

# Tennille Boyer: Life with a "Type A" partner

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## SPEAKERS

Tennille Boyer, Katy Weber

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Katy Weber 00:00

So I guess I will start out with, uh, with your diagnosis because you were actually diagnosed few years ago, right three or four years ago. So what was going on in your life at that point, and that led to the diagnosis.



Tennille Boyer 00:13

So is interesting because, you know, my whole life I've always been like, I'm so add, you know, it was just kind of this like joke of sorts, but never anything real in my mind. And so what I guess it was like 2017, fall of 2017 as well, I guess I was 41. It's about to be 46 in a couple weeks. And you know, I have three kids. So right now they're 10, 11 and 14. So whatever they were in 2017, I'm not going to do the math. But, um, and it was like I had had, I always worked, my husband's an entrepreneur, I met him at work. I was the fifth employee he hired back in 2000, I'd been a TV reporter, and I'm like, Oh, this is very depressing. I'm gonna go work for the internet. You know, you're and I'm saying that with air quotes. Because it was 2000. And I was like, the dot coms are all the rage. So I went to work for this.com, which he had started. That's how we met. So anyway, we'd after we'd had our first I'd had a nanny for ever, like, I actually tried to get my daughter I like peed on the stick and put her on the list at the local daycare place. She didn't get in anywhere, like it was just so bonkers how hard it was to get that. So we ended up putting an ad on Craigslist and finding this most amazing nanny of all time, which I thought for sure if somebody on Craigslist was like chopper up an eater, so I was very nervous about that. But it was turned out to be wonderful. And when I had, she was with us for seven years, and when we sold our majority interest in the company, we started staying home. That's when things started to be like, Okay, I don't know how I ever had a job, because it's taking me all day to do the things like get a birthday present for somebody or whatever. So I was, but I realized I had nothing else to focus on. So it worked. And 2017 I started back to work. And that was when she hit the fan because I did not have a nanny anymore. And I now was so responsible for so many things. And I didn't know that this was rearing its ugly head for me at the at that point. But I was really starting to beat myself up, like, oh my gosh, I didn't sign my daughter for piano during the school day, and I missed the window, now I'm gonna find a time to find a place for her to go after school. And she's been doing this for years, or I didn't even

take my son to that birthday party totally said we'd be there, totally forgot about it, you know, like, all these things. And I was really getting down on myself. So I made an appointment with a therapist, you know, to go in and just talk about because I've always been happy and positive and confident. But it was just really not. It was just different for me. And I went in, and we're like, I don't know, half way through this first session. And he's like, let's talk about like the ADHD factor. And like, What are you talking about? He's like, Well, you, you clearly have ADHD. And I was like, really like even the H and he's like, Well, do you hear yourself? Like, are you always talking this fast? And this animated this video and you're just like talking about this topic. And then this topic and I was like, so he ended up doing a formal test. And like that brought one home my husband filled out. It's like her car is a disaster. She doesn't know her keys, and her phone's always lost, like all the things right? And that was really what's how it started. And it was just this whole like lightbulb which sounds so silly in hindsight, because it's so evident and obvious to me now, but I just had I just didn't I didn't understand it at all. I didn't understand what it even meant to have that just other than you were hyper folk but you know, inattentive type of person.



Katy Weber 03:27

Yeah, yeah. I often feel like that where I'm like, God, it seems so simple to look at it now. And yet it felt so profound at the time to really sort of connect all of those dots. I never thought I had eight add I never thought I had ADHD. I thought I was the opposite. I mean, I thought I never really thought about it. I mean, I thought I had Alzheimer's. I thought I had bipolar. I thought I had depression, anxiety. I mean all the old, huge list of other comorbidities. But like it never even once occurred to me because I just never thought about it was not ever anything that was in my family or brought up with me now I kind of can cherry pick all the different people in my family who clearly have it.



Tennille Boyer 04:09

My mom, and my mom and my sister. I mean it is my sister got diagnosed a few years before me. So that's been super fascinating. And my mom 100% Like it is 100% My mom like that. It's from of course she's 71 and has zero interest in taking ADHD tests, but but we all know so my husband is a total opposite very type A like our spices are like in alphabetical order. And my dad would do that forever. My parents were here a couple of weeks ago and Shawn was like, ah, the garlic counter is over, you know, and he's like, listen, her mother My whole life I had the spices like this, just don't even just give it up. She's never going to put the spice back in the alphabetical order. So tell her mom has always been like it's just so clearly genetically from from her for us.



Katy Weber 04:53

Oh, so I'm curious. Okay, so now I have two questions. So I want to hear about your sister too, because your sister like what was it like was she Did she have a sort of a similar experience where she was having kind of this breakdown that brought her to the diagnosis or



Tennille Boyer 05:05

was she's always been much more emotional regulation for her was always challenging. Like, she's the firstborn, but I act like I was always acting like the firstborn, like the good of the world following one, she was like the giving my parents heart failure, not coming home till 2am randomly or, you know, whatever she was challenging teenager and all and then just still is that way, she's just who she is. But she has, you know, when you I've read so much about it, and I now I know more people with it, we're, your ADHD is so profound and such a challenge that it just really messes you up in the workplace. And I think that for me, I got really lucky that I fell into a job like sales, which is what I do, and working for my husband, right. So it was like, I had a lot of freedom to follow my different paths and guts and instincts, because we were a small company and startups, and that's kind of always been my jam since then, where she was always in bigger box environments, you know, like the capital ones of the world and bigger companies where, you know, it's never, it doesn't lend itself to that. And so like she would struggle with relationships at work or reading signals the right way, and things like that, that really drove her to counseling that then led to that diagnosis for her.



Katy Weber 06:19

Yeah, oh, well, I just had a flashback of how many times in the newsroom I would leave after like a year of because I had an incompetent boss, or I just would have like this outburst of just like, I can't be here anymore.



Tennille Boyer 06:33

Like this people like, and I also realize now like the speed at which we process and how fast we want to move, and just like things being in our way, are is very painful, you know, and I could not be in a company with red tape. Like, I'm very fortunate that I've always been in these small startup companies, because you have so much freedom to sniff out your instinct and follow it. And I think that's a challenge. If, you know, how do you contain yourself in a way and understand what's appropriate in a bigger work environment? I think, you know, that's where at least I know, my sister has just always like, you need to be in a small company, or just work as contract or remote, you know, and kind of do your own thing.



Katy Weber 07:12

Yeah. And then my other question is also about my follow up is with the Taipei husband, because I definitely related to that a lot. With my own husband, you know, when we met, we were both like, you know, tenderfoot news, news, kids, I was actually older than I am still older than him. But you know, I'm like, you know, we were both sort of at the same level in the newsroom. And I watched his star rise and becoming, you know, getting more management positions, and I was always floundering. And I always had that question of like, Well, is it because I can't play well with others? Is it because we moved for his next job? Is it because you know, and then I had to find another job. And then we had kids. So then, you know, I was under all of that pressure of like, now I'm terrible at my job, and terrible as a mom. And like, it just, it was always fascinating to me over the years to watch him. And then again, you know, just sexism in general, right, which is like, you know, he's always getting paid more. So we had to we, you know, because he was getting paid so much more than me, we had to focus on his tract instead of mine. And I always came second. And so like that, just just like, it just like

weighs on you, right? Like, there's just more and more of that pressure boiling up. And so when you were talking about, like having kids and going back to work, and just like trying to juggle the birthdays, and all of that, and I'm like, what exactly, is your husband doing it during that period? Because that's, like, I don't want to throw him under the bus or something. But I just feel like, why is it the maleness or the type a nurse or the neurotypical nurses because my husband is the same way like that stuff. It was just never, it was not in his wheelhouse, like it was it was never something he ever had to deal with. And, you know, and I often on the podcast, like I'm always like, is this ADHD? Is this feminism, like, you know, you know, is this the role that women are given in society they have to, like juggle so much that we can't handle it and so executive Yeah, anyway, you know what I'm saying? So I'm like, I'm curious, like, what was what was his role when you were having this moment? Well, at

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Tennille Boyer 09:12

that point, you know, and I will say he's always done a ton it was more that I probably just took it on and didn't I'm not a I'm not an ask for help person right. I just didn't even I wasn't I had my self awareness is like an onion. I'm continuing to peel back and will be forever right. And it was like, I was just starting to peel I think around then. And it was just not even a thing to be raising my hand to say, You know what, I can't juggle this or whatever. But it is now like a 180. I mean, it is he does like everything. I mean, I couldn't live if like I remember you saying this about your husband on one podcast. I don't think it was yours was somebody else's. I think that's where I even started hearing you. I was like, if he gets hit by a bus, we are screwed because I Like he holds it all together, he signs everybody up for sports. He takes notes at the Parent Teachers meeting, he books, the Parent Teachers meetings, he, you know, like he schedules, our social activities, he responds to the tech group texts that I don't respond to, like, all that stuff, right? He's, he's so on it. And because he knows, like, I can only manage with so many things out, or I'll get like, I get this paralysis of, I don't even know where to start, you know, like, I literally have four or 382 unread texts right now because and it's like, now I don't want to look at my phone, right? Because I'm just paralyzed by all the things that I may have missed or drop the ball on. And he really prevents the ball from dropping. And so it just, he's actually reading ADHD 2.0 Right now, and I had heard about it on on your podcast, but I'd had read the original book, which is ironic that Driven to Distraction, or bi or wherever the title is, that's, like, looks like you know, the Bible. It's so gigantic, and I'm like, how am I ever going to read this thing? It's the irony that they add persons trying to read this book. But I did, I finally made it through. And it was fascinating. But I loved that the 2.0 version looked a little, little more palatable. And so I read that one, and now he's reading it, because I was like, it'll give you such a better understanding. For me, and for our middle child, who is definitely a mini me. So, yeah, it's been a long journey. I mean, it's harder because he doesn't know what it is, he wasn't the type a type of person is not typically born with strong amounts of empathy. I'm like, his empathy muscles, like a prosthetic that he needs to, like, work out, you know, to, to have it function, whereas I can feel every feeling of the people around me and I don't like discord. And I'm always trying to make up for and he just doesn't care, he'll, you know, he'll fuss or be angry about something where I'm just like, Oh, you don't realize this person's already feeling down about something like I feel all the things right. So it's a big mix of learning, learning from each other all the time, I guess.



Katy Weber 11:53

Yeah, that was, that was a huge moment, a transformative moment for me after my diagnosis,

realizing how much time I had spent in our 20 year marriage at this point, you know, valuing what all of the things that my husband did, and all of the things he brought to the table and never paying any attention to the things I brought to the table, and really suddenly kind of looking and being like, Yeah, he does all of these things. He's incredibly competent, and I was always feeling competitive or jealous, or, you know, like, You're terrified that that it was all gonna you know, that this was all gonna fall apart. And then at the same time, never at all paying attention to the things I brought as a mother as a wife, you know, like, and so when I sort of started looking at myself through this new lens, it was really profound for me to actually be like, No, I'm actually like a fantastic white like he's lucky to.

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Tennille Boyer 12:44

Well, and I will say the thing that I one of the things that really blew my mind that I had never heard of before, and I was down at my in laws, and I'm always trying to escape when I'm there. And I'm like, outside taking a walk. And I'm listening to one of the podcasts and one of your guests and you were talking about was RSD I think I have the initials right. I'm like, I don't even know that. And that was all like RST was all it was set. And I was like, I gotta go Google this, you know. And I'm like, Oh my gosh, this explains every fight we've ever had, like, because he is such the king of like, I have beautiful handwritten notes in my desk right here, where he's always saying, like, all the amazing things that I am doing, he's telling the kids like, we need to thank mommy for this amazing dinner and all the time, right? Those things. But you say, I can't believe you left your dish in the sink or any, any comment, and I am defensive and like, it's just a whole thing. Like, it's a whole thing that I just didn't even know it was a thing. And I was so glad to learn about it.



Katy Weber 13:37

Yeah, I you know, so many of us, I think as women come to our understanding of ADHD through the emotional element, right, the emotional dysregulation and our interpersonal relationships and the shame. And like, none of that is in the DSM. I think like so few doctors even know to look for that or even to talk about that. All they're thinking about is did you lose your keys? Right, but all of us when we hear about RSD when we go down that Google rabbit hole, you're just like, oh my god, yeah,

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Tennille Boyer 14:07

it was just hungry. I couldn't I was like, just kept wanting to read about it because I also saw my son so much in that and it's just then like, okay, now I need to go do a whole nother launch, which I haven't done yet down the rabbit hole of how do you be the other person that doesn't have RST or to RST people or whatever. Right. And so it's just there's a lot to learn about it.



Katy Weber 14:28

Yeah, yeah, I found that really mind blowing to when in ADHD 2.0 When Halliwell and rady talk about the the default mode network, the demon on your shoulder and the angel and the demon and how like, it feeds. You know, it makes sense that it is more interesting for us to focus on

the negative because that provides us with dopamine and I was like, Oh yeah, that really explains a lot Okay, so let's, let's pivot a little and talk about your son, because you had mentioned in your first email to me about, you know that he hasn't been formally diagnosed, my kids have not been formally diagnosed either yet. So that's a conversation I have a lot of, you know, do they or don't they? What do I do about this? But you also sort of mentioned that there's kind of a reason there, what's, what's his backstory,

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Tennille Boyer 18:44

his and I think, you know, and I know, one of the questions we'll talk about is kind of like the childhood factor. But like, I have such scarring from my own childhood of just not being smart, and all of these things, right, which we can talk about, but I think that I stay on high alert, right, like so my oldest, totally fine off to kindergarten, reading, doing all the things. My middle one who is hands down the most hilarious, quick witted, just, he's just advocate. He's just so fun to be around, like adults want to hang out with him. Like, he is just so fun. And he just, I mean, when he was four, I was like, calling specialists like, I need to give him educational tests. And they're like, no, like, he's too little to come. But I'm like, you know, he went to junior kindergarten and kindergarten, I was like, went I remember going to a Halloween party to help out at the classroom. And this kids like reading a chapter book. And I'm like, my kid doesn't know like a seven from an F, right? Like it like just we're nowhere near this. And I just so we knew I knew that there were learning issues going on. And this is pre my ADHD diagnosis at all. So he has now been educationally tested twice. And he does he has like a trifecta of learning stuff. Like he's dyslexic. He has low verbal fluency. One of the things is slow cognitive processing, which, of course, is the educational tool, you know, folks out there know that what that means in my brain. I'm like, here's some slow cognitive processing. Here's the most quick witted, like comebacks you've ever heard. But it's much more it's much deeper than that, right? It's like the whole class is shifted the teachers like, Okay, now take out your books, grab this, we're gonna do this. And he's just back here, like, wait, what you know. So he couldn't even at the time, the last time he was tested, he was a he's 11 and a half now. They couldn't even do the ADHD tests, because he just wasn't even responding in the time period in which they would be able to make the test work for him. But I mean, he brought home for lunchboxes and seven water bottles from his locker yesterday, because he didn't have any of them. So I mean, he's all he is. He's just, he'll get there. We're about to do another round of educational testing. But it's been very interesting for for me to then think like, gosh, am I too old to go get like educational testing? I would really love to have some answers. If you know around. Why I struggled? Was it just the ADHD? Was it more? You know? And I don't know what the answer is to that. I'm hoping to talk to somebody at some point soon to see if that's even a possibility to get to get educationally tested at 45



Katy Weber 21:08

Yeah, I know, I really again, like came through through my ADHD diagnosis, I started learning more about like, dyscalculia I've never heard of that, or dysgraphia. You know, and all of these, I feel like I checked so many of those boxes that yeah, it would be really curious to go back and, and do them. I'm just terrified of all testing in general.

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Tennille Boyer 21:29

My anxiety manifests in the form of hypochondria. So I like to say I got off the Google sauce about 15 years ago, because I learned that that I will Google other people's medical things, but not my own. Because I will have I have catastrophic thinking I have a headache, I have a brain tumor, right, my whatever, all those things. And so I don't, but my sister has actually had a lot of different testing and found out she's really like, slightly on the spectrum that she has auditory processing disorder, like different things that have just been so eye opening for her and made a lot of sense for her life.



Katy Weber 22:02

Right? Yeah. And that's why I sort of feel like I always come back to this idea of like, the neuro divergence spectrum, and how so many of us are on, you know, kind of have these, like, almost like a buffet of like, Okay, what did you take from the spectrum? And how does it manifest in you? And then so that's when I get super confused, because I'm like, when we're talking about ADHD, are we talking about the behaviors that result from being neurodivergent in environments that are not necessarily really friendly environments, you know, like school or new parenting or, you know, workplace environments? You know, obviously, there's some that are really great, like you and then your sister was an experiment, you know, experience workplace environments that were horrible for her ADHD. So then I'm like, What are we even talking about? Like, if I find like, I get wound up in knots, a lot of the time when we're talking about like, the oh, you know, that huge spectrum of like, all the different traits and comorbidities? Yeah,



Tennille Boyer 23:00

yeah. Well, it's also I get, I get really wound up about the, like school, for example, you know, and I don't know what kind of school you know, your kids are in minor in this very rigorous academic school that I mean, it's like, I kind of wish I could go back and do over because I think I'd be such a better student now. But you know, it my watch my two my kids totally fine. And I know, my middle one, he's just not set up for success. And he's just slaying life in his brain right now that I don't want it to even change, right? He's like, C's get degrees. Like, he has this great, you know, mindset. But he's in fifth grade, right? It's gonna get so hard. And so we've we just had looked at a school for unique brains like his it's how we describe it, and I had bring it up to him the other night, it's just such a hard topic to just even mention, like, just to even see if he'd be open to it. And I just, you know, kind of said, and I'm like, maybe you need to write a kid's book on this, but was like, Look, your school specializes in cookies they make, you know, they know how to make a cookie. They know what a good cookie tastes like. And you know, you but you're a doughnut. Your brain is a doughnut you think like a doughnut. And like, there's some other cupcakes and brownie bites and a few other doughnuts at school. But school, your school specializes in cookies. And there's a school over here that specializes in donuts. And they don't give homework because they know doughnuts are beat mentally by the end of the day. They don't make you sit in an hour long class because they know donuts don't want to sit down for an hour. They want to go outside and do things with their hands. And he's just like, what, like he couldn't believe this exists. And he's like, Are you already thinking that I have to go to the school to sit? No, dude, I was like, I'm not. I'm just saying I spent my whole life thinking I was a dumb cookie. And it turns out I'm a smart donut. And I just don't want that for you to think that you know, and if that analogy just came to me in the moment, but then my sister are like, Oh my gosh, you need to write a book about the donut school and



Katy Weber 24:50

it is it is an incredible analogy. I like it. Yeah, cuz I've talked about that too. Like how my parents never pressured me to get A's they weren't that good. They weren't those parents they just sort of wrote me off as the kid who got C's and DS and the occasional A and so it was you know, on the one hand I feel like now looking back that really what it was really damaging to my sense of self as being you know, a dumb person and and so now with my own kids, I'm always questioning like, how much pressure do I put on them to get the A in? Because I know how much they how good they will feel if they get that A and A lot of it is figuring out like what do you need in order to get that A and sometimes you need to just go to the donut school right?



Tennille Boyer 25:36

He gets a lot of accommodations but it's like my husband is the opposite right? He's like most likely to succeed went to law school got a master's in tax law like it's everything's these came easy to him from a school perspective you know, he had a full ride to college for football like just all like he's just you know, all the things and so you know, when he's doing homework with my son and he's like, pay attention I'm like you are just like you might as well be throwing spaghetti against the wall just seeing what sticks because this is not it's not that simple right so it's just been that learning for all of us has been really what's kind of put me on my own path of like at first I didn't dig deep into it and 2017 right like Oh, okay Off I go now I really want to understand it so much more even more so for my son.



Katy Weber 29:40

Ah now, you also mentioned that you had a kind of a doctor horror story was that with your diagnosis or was that was something else?



Tennille Boyer 29:48

No kind of all of it. So I think what I learned from that is like, and it's funny I use this analogy all the time with with work and like what I sell and what anything I've only sold a couple of things. So I have Be passionate about I can't sell ice to an Eskimo I have to believe in it. But it's like so many products that exist in the market, like they may have their core thing that they're good at, right? But then they may be able to do one or two or three other things, right? And I'm always like, that's like getting the salad at McDonald's, right? Like, that's not what they're good at, they're never going to be good at that, right? Like, we're going to always be good at that one sliver, right. So that's why people should use the product of what they're intended for is kind of my whole shtick. And what I'm realizing was like, my doctor, using the doctor, just a faint, my family doctor for this diagnosis was like getting the salad at McDonald's, right? Like, this is not her specialty, this is never gonna be her specialty. She has spent years studying this and thinking about this or keeping up with medical things, right? Like, she's just a family doctor. So as much as I had loved her, and felt like we had a great relationship. You know, when I look back when I went in with the paperwork, which of course was like, immediately, because, you know, everything has to be yesterday. And I was like, Hi, I'm ADHD, and what do I



do and blah, blah, and he thinks I should go on medicine. And so she's just like, Well, why, like, why now? Like, he just like, just can't keep up the way you used to. And like, it was just in hindsight, you know, and I remember like, tearing up being like, I don't know, like, I've just been beating myself up. And like, I think she saw it was genuine, right? I don't know, if she just thought it was like, Hey, give me some Adderall. I want to like, go run a marathon with it, or something, I don't know. But it was just a weird thing. So I did get on medication, which blew me away, like, then it really wanted a school do over like, oh, my gosh, I can actually sit down and have completed something and listen to all the words that came out of somebody's mouth. And, you know, I really had the discipline, and the impulsivity was really settled. And then over after COVID hit, we love to travel, we have an RV, we work remotely, we can go work from wherever. And we were like, oh, let's go. So we were just doing things like not the beginning of the lockdown. But after that, and just out like our RV and doing different working, taking demos from the RV and all. And so if I was in town for a few days, I would call to be like, Hey, can I think I'm supposed to pick my medicine up on Friday, can I grab it Thursday because we're going to be heading out Friday and they don't open till nine we were trying to hit the road early, just little stuff. So that would happen off and on because they would and I'm sure this is something that happens with a lot of lot of people, I'm just not aware of it. Some non medication take her outside of this was like, Oh, you have to wait to 30 days runs out and blah, blah. So it was just really bothersome at this appointment A while back, where I mean, it's literally like a day early here a day early there that she just said, like maybe you're giving some to your friends or to your husband and I thought oh my god, you don't even know my husband would like never. I wouldn't like just this accusatory bully, like really only cared about her office and her paperwork and her the way it appeared to her versus, you know, how how, what my life was like or what I may need, or even what if I did have some sort of issue with the medicine not even approaching this in a way that there would be any vulnerability or ability to talk about it or open up it was this very bullish approach. And I learned from that and I have a new doctor who I love just it's so key just whether it's medicine, or not medicine or therapy of any kind that they actually really get an understand what you're dealing with and what this you know is and how it plays out in your life. And now I'm actually seeing a therapist who specializes in it. And it's so awesome, because what I want to do is have strategies, and I want to be aware of when to implement them. And that part was what it's just it's night and day from just having a generic Doctor Who is given you meds and off you go. The goal is I don't want to be on those I want to handle my life and do things with a strategy in mind and have to have that assistance because I don't have those tools in my toolbox.



Katy Weber 33:57

Yeah, yeah, that's a lot it's true. I mean, I definitely feel like the pills don't teach skills. It at idiom is yeah is very true and and you know, I talked about that a lot in terms of like, do you even need a formal diagnosis and you know, medication and I definitely don't follow the narrative that medication is the only way to treat ADHD. But I mean, it's life changing for many people but it's also not the only treatment I think there's so much more that need you know, we I feel like it gives it's a disservice if we look at ADHD like something like blood pressure or diabetes where you do just need medication. That's right, exactly.



Tennille Boyer 34:38

Yeah. Yeah, like to me it's like, I think about it as a temporary assistance because I'm in the busiest craziest point I will ever be right now with my kids, these ages they are fourth, fifth and

eightth. You know all the things that are coming with that but I'm only five years away from one being gone and the other one already driving and like just a different pay. ease of life at all my friends who have got kids who are older, like, it's so crazy, we watch shows at night, like, you know, it's just like, I'm like, What do you mean? Three hours of homework and it's ready to sports, you know. And so I think about it as this temporary thing, but I care more about bigger picture longer term, you know how I can use the good parts to my advantage, and how I can really negate the negative side of it and be a better spouse or friend or employee and co worker and all that.



Katy Weber 35:28

Right. Yeah. And, I mean, I think medication is incredibly important. Excuse me, I think medication is incredibly important for a lot of people. And that's why I feel like the the online diagnosis, you know, the these online sites that are popping up here and there that are doing telehealth and telemedicine, like they know there's I'm trying to address this guest skepticism around that because I feel like a lot of people are like, Oh, those aren't real diagnoses. That's just a pill mill. They're just want your money. And they'll give you a diagnosis. And I'm like, what is the alternative going to your GP who knows nothing about ADHD, who is going to gatekeeper you and going to say things like you did well in school, so you can't possibly have ADHD, or all this other bullshit, where we keep hearing from doctors who really just like have literally done little to no research. Alright, and then you thought name



Tennille Boyer 36:16

that I felt with her. That was what was really hard, because I already deal with my own shame, right? I don't like me saying that I even takes medicine as a huge deal my husband knows and like my sister, and like one friend, because I feel shame and like this weird embarrassment that I am in a grown up date, taking what seems like a kid's medicine or something, you know what I mean? It's this weird, I'm mentally screwed myself around it. And so I don't even I don't it was just so bothersome, that I felt like the shame was being piled on versus somebody who would actually understand that that's a huge piece of ADHD element is just naturally shame or just, you know, things that dredge up from your past of not being good enough, or whatever it is, that you just wouldn't experience if you did go I mean, I totally agree with you like to go to somebody, you don't have a lot of alternatives to get to see somebody who specializes in it. But certainly now because COVID drove every therapist to the dogs and was people who really thrived.



Katy Weber 37:19

Yeah. And you know, it's funny, because it's like, yeah, of course, the diagnosis isn't going to take long these people know what to look for. They're experts, they know exactly what questions to ask. And you can generally tell if somebody has ADHD within a minute of talking to them. So like, this idea that it's too easy, quote unquote, is is hilarious to me, because it's like, no, this is what it should be like when you go to people who actually know what they're looking for, as opposed to the incredible like roadblocks that we receive from our normal, you know, our typical brick and mortar providers. So it's, yeah, I don't know how we got on this little tangent.



Tennille Boyer 37:58

We can find our way back. That's the beautiful part. I mean, I half the time, like what were you talking about? Okay, let's get back to that. Yeah, no, right.



Katy Weber 41:59

So okay, so let's talk about your ADHD and kind of how since you were diagnosed, how it's changed your sense of self, right? Or what do you now look at and really love about it about your brain?



Tennille Boyer 42:13


I mean, I definitely, it's made a sense of a lot of things that I, you know, I hear the superpower word and I'm, you know, I don't know, superpower is probably not the right word, because there's a lot of downside that comes with it. But due to the fact that I have fallen into a career that has always been about innovation, and innovation and discovering new products, and finding a new story to tell, and being able to, like sniff out my own, use my creativity in a way that I'm sniffing out my own, I can create, use, create my own story of a new product and just learn and kind of iterate and pivot like there's, it's not the same, it's a challenge. You know, that whole piece has been, how I've ever been, why I've been successful, my this this career in sales. And I know innately now that it is completely because I don't think like everybody else. So if I thought like everybody else, you know, we wouldn't, there wouldn't be this like aha moment, this aha thing. I mean, this last company, where I was before my husband started the second company where I am now, I'd gone to consult. I called several people who were in startup companies, like, do you want to do have sales consulting, like I didn't know when I was like, really selling, but I had a lot of clients, all of a sudden, then I was like, Wow, I can't pay attention on these people. And this is before ADHD. And I went to this one company. And then like, 2018, I kept seeing these heads of diversity inclusion popping up on LinkedIn. And I was like, gosh, there's something to that, like all these companies are hiring heads of diversity, inclusion, and selling learning content. And we had really good some good DNI learning content. And I went to the CEO was like, hey, you know, I feel like we should just try to hit hit these people up and sell DNI content. She's like, sure if see what happens, kind of sniffed that out. And then of course, when the George Floyd murder happened in 2020, every company in the world wanted diversity, inclusion, learning content, and that company blew up. And the three women who started it sold it a few months ago for 60 million bucks. And like, that, that, like there's this intuitiveness I think this instinctive pneus that comes with the ADHD probably will very much recognize in your news background, right, that you can really follow a scent and is probably the biggest thing that I find most rewarding about how I get to use that, you know, in my work life.




Katy Weber 44:34

Yeah, there's so much intuition involved with journalism, which is mostly just that idea of like, if I find this interesting, chances are other people are gonna find this interesting. So how do I tap into what is most interesting about this story and then kind of turn it around and I what I always


loved about journalism was how I had like, you know, okay, you've got quick you've got 48 hours to become an expert in a brand new subject you know nothing about and then you have to turn around and explain it to somebody else, which I just found Unlike such a great what a what an amazing way to learn, you know, sitting in a classroom for an entire semester is a terrible way to learn. But

 T Tennille Boyer 45:08


absolutely, that's why I'm always like working a startup. It's like a crash course MBA because you're exposed to so many things you would not be exposed to otherwise, you know, and like, working under pressure, I also realize is something that I always have done to myself right or wrong, like procrastination last minute, but I always worked best. And so I think like, and that's you know, being a TV reporter for a while was definitely that sensation feeling right? Like, I have to get this package turned around. I gotta write it on the one man band, I gotta shoot it. I got to edit it. I got to package it. But it was it was not fun when I had to go cover like a three hour city council meeting about water. I'm like, I don't even know what the story is here. Because I have like, didn't even pay attention. Yeah,

 Katy Weber 45:51


yeah, I definitely had a lot of those tailboard readings. Yeah, so So I want to talk about go happy hub, because it is a really interesting company. I know. It's not necessarily. You know, usually when I talk to entrepreneurs, I'm like, Okay, let's how can people find you? And you know, this is

 T Tennille Boyer 46:11

to help people and stuff? Yeah, no, ours is a totally different tech world. Yeah.

 Katy Weber 46:16

But it's kind of a radical concept. Sadly, in this country, where, you know, it seems like the whole company is about treating your employees like human beings who have worth you look at the outside, you're like, Wow, this is really radical.

 T Tennille Boyer 46:29

Yeah. Yeah. So my, my husband is dead started back in 2000. This company called snag a job, which is a big, like, hourly job site and in the US, based here in Richmond, and his dad was a own a jewelry store and always looking for part time help. And, you know, my husband's like, Gosh, I wonder you know, if there's people who like how do people who are like look for part time jobs online, you know, and so he'd spent nine months while he was an attorney, which Thank God, we weren't together excited, never been like, yeah, quit your cushy attorney job and start a.com. Right, that would have not happened. And, you know, started snag job. And I just remember seeing the job on Monster, ironically, was like, Oh, my gosh, what a great idea.

Like, I'd only been out of college a couple years, and I had been gone to Applebee's and filled out all my paperwork and went to Rockefeller cafe and filled out an application. And this was all doing it on the internet. Right. So that was the first company, which took several years to really change behaviors of people who were like, I just put a sign in the window, I don't know who's hiring, you know, now they're being people who their sole job at the corporate office of the targets of the world is to post internet jobs on there. So then, when we left there, his his real passion has always been people and just leadership and servant leadership. And he was the CEO, like knew where your dad went to college and your cat's name, and you know, all the things right about every employee. And so just really, one great place to work all these years and things but it was very much about the love of, you know, just loving on your people and how if they're you have an engaged employee set, how happy is your work environment? How much more production? Are you getting out of those productivity or getting those people? So when he was noodling around for Company Number two, you know, we knew that hourly frontline workers so well, from sag a job that it's like, gosh, what if we could impact their like them being retained because the turnover rates are so high, and you know, and for my husband's philosophy, it just always comes back to having them feel connected to the company and communications been a huge issue. And if you work at, you know, any fast food or warehouse or you know, anything like that, there's no company email that you're getting, you know, we get up and look at our email in the morning, and we know kind of what our day is like, and that's an hourly person has nothing, right. And so the software that we ended up developing is all an ability to send a company to send text communication out to 10,000 100,000 5000. Every employees, they have to include them and company info. And it's really fun to watch like a Chucky Cheese is a client of mine. And they launched in November of the week of Thanksgiving, and their whole senior leadership C suite made a two minute video of all the reasons they're thankful for their frontline and texted it out. So every phone, even if you have a flip phone, you don't have to download an app, right? It lands as a text could feel could see that, you know, in the response, you hear from these frontline employees, whether they're 60 or 16. They're just they're so happy and they feel so grateful to be included in information that comes from the leadership. So it's been really fun. It's a fun product to grow. Nobody knows about us, right? So I just got to be beaten the emails and phone calls of all the people but that's my job. But it's really a fun product to sell because people who we tend you know, that tend to want to, you know, sign on to me clients or people who really care and are intentional about culture and loving on their people. So,



**Katy Weber 49:37**

right and this I don't know why this feels like such a foreign concept in the US I think probably because of the whole you know, Protestant work ethic but like, what I remember talking to my Rachel Morgan trimmer, who is she's in the UK, but she is a neuro diversity consultant for companies right where she goes in and she's like, how can we make an ideal environment for autistic workers apart?



**Tennille Boyer 50:00**

I love this person like I will talk about this later I write that name down. Because I've been telling my my sister that a lot too is companies are focused on bringing up their numbers of neurodiverse people because they see the value of having different diversity of thoughts. So anyway, keep going.



Katy Weber 50:15

Well, that's what I did. Yeah, like going back to this idea of having inclusion and diversity in the workplace and recognizing, like, what does what does each one of my workers need to be their best worker? Right? Or even just the idea of like, what do you need to get the A in our students? Like, it's not a matter of like, can you conform? Or can you not to this rigid environment? It's like, which, you know, how can we, you know, mold of the environment to help you so that you can be the best employee? And then, you know, like, why is this such a foreign concept that if you give people individualized attention, they flourish, and they have self worth, and then they do really well, and they're amazing employees, and then you make more money?



Tennille Boyer 50:54

Yeah. And I think generationally, we'll start to see such a difference. But like, when I was in this, this learning space of diversity, inclusion and talking to these gigantic well known companies, the biggest issues are, you know, and it's helpful to say, but it's the old white men who worked there who are in upper management, even middle management who have been doing the same thing their whole lives. And that's what their dads did, and grandfathers did. And there's, it's this, it's harder to change the minds and the mindsets of those people who tend to be in leadership positions, right. And so you can do all the things to make an accommodation for a neurodiverse person. But if you don't have a leader who understands the neurodiverse person, it doesn't matter if they're sitting in a room with earphones on or whatever you're trying to do. You know that then it's just going to fail. You know, what I mean? You have to have, they have to be bought in and really understand the what's in it for them? And why, what and just how this, how to interact and how to how to coach and lead somebody like that there's just not enough leaders who know how to lead in that way, I think is, that's why I think it's gonna be fascinating to watch future generations come up, because our kids already have totally different schools of thought around the donut versus the cookie. Right?



Katy Weber 52:08

Yeah. And I think that's kind of, you know, that's really what's fueling this, the great quit, or the great walkout, or whatever, we're calling it these days, like, you know, this, this, this? Yeah, the great, yeah, the great resignation. So I mean, this idea that, like, nobody has any work ethic anymore. Nobody wants to show up and do the work. And we're like, no, nobody wants to do excessive amounts of terrible work for low pay, like over the surreal



Tennille Boyer 52:29

appreciation and recognition, right. I mean, that's the whole thing. That's like when our clients are launching with us, it's very much rooted in appreciation, recognition, like we're so excited to be able to invest in you and include you and company information and things like that, right. And so, that's just, it's fun to be a part of that movement in that way. But I'm excited for future generations to that have such an impact, like a potential to impact just the workplace in general, and so much that's needed to for change. This has been an interesting two years.



Katy Weber 52:59

Yeah, yeah, I went to a dermatologist recently, and he was so friendly, the whole staff were so friendly, and it was such an odd, uncomfortable experience. Like, you know, it was so different from what I'm used to in a medical environment, right. Everybody was friendly. Everybody, like explained what was happening. I was seen on time, there was even a sign up in the dermatologists office that was like, if you, you know, if you are if your insurance won't pay for a certain medication, don't pay for it, call us, we will help you figure out alternatives



Tennille Boyer 53:29

like found that like golden ticket here, like they write.



Katy Weber 53:34

Well, and not only that, but then I got a text like a day after my appointment that said, Would you like to give us a Yelp review or a Google review? And I was like, hell yeah, I will. I'll give you a five star review. That was such a great experience. And I went to give a five star review to this office. And it was just hundreds and hundreds of five star reviews from people like me who were like, I can't believe how nice they were. And I was like, wow, it's such a low bar. But I was like, it's like, why? How have we How have we found this disconnect, right, which is like when you actually are



Tennille Boyer 54:03

have a focused intention. They're purposeful about their culture, and about how they treat people and what their boundaries are.



Katy Weber 54:09

Yeah. And you'll make more money. Like if we, if we really want to lean into capitalism. That seems like a way better model for for making money than what we're doing right now. So



Tennille Boyer 54:18

no, and fresh, and you just don't know why it's like seems the most common sense thing of all time. And why is it not just commonplace? Right?



Katy Weber 54:26

Yeah. All right. So now I love to ask everybody about the acronym of ADHD, because it's, it's so problematic. And I feel like it needs to change. I don't have a good answer for what it should be. But I'm always curious if you could rename it to something else. What would you what would

But I'm always curious if you could rename it to something else. What would you what would you call it?

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Tennille Boyer 54:43

I have been noodling on this because I remember seeing this in your question. And we were on Colorado couple weeks ago, and I was like, taking a shower and I was like, Oh, I think I have it and was like I better go out and like write it in my phone because I will never remember this again. So this morning, I was like, did I write it in my phone? I'm like, I felt like I was so happy. But I was like, acutely dynamic human developing like is where my brain went with it like this whole, like, You're never done, you're still developing, but it's like, acutely dynamic to me just like jumped out is like you, it's very unusual to me, for anybody that I know who's forthcoming with their diagnosis that they're not just interesting. And they're not all in on the ways that they are interesting or what they're interested in passionate about. So that's kind of what where I, where I landed with it.



Katy Weber 55:35

I like acutely dynamic too, because I think it's speaks to the, you know, what is problematic about consistency, and how so many of us, especially in school were told, you know, we're criticized about our inconsistency, right, and so made to feel like we have to be good at everything, which is just impossible. And as, as a result, we've kind of lost track of the things that we are acutely dynamic at. And so I love that because it's, again, it's,

T

Tennille Boyer 56:04

too because, you know, I feel like, there's such a negative connotation just in general, you know, when even when I think about it as a kid, you know, of course, I'm probably similar in age to you were, nobody talked about this, like, there was no ADHD or ADD and girls or anything, like my little cousin, I knew was like, opening up every cabinet and everything. And he actually got formally diagnosed, but it was like that little boys thing, like, you know, everybody hears. And so I just wish it I would love to see it have a more positive like, oh, so lucky. You have ADHD?



Katy Weber 56:35

Yeah, absolutely. I know. Well, and I think also that idea that like, Oh, I lost my train of thought, well, basically, you know, I feel like so many of us, at least for me. I'm getting so jumbled. I have to start over.

T

Tennille Boyer 56:51

Like I listen







Katy Weber 56:53

to this going so fast. I feel like I've internalized that voice of like, you could do it like you really could get it done if you just tried harder. And so like, I hear that voice so much louder now, just because I oppose it, you know, so I recognize it. And I'm like, no, no, stop that voice. But I, I realize how much I still kind of have internalized that idea of like, really, you're just lazy. You could get it done,



Tennille Boyer 57:22

how much so much of that lives under the surface so much more closely than I would have ever thought like the things that I can pull dredge up like, we were moving last year, and I was cleaning up stuff in the attic, and of all my boxes, and I find all these report cards, and pull them out. And it's hilarious, because a couple of them said, Tina, because I, for a couple years told the teachers that was my name that really went by when we moved because I couldn't stand the name snail. But now in my grown up life, I appreciate it. But but you know, it's just like, I had all season conduct. Okay, I had it was all like a seal tried harder seal applied or self seal, you know, and even in these like, second grade, third grade, and you know, you, you almost get a little bitter for a bit at your parents of like, Why didn't why didn't they do more to recognize more, you know, and, and I realized now as a parent to like, dude, I'm just hanging on by thread doing the best I can. I don't know, you know, I'm screwing you up in some other way. So, you know, like, I don't fault them whatsoever. And, but my husband was like, the ironies your parents or my dad was, you know, ended up retiring as a university president. I mean, nobody had gone to college and their family he was they were on food stamps. My dad was 25 pumping gas in the New Jersey Turnpike in the freezing cold rain in November. I was like, Okay, this stinks, there has got to be a better way and started going to college. And he ended up retiring five years ago was the president of the University and he was like, what is the power of education? Right. But that story for them was so great, but it was like, there still wasn't a lot of interest in you know, whether I got a C or D or a B, you know, or an A, and I unfortunately, went to a really awful school like the small private school 47 kids in my grade, where, you know, I look back, and I think, okay, my 11th grade English teacher definitely understood what was happening. Like, she taught me this big ball of rubber bands. It was like here to kneel, just hold on to that, you know, of course, then I'm picking the bands apart, but now I'm listening to everything she's saying, right? And, I mean, those things come to me now, as an adult, I'm like, Ah, but I mean, I had, I'll never forget my 10th grade geometry teacher, like I raised my hand to try to answer and she just laughed and said, maybe just don't try to answer any more questions. And, and then my guidance counselor and 10th graders at this college, I want to go to my sister's older boyfriend, who she ended up marrying went there, and I loved it. And I was like, and she was like, you know, you'll never get in there. You should just, you know, find some other safer schools and instead of just being like, Hey, you're in 10th grade. We've got time. Here's what you need to do to get in, you know, like, I was up for the challenge, but nobody was looking at that. Right. It's like, you just end up those Things were what made me think I just all of that right was just stupid like my whole life. And it wasn't until my last year and a half of college when I really dug into that broadcast journalism major, where I found what I was interested in and passionate about that I actually started getting good grades, and really starting to come into my own, but it's like, it is a painful look back to think the power these people had on over me and I let them and what how and how awfully that impacted my whole life from there.





Katy Weber 1:00:32

Yeah, I know, right? I think a lot of us who, who struggled with our with school, in that way, I have a similar feeling where it was like, like, when I I was very emotional. When I went back and looked at my report cards to like I cried, because I saw this progression of this like girl, like in first and second grade. It was like, she's a natural leader. She's great. She does this, she's enthusiastic. And then it started like picking and it was just picking at things that were so random. And, you know, like my handwriting and picking up the fact that like I was, you know, I was too chatty. So I would get separated from the other girls and have to sit next to my teacher. And there was always ways where it was like more effort is needed. And I just sort of, you know, I felt like a lot of us were like, No, we were there was effort, like it just wasn't being recognized. And then I just saw that kid like, give up. And then the comments transitioned from this is wrong, this is wrong. This is wrong. We're basically like, she's not even showing up to class. Like I just skipped class all the time. By High School. I was just getting F's because I was like, I don't care.



Tennille Boyer 1:01:37

Totally my sister's path to Yeah, like, Yeah, but just is brutal. It's awful to look back and think about because it just makes you mad pisses you off, you know, that like why I wish somebody would have would have really paid attention or known more. And I mean, so I love that you're creating awareness about it. That's also why I advocate my ass off for my child, because I'm like, he is smart. And I refuse to let his little flame go out. Because he's not fitting the cookie mold, you know, where he has a lot of other things to offer. I was fortunate in that I had a lot of other things at that school and my dad kind of mom joke, like, you know, we knew it wasn't the greatest education but because there were 47 Kids, we knew you could do whatever you want. You want to be in band. Sure. You want to be in drama. Sure. You want to be a cheerleader play softball, play basketball, which I did all of those things, you know, and I had a chance to really be the head cheerleader and lead pep rallies and things that just were fun and made school better, you know, in that offset the crappy academic, you know, piece that occurred?



Katy Weber 1:02:33

Yeah. Yeah. When you were like, you know, as a parent, now, I feel like I'm trying really hard to make sure that I changed the narrative for my children. But I also realized that, like, it's a speeding trade, and we're gonna screw up so many times, like, I used to always joke I actually used to joke all the time, where I'm like, you know, your kid, I'm gonna put my kid into therapy no matter what I do. And I remember talking to one of my previous guests at a Lopez, who was like, No, that's good. Therapy is good. You want your kid in therapy? And I was like, oh, yeah, you're like, I want a whole generation of kids who are therapy. That's good. And I was like, oh, yeah, you're right. It is.



Tennille Boyer 1:03:08

My middle one. I was joking. Like, the instant he was born, I was just like, we don't, I just don't understand. And I was like, we need to go to therapy together. Like I need to go to couples therapy with this kid. And when he because he would just have such aggression, that was really reserved for me and frustration. And I realized now he's always trying to, like, hold things

together. But on the safe spot, right? I was just gonna say you're in a safe space with him to a therapist, and she has this session with him. And she come back in at the end. And she's like, you know, and I asked him, Why is he so hard on you? He said, I think I just love her too much. And she he drew a picture. And I'm Katie, I'm telling you what, I've still had a picture hanging on my cork board. It was a picture of our family. And we're all around the island in the kitchen. And my husband's laying on the floor foam rolling. he busts, my one son and the other son are throwing a ball to each other. My daughter is reading a book. And we had also back in 2016, adopted my nephew who was in a really troubled spot at his home, his parents having a nasty divorce. And it was a few days before he started his senior year. And so we had a full plate. And they were and he and my nephew and I are standing at the island on our phones. And I just thought, like, if that's not so telling, right, they just want your attention. And that is a struggle for me, as a mom, my attentions everywhere and being present is the hardest thing for me to do.



Katy Weber 1:04:33

Ah, yeah, but I you know, I definitely struggle with that. And I was always jealous of my husband when my kids were little because he was the one who was down on the floor playing dolls and Lego with them forever and building train tracks and doing stuff for hours. And I was always like, what is I'm such a terrible parent that I am. I don't want to I can't be present with my kids in that way that they need. And I was very grateful for him. But again, like I realized now through my diagnose He says, I've been able to kind of really shift my perspective in terms of what I was bringing to that situation, right, which was like I was the mom who always brought them like grocery shopping. And I was the one who took them to target. And we were always going somewhere. And like, I couldn't sit still. And I had to bring them along. And I'm like, That is incredible, valuable life skills that I was teaching them on the go as well. Right. So



Tennille Boyer 1:05:22

and you have to have both, both both parts, you're both not going to be the parents who were on the floor, you know, and I definitely wasn't, I was like, I just want to go, like sneak off and get a pedicure and reach my light. You know, like



Katy Weber 1:05:36

I always would laugh at like, whatever it was Mother's Day, because Father's Day, it's like, Let's spend the day with dad. Mother's Day. It's like, nobody talked to me. That is my gift.



Tennille Boyer 1:05:44

Yeah, although I do tease about the nail salon. Like, I just want to drop my hands off and come back and pick them up. I cannot sit there. I cannot get my nails done. Like I just had to stop altogether. It's just torture. It's total nail jail is what I call it. Like, I can't move. You've got my hands like, yeah, it was so funny.



Katy Weber 1:06:00

Well, anyway, I really enjoyed chatting with you. I'm so glad you reached out. And yeah, thanks for sharing your journey. I hope it was



Tennille Boyer 1:06:08

cathartic. It is, you know, and it's interesting. It's just fun to talk to people who, when you say all those things, the immediate reaction is not like, Oh, you're such a hot mess, which is, you know, kind of the normal mo versus someone who's just like, able to totally identify and have have actual back and forth commentary about it.



Katy Weber 1:06:28

Right? Yeah. Yeah, I didn't realize, I guess it was my intuition. When I started the podcast, like I didn't like really formally realize how important these conversations were going to be not only for me and you the interviewee. But then for other people who were listening to these stories to really sort of like how we are kind of completely D stigmatizing and releasing so much of that shame that we hold as women in our lives. So



Tennille Boyer 1:06:55

well the fun part I find and listening to your your podcasts and you know, this has been the main one I've I've listened to I mean, I It's hard to find a lot of time to listen to podcasts, but it is like be I'm always excited and looking for ways to identify with the conversation with the guest or with you or whatever that story is where it just makes you feel like either an aha moment or just better about the fact that you know, I did the same thing or I'd done the same thing or it's just I that makes sense to me now because I didn't realize that like just the learning and the the peeling back the onion. You can just keep hearing little pieces of yourself and the conversation that I think is just what keeps you feeling more more normal and grounded despite most of the time feeling like you're a balloon flying of video. Yeah.



Katy Weber 1:07:44

Yeah, I totally get it.