you know more than, you know, my doctor, I'm trying to get medication. I get it's, it's sad. So what I that's why, you know, Julia, I say that comment to you is like, it is wonderful to have ADHD informed practitioners who really know ADHD.



Katy Weber 47:56

Yeah, and I think that's a question I have all the time. Because, you know, I often sometimes feel like, I'll get like, really caught up and very, like befuddled over ADHD because I'm like, wait a minute, what are we even talking about here, because sometimes it feels like when we are talking about ADHD, we're talking about a neuro divergent brain. And we're talking about the brain wiring and the neurotransmitters and all of the ways in which, you know, our thoughts are unique. But when a medical professionals talk about ADHD, they're only talking about the kind of character flaws or traits or behaviors that have arisen from from being in an environment that is not necessarily a, you know, a hostile environment to your to your brain. And so I'm like, I feel like, you know, it's very confusing, because oftentimes, like, when you're having, you know, a great when you're having a great day, and your ADHD is wonderful, and you're leaning in, and you're finding tools and everything, it's wonderful. But I think ADHD is still looked at, by the, by the majority of the medical community as something that is just like a list of, of, you know, what's the word I'm looking for? Just like, you know, negative traits.



Dr. Tamara Rosier 49:05

Yeah, bad characteristics,



Katy Weber 49:07

right? And then I'm like, Well, what are we? Is that what ADHD is? Like? What are we even talking about? Which is why I always ask everybody, you know, what, if you could rename ADHD to something that's a little less confusing. What would you call it? So I'm gonna put that out to you. out to you. Tamra, what would you call it?



Dr. Tamara Rosier 49:29

Well, is this isn't less confusing. It's just what I would prefer to call it is too much attention disease. Because it's actually a disease. I want to know everything all the time. I'm paying attention to everything. You know, a cat just walked by the window and it took all my efforts, like focus on this conversation. Look at focus on the conversation. Because immediately I have 50 questions about that cat, or did that cat come from who's Ganesan boy? That's a weird thing at its tail. You know, that's where I'm paying attention to so many things at once. So that's why I say too much attention, disease.



Katy Weber 50:10

I agree. I know, I definitely always felt like attention deficit that never made any sense to me, because I felt like I had an abundance of attention. It was just, you know, when we've talked about this too, in other episodes, you know, it's the regulation of attention. That is the issue of everything.

J Julia Edwards 50:26

That's, that's just what ADHD is, to me, like, we just have problems with regulation, because that is either we're hyper focused, or we get distracted, because it doesn't interest us once you understand your nervous system. But then like the emotion, we're there in hyper arousal for too long, because we like that interception, that only being a down, and we're a hyper arousal is it's the all or nothing, it's really hard to stay in the middle with so much. So it's really regulation. Because when we're passionate about something, my God, you're gonna give it your full attention. But then what happens? Where does this reputation come from? You're gonna forget to eat, go to the bathroom, probably drink your water, you know, neglecting other parts that are also important. So it's, it's staying in that middle Brown, right, which cannot be perfect. But, yeah, well, with

D Dr. Tamara Rosier 51:15

my clients I talked about, you know, we have a toggle switch, like a light switch. It's either on or off. We don't have a dimmer switch. And I wish we had a dimmer switch. You know, I coach myself sometimes, right? So sometimes I'm like, Okay, I was working in the yard and Saturday. I'm like, if I had a dimmer switch, what would I look like right now? And I'm like, You know what, I think I would do this, and then rest. I'm like, Wow, that sounds genius. You better set a timer so that you can remember this. So I always have to approximate a dimmer switch. I don't really have a dimmer switch. I can, like, I don't know if you guys, if you did this as a kid. But did you ever play with a light switch when you were a kid and try to get to balance in the center? Oh, my gosh, thank you for admitting that. We got I lost. Right. And by the way, I think that's an ADHD test. In an in and of itself, you could just say, Have you ever played with a toggle switch to try to get into the middle? If they say yes, you're like, Okay, so we know you have ADHD?

J Julia Edwards 52:23

We built questions in mind when you were a

D Dr. Tamara Rosier 52:30

kid, did you play with a tug of war did did you play with a toggle switch is probably even tells you a little bit.

J Julia Edwards 52:38

I'm using questions like that I swear to God,

D Dr. Tamara Rosier 52:41

but we can't really get it in the middle. And even medicated, you know, I have a little bit more of a range. But really, the regulation, even medicated isn't as natural. A metaphor that I try not to use too much, because the youngest generation will understand it. But I grew up driving a

stick shift, you know, for the floor old fashioned. And we we have stick shift braids. And we constantly have to consciously push down the clutch and shift. Other people just have automatic brains, they hop in the car, they turn the key in the engine just does it. And and that's so when we're teaching when when we're teaching our clients to shift, that shifting is exhausting work in it for us, especially



Katy Weber 53:38

when you're facing uphill. Right. And you know, right, like, we love to use the Sisyphus metaphor, right. So but like we can but like, you know, I You just brought back all those memories of learning how to drive because my father forced me to learn how to drive stick to and like being you know, uphill in traffic, try to be like, Okay, here we go.



Dr. Tamara Rosier 54:00

Quickly kind of put the brake in the clutch brake in the clutch. What do I do? Yeah. Oh, I think you know, younger generations really needed that. They needed a parent yelling at them while trying to get a stoplight uphill. I think that's a growth experience. All all of it.



Katy Weber 54:20

So do you see do you think the goal is to just kind of live with grace in the sort of extreme pendulum? Or is it really about finding, finding the toggle switch balance? Because that's something I work on a lot with my clients, which is like a lot of the time sometimes but they want to do we really have to talk about like, is this something you really want to do? Or is this something you feel like you should be the kind of person who does this? And how much time are we gonna waste being frustrated at ourselves because we aren't that person. And like, why don't we start living our lives accepting that we aren't that person. So I'm curious, like, you know, what, what is the goal? wouldn't want to use the toggle switch metaphor?



Dr. Tamara Rosier 55:02

Well, first of all, Katie, wonderful coaching there that you're like, Is this who you think you have to be? I mean, that's a wonderful, wonderful thing. Well, that's where I developed the grid. And it's not really fair to bring up the grid to people who can't see the grid. But the idea is the grid, it kind of shows you, here's where I am. And you choose where you are, and then you, you act for the moment where you are. And so it's, it's like, it's but it's still, it's still only one of four choices. So it's still not the full volume control, or the dimmer switch, right. With a silver grid, we're saying, okay, which quadrant? Do you want to be in? In? What action? Is it going to take? So instead? Yeah, and choosing instead choosing, like the balance, we're choosing? Where am I going to be? Which? Which quadrate?



Julia Edwards 56:07

Yeah, I love it. And I love the visual too. So that I think that helped a lot, and just helps put things in perspective because with ADHD I have a hard time visualizing things and it's not

things in perspective, because with ADHD, I mean, we're very visual, the voice out of sight, out of mind. But that is something that isn't that just with my ADHD clients, but that is, you know, we have to do lists, like endless, endless to do lists in our minds all the time. And if we give them power, they're just going to continue to grow. So it's like in some of the things that are in those to do lists that are in our minds all the time that they're, they're not realistic to accomplish in a day. So then I would the question I asked, you know, is, you know, instead of like, checking those boxes, like, how do you want to feel? That's what I encourage my clients to ask themselves, and I and I use that for myself, you know, quite a bit is like, how do I want to feel at the end of the day, or at the end of this? And whatever answer you give it, you want to feel peaceful, you want to feel accomplished, I want to feel calm. Okay, so maybe trying to stop at the grocery store and getting all this beautiful woman doesn't doesn't that is not going to get me home, that sense of calmness. So that's when you backtrack it, but then applies to both of your perspectives, right? Like, is this how you want to feel, then why do I need to do or change in order to get there? Right. And I think putting that in perspective on that grid is just great. You know, want to be in the green want to have a little bit of the green? A little bit of everything. And but yeah, just like the red.

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Dr. Tamara Rosier 57:35

Well, it's, you know it, Katie, I'm hoping I'm not making your head explode by talking about something you're that your listeners can't see. But it is something where we can choose where we are. But it's still like, it's a finite space. So it's not, we'll never dial in the one to 100. But we can get the one out of four kind of dialed in. Just make sense. What I just said,



Katy Weber 58:06

oh, yeah, absolutely. When I read the book, so

D

Dr. Tamara Rosier 58:11

sorry, for your listeners right there.



Katy Weber 58:13

So when I think sort of a general, it's the same idea of like, what is going to how do I beat myself right now in a knot, you know, and be okay with the fact that this might not work next week, but we're going to work out what's good. It's what's going to work today. And and that's great. And it doesn't matter if it's other things have worked for other people, we really have to focus on what's what works for me, which I think is important.

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Dr. Tamara Rosier 58:34

You know, that's what I really tried to do in the book. I tried not to say, here's the right way to do it. Because there is no right way. And, and that's I really wanted people to just encourage people to find their own way.



Katy Weber 58:50

Oh, yeah, that and I think that's one thing. Again, you know, one of the things I loved about the book is how it's really you won't you weave in your own personal experience throughout the book, while also offering like, really practical advice in terms of, you know, action steps, which I think it's such a nice balance, too. But a lot of the time, we need the why we need that authentic, why behind, you know what, what action steps are next is and oftentimes the authentic y comes from sharing vulnerable personal stories, and, you know, realizing like this was what happened to me, and this is, this is why it worked or didn't work. So



Dr. Tamara Rosier 59:30

let's talk about that for a second. I said way too much in the book. I don't know what I was thinking. I got the proofs a couple of weeks before winter print, and I panicked. And I said, You know what I've said too much. We can't do this. Just drop everything. And I really did have kind of a crisis of vulnerability there. Too Much has been said like It was horrifying to me. Oh,



Katy Weber 59:59

I spent Much of my life talking about how I felt like Sophia from the Golden Girls like I must have had a stroke because I have no sensor. And it wasn't until my diagnosis that I realized, like, why you know, that sort of impulsive nature to be vulnerable and how like, now I'm like I'm using, I'm using my power for good instead of, because I feel like, the more the more I share about my own, you know, crazy, you know, faulty flawed life, the more I can help other people and I'm it's like, what a wonderful gift to have that verbal diarrhea,



Dr. Tamara Rosier 1:00:35

well, writing, thinking, and I'm just sharing that because it was kind of an A, it's kind of a sign of my ADHD. It's like I just wrote this not really realizing people would actually read it, not really realizing how vulnerable it was. Oh, dear, Mr. nade, and so um, you know, you think of yourself as Sophie I think of myself as Lucy is and Lucille Ball. And like, this is another fine mess you've gotten us into, you know, this is another. Yeah, this is another situation. So, I love



Julia Edwards 1:01:12

I love that book, though. I think that's what makes it so great.



Dr. Tamara Rosier 1:01:16

Well, it but it's funny that I just wasn't, um, I, I just wasn't I honestly, I just wasn't as aware how vulnerable I was being until I read it in a book for you know, when you get the prints back in it, pages are set up. And by the way, editors are very careful to go. We don't change anything

here. For me blotting out large sections of confessions, that's not okay. And I just I think it's funny because I had the ADHD regret that I'm positive, so many of your listeners, they go to a party, they're at work and the meeting of all why did I say that? And they kind of panic. How did that was? How is that going to be perceived? And I had it with writing. And I just think it's a I think it's a who actually, like,



Katy Weber 1:02:12

stopped drinking. Too many of those mornings.



Julia Edwards 1:02:20

So, it's such a necessary thing. And um, you know, like, if we're having a bad day or feeling extra tired today, you always, well, what is it? Or did I not get enough sleep? And then you're just like, trying to rationalize everything. And sometimes we forget that our bodies are stressed. And that's what I can. Can I just focus on just, you know, it's a bad day, and I just want to feel calm, right? But it's like, oh, it's hormones. Was it like, I'm like Sherlock Holmes like looking at flus and investigating and, and as I investigate more than I get more stressed out about not getting to the why. And it's like, maybe it's just the bad day. Right? Can I focus on maybe turning that around? Can I reframe that for myself? And just be a little kinder.



Katy Weber 1:03:02

Yeah, I know. I feel like people with ADHD have that a special understanding of how many times they've been told you're overthinking it, you think too much stop overthinking. You're like I am not driving this car. Alright, so I just want to be mindful of the time and thank you so much. But I also want to, you know, have you tell our listeners like how they can find you or how they could work with you. I mean, we'll tell them obviously have links to your book but you also run an ADHD center in Michigan and you are the in your president of the ADHD coaches organization. So how can people find you and more importantly work with you?



Dr. Tamara Rosier 1:03:40

Well, I was the ADHD center of West Michigan or website is am I adhd.com. And by the way, that's clever in two ways. We're in Michigan, and that's the abbreviation so if you live in Michigan, you see mi everywhere. And then it sounds like am I ADHD? And that was just even a blind squirrel finds a nut for that one. That was a coincidence that we got that one. So yes, you can reach us through there. My author's page is Tamar.rosier.com. And, yeah,



Katy Weber 1:04:20

I know is that an in person center as well? I mean, what is what are the services? Is that kind of a, an all in one if you think you might have ADHD and you can get diagnosed and a treatment plan and we actually

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Dr. Tamara Rosier 1:04:33

have a brilliant staff. So we have therapist, we have assessments. One of our therapist focuses on EMDR used to treat trauma plus ADHD. We have ADHD coaches who coach from all ages. Speech Pathologist, who is very good at work Working with children with executive functions, executive function issues. So we have such a great time and just one coach said to me last week, I can't believe I get to do this work.



Katy Weber 1:05:13

Right? Yeah, I love I wish there was, I hope you will take the lead and build more of these sort of all in one centers because it feels so important through this journey to feel like held and understood from beginning to end. You know, like so many times, it's like, it's hard enough to just make a doctor's appointment, much less remember to get your meds and like it just feels like it's you know, we often joke like seeking a diagnosis feels like a full time job sometime and managing you know, managing the medical system feels like a full time job. And so it's just I love that whenever I hear about like, centers where it's like from, you know, the minute you start out on the journey you can sort of feel understood and taken care of. So thank you for that.

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Dr. Tamara Rosier 1:05:54

Thank you. I didn't get a chance to say this, but I love your podcast. Oh, thank you. I think you're incredibly smart and very insightful. So thank you so much for having me.



Katy Weber 1:06:06

Oh, thank you. I really appreciate that. I'm such a big fan. So I'm honored. And yeah, like I said, we've been studying the book and the in the community and it's always on the top of our recommended reading list for anyone who is either newly diagnosed or still kind of struggling with with some of that reframing. It's such a great book. So thank you so much.