

The Gift in Risking the Reroute with Dr. Kristina Seymour

00:06.940 --> 00:13.210

You are now listening to the Audacity to fail podcast, a podcast about miss stepping into

00:13.210 --> 00:16.830

success.

Get ready to dive into conversations and real

00:16.830 --> 00:22.690

stories from leaders as they share how failure activates a growth mindset is an important part

00:22.690 --> 00:28.980

of learning and motivation for improvement.

I'm your host Dr Shari Dade psychologist with

00:28.980 --> 00:32.210

the National Center for organizational Development.

00:32.220 --> 00:34.850

Thank you for tuning in.

Let's get started.

00:41.010 --> 00:45.400

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Support for this leadership podcast comes from
the National Center for Organization

00:45.400 --> 00:49.260

Development N. C. O. D.

Aims to increase the long term growth and

00:49.260 --> 00:53.170

performance of the Department of Veterans
Affairs by collaboratively working with the

00:53.170 --> 00:56.890

leaders throughout the V. A.

To improve organizational outcomes by

00:56.890 --> 01:00.810

supporting the development of an engaged
workforce For additional information on our

01:00.810 --> 01:02.930

services, click the link in the show notes

01:08.280 --> 01:13.530

along each leadership journey there may be
moments that call for a redirection or re

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01:13.530 --> 01:18.230

routes for many leaders.

These are trying times because they are filled

01:18.230 --> 01:23.800

with risk and openings for failure.

It is in these moments we must decide to look

01:23.810 --> 01:27.470

inward to determine if the growth is worth the risk.

01:27.480 --> 01:33.620

I am so glad to welcome to today's podcast episode The dynamic Dr Kristina Seymour,

01:33.630 --> 01:39.537

she's a clinical psychologist at the Columbia V.

A health care system in her current role she

01:39.537 --> 01:43.507

serves on the trauma recovery team as a rotation supervisor.

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01:43.517 --> 01:50.347

She is also a published author and creator of the optimal response initiative or ORI with

01:50.347 --> 01:54.147

the military civilian and primary care version workbooks.

01:54.157 --> 02:01.027

Dr Seymour is also the founder of sharing Co a publishing company focused on empowering people

02:01.027 --> 02:07.794

to share their testimony time, talent and treasure get ready to do join us as we explore

02:07.804 --> 02:14.074

the journey of miss stepping into success.

This is the Audacity to fail podcast episode 13

02:14.084 --> 02:17.244

Risking the reroute.

Welcome Kristina.

02:17.244 --> 02:19.784

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It's so great to have you here for this month's episode.

02:19.794 --> 02:22.294

Thank you.

It's so good to be here and thank you for that.

02:22.294 --> 02:26.954

Nice introduction for sure.

And thank you for agreeing to jump on this

02:26.954 --> 02:31.304

dialog.

I'm so excited to share some of your talents,

02:31.304 --> 02:35.931

your time and your testimony and treasure here today and I think the listener are really going

02:35.931 --> 02:39.551

to enjoy what you have learned and lessons that you have to share.

02:39.561 --> 02:40.821

Are you ready to get started?

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02:41.451 --> 02:45.701

All right, well let's get to it Kristina.

You and I we've been colleagues for several

02:45.701 --> 02:49.661

years.

We have worked together, we completed our

02:49.671 --> 02:52.701

postdoctoral training at the same V. A.

Facility.

02:52.711 --> 02:57.531

I always enjoyed working with you because of the way that you approached intervention and

02:57.531 --> 03:01.841

change, but also because of how you allowed your career to unfold.

03:01.851 --> 03:06.238

Can you speak about some of the rear routes that you've made throughout your career?

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03:06.248 --> 03:10.738

Sure.

When I've completed my training, let me back up

03:10.748 --> 03:17.578

and say that originally I had a lot of training
before my internship and postdoctoral work

03:17.588 --> 03:23.758

in hospitals really in a primary care setting
and that's really what I thought I would be,

03:23.768 --> 03:30.688

you know, focusing more on when I did my V A
training but I ended up getting different

03:30.688 --> 03:36.065

experiences and I'm so glad.

So general mental health training versus

03:36.065 --> 03:42.705

primary care which really helped broaden my
perspective um and view of a person,

03:42.705 --> 03:46.305

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their story, their journey versus the medical focus.

03:46.315 --> 03:52.885

And when I finished the different rotations that I had so general mental health,

03:52.885 --> 03:59.245

the trauma recovery program, chronic pain, I really fell in love with the recovery story,

03:59.245 --> 04:01.650

the resilient story of people.

04:01.902 --> 04:07.772

And I'm glad that I had the primary care experience and I'm glad that that was rerouted

04:07.782 --> 04:13.662

to a more general and then even a more acute focus with trauma recovery so that I could

04:13.672 --> 04:19.532

integrate all of those to see really the journey in the process of recovery or learning

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04:19.532 --> 04:24.632

how to thrive for the patient because I saw it
all different perspectives.

04:24.972 --> 04:30.552

And one of the first official jobs that I took
was at a community out based clinic.

04:31.520 --> 04:37.810

Um and I was there for nine months and for a
lot of reasons it wasn't the most

04:37.820 --> 04:44.730

optimal place to grow my career.
And so I did leave but I left with great

04:44.730 --> 04:51.570

fear um because I went into private practice
and with with

04:51.570 --> 04:56.390

a colleague and friend.
But private practice was a whole different

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04:56.390 --> 05:02.340

ballgame than a formal hospital setting,
whether it be civilian or within the V.

05:02.340 --> 05:06.260

A.

In a lot of ways the safety net was gone and

05:06.260 --> 05:12.560

safety net in always from paycheck to benefits
from patients or clients.

05:12.570 --> 05:16.690

Um I was responsible for all of it.

It was really overwhelming.

05:16.700 --> 05:20.680

That's exactly what I was going to say.

That sounds so overwhelming.

05:20.698 --> 05:25.148

It was really overwhelming.

But when I left I knew I had a very strong

05:25.148 --> 05:30.328

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press within my mind hard and you know in a
very strong press physically I think that was

05:30.328 --> 05:34.458

the fight flight or freeze response occurring
but it was all those things.

05:34.468 --> 05:39.938

And to leave I had a very strong press to leave
that that community based clinic and leave the

05:39.938 --> 05:43.858

V. A.

And so I did and you know it was overwhelming

05:43.868 --> 05:49.806

but it was also exhilarating and challenging
tariff fine and it was like good butterflies,

05:49.806 --> 05:53.986

bad butterflies all together.

Um And that was definitely a reroute because my

05:53.986 --> 05:57.046

plan was to get a job in the V. A.

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And stay in the V.

05:57.046 --> 05:58.426

A.

For 20 plus years.

05:58.426 --> 06:03.626

Just nice, slow steady but not to leave after
nine months for sure.

06:03.636 --> 06:08.466

But I did do it and it was wonderfully
challenging.

06:08.466 --> 06:14.596

Let me say that I love those two words being
put together because oftentimes we don't hear

06:14.614 --> 06:18.254

the wonderful part that comes along with
challenges.

06:18.264 --> 06:23.894

I've always been drawn to challenge and
adventure, curiosity.

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06:23.904 --> 06:30.644

It's not I'm not one to stay buckled in and
just sit there ever just in general in my life

06:30.644 --> 06:35.284

I've noticed that pattern.
So with that reroute it sounds like you started

06:35.294 --> 06:42.092

in general outpatient mental health moving into
more primary care focus than

06:42.102 --> 06:48.942

acute focus leaving the via altogether going
into private practice and then you're not still

06:48.942 --> 06:55.092

in private practice you're back in the V. A.
So even more rear outs throughout that journey.

06:55.092 --> 06:59.812

And I know we're skimming through it because
I'm sure there are so many things and so many

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06:59.812 --> 07:04.232

factors in there.

But thank you for naming those and describing

07:04.232 --> 07:10.520

it as these wonderful challenges along the way,
sharing your journey through the outcome and

07:10.520 --> 07:14.520

not just the destination.

Because oftentimes we hear the destination and

07:14.520 --> 07:20.010

we don't think about the journey and throughout
your journey you have initiated and survived

07:20.020 --> 07:26.240

several re routes throughout your full career.

And in those spaces I see those as a

07:26.240 --> 07:32.200

display of immense audacity.

So when you think about the word audacity,

07:32.210 --> 07:35.490

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when you think about that term, what does that mean for you?

07:35.730 --> 07:40.580

I think it means resilience and strength and courage.

07:40.590 --> 07:46.190

I purposely did not look up the word, I love the name of the podcast.

07:46.200 --> 07:51.180

The audacity to fail.

I purposely I love words and I love to look

07:51.180 --> 07:57.336

them up in different in different resources.

I purposely didn't look that up because just my

07:57.336 --> 08:03.946

take on audacity is is courage and persistence to be resilient and and to work through and

08:03.946 --> 08:09.466

overcome things right.

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The courage you know is what rings true through

08:09.476 --> 08:14.356

a lot of the re routes that you discussed when
you think about courage and you think about

08:14.356 --> 08:18.812

those reroute?

How have failures or what you may have defined

08:18.812 --> 08:24.512

as failures at the time, How has that impacted
the choices that you've made about when or how

08:24.512 --> 08:29.962

you change course?

Well, I will say that I, I learned something at

08:29.962 --> 08:35.962

a young age and it was not an optimal thing
that occurred,

08:35.962 --> 08:42.630

but at seven years old I had a brain injury and
I was in a coma and I remember starting

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08:42.630 --> 08:47.670

second grade in the Seattle Children's health care hospital school and I remember being

08:47.670 --> 08:52.040

terrified because I knew that I should know more than I knew,

08:52.050 --> 08:56.630

but because of the brain injury, I didn't know what I should know and you can hear these

08:56.630 --> 08:59.480

should words.

Right, right, right.

08:59.490 --> 09:02.580

You know, we talked about a learning curve, you know, like when you're learning something new,

09:02.580 --> 09:07.390

there's always a learning curve.

And so to just realize that it's a process.

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09:07.400 --> 09:12.830

Well, I learned that in a very gosh, intense survival standpoint way,

09:12.840 --> 09:19.600

you know, in in second grade kind of recognizing how that feels to not know and

09:19.600 --> 09:25.100

think that I should know and realize that I could figure it out.

09:25.100 --> 09:31.770

I just had to engage in the process of learning and figure out how I could learn best now

09:31.780 --> 09:34.320

post traumatic brain injury.

09:34.760 --> 09:41.630

Well, if you fast forward that to life in general and careers and um working with

09:41.630 --> 09:48.180

peers and patients and a career in general and

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leadership when I feel the fear

09:48.190 --> 09:53.380

come come upon me.

Um I really try to engage with it and and dance

09:53.380 --> 09:58.770

with it a little bit, you know, and find the
piece in it because it's going to be a process

09:58.770 --> 10:04.607

that's going to be a journey and so I try to
take on the perspective of curiosity and really

10:04.607 --> 10:10.667

knowing that if I move towards the fear and
through the fear of failure,

10:10.677 --> 10:15.947

because I don't know what I think I should know,
and I remind myself that you can't know what

10:15.947 --> 10:19.347

you don't know yet and if you're learning
something new,

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10:19.347 --> 10:24.877

you're in a new situation, you have new responsibilities or opportunities then rather

10:24.877 --> 10:31.717

than just tunnel vision hone in focus on the fear brought in the to the whole

10:31.717 --> 10:37.084

peripheral of the process.

Yeah, so it sounds like this motivation to lean

10:37.084 --> 10:41.514

into the fear definitely because there's so much more than fear that might be what we first

10:41.514 --> 10:46.374

see, but then I remind myself that there's way more here than fear,

10:46.374 --> 10:52.544

there's opportunity, there's, you can be curious about what is new and what is next and

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10:52.544 --> 10:55.134

what is available.

And I also remind myself,

10:55.134 --> 11:00.774

you know, when I'm thinking about myself

failing, I would rather think about how am I

11:00.774 --> 11:06.951

contributing to the people in front me and

around me and how am I how do I want to leave

11:06.951 --> 11:12.001

the people in the place better than I found

them, which really helps me broaden my my

11:12.001 --> 11:15.291

perspective, so no longer do I have this tunnel

vision on,

11:15.301 --> 11:21.201

you know, locked in on the fear of failure, but

now I'm brought in my perspective to focusing

11:21.201 --> 11:26.551

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on others and the experience and really how I
want to leave everybody better than I found

11:26.551 --> 11:28.901

them.

And so it's less about me and my failure and

11:28.901 --> 11:35.188

it's more about serving and contributing and
having experience with people for sure.

11:35.198 --> 11:41.428

It's that movement from II into how is this
going to impact others.

11:41.428 --> 11:46.958

And I think that is definitely the
characteristics of an amazing leader who is

11:46.958 --> 11:51.338

saying, instead of just thinking about myself
and where I might miss step,

11:51.348 --> 11:57.988

let me think about how this can be something

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that can push the team or push this group or

11:57.988 --> 12:03.975

push this mission into a place of success.

And I think when we have a fear of failure,

12:03.975 --> 12:07.645

you know, it's like we think it's all or none,

we think it's okay.

12:07.655 --> 12:11.505

I 100% failed at that and we don't talk like

that necessarily,

12:11.505 --> 12:15.065

but oh I failed or that was a fail.

You know,

12:15.065 --> 12:19.965

think about jargon and it's like really if

we're not walking around saying that was a

12:19.965 --> 12:25.845

success, that was a 100% success, like it's a

period there and it's the end,

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12:25.855 --> 12:31.425

I don't think we're ever done succeeding or growing and and so when we think about failure

12:31.502 --> 12:36.412

failed or that was a fail, I mean really, I don't, I don't think it's a matter of one and

12:36.412 --> 12:39.672

done.

I think it's really a process and a moving

12:39.672 --> 12:45.462

through towards who and what we're focused on and, you know,

12:45.462 --> 12:50.532

the overall mission and what we're trying to contribute and offer how we're trying to serve.

12:50.542 --> 12:53.932

And that's an I. N. G.

That's what is that a present progressive if

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12:53.932 --> 12:59.052

we're going to get grammatically, it's not a past tense thing,

12:59.062 --> 13:02.959

it's ongoing. Yeah.

There are a few things that really fascinated

13:02.959 --> 13:09.619

me about your story, even at a very young age, moving through and learning through the

13:09.619 --> 13:15.969

traumatic brain injury and how that transitions into the way that you look at failure encourage

13:15.979 --> 13:19.099

even today.

And one thing that I think is really

13:19.099 --> 13:24.489

fascinating is your willingness to reroute despite the risks and as we were prepping for

13:24.489 --> 13:28.749

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this episode, I know we talked a little bit
about some of those questions that were there

13:28.759 --> 13:31.966

in those reroute.

So as you were moving to private practice and

13:31.966 --> 13:35.516

like you said that uncertainty of knowing
exactly what was up ahead,

13:35.526 --> 13:42.376

I'm curious about what motivates you to persist
to make changes in the face of uncertainty.

13:42.386 --> 13:49.046

What motivates me is this momentum that I have
within me and

13:49.046 --> 13:52.976

around me, which is not just me, it's it's
where I've been,

13:52.976 --> 13:58.206

it's where I'm at, it's where I'm going and and

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it's where everybody around me has been is at

13:58.206 --> 14:03.193

and it's going as well, you know, I I think
that we all interact with with one another

14:03.193 --> 14:06.623

based on that momentum that we have within us
around us.

14:06.623 --> 14:09.573

You know, as part of our past story is part of
our future.

14:09.573 --> 14:16.553

Hope to be in our story and the momentum of
movement and growth within

14:16.553 --> 14:21.563

and all around me motivates me constantly and
from a creative standpoint.

14:21.573 --> 14:24.473

And I don't I don't just mean like I paint on
the side,

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14:24.483 --> 14:29.330

I mean just the creative process of growth
because I don't paint on the side.

14:30.720 --> 14:37.710

I was gonna say I have never seen your
paintings but you do create on the side.

14:37.710 --> 14:42.540

So and I don't even want to say on the side
because it is a part of your process,

14:42.540 --> 14:48.040

the things that you have grown through and
learned throughout your process and out of that

14:48.040 --> 14:54.690

you birthed and developed the optimal response
initiative, a program as well as actionable

14:54.690 --> 14:57.695

work books.

You develop that from these re routes from

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14:57.695 --> 15:02.645

these missteps or from these failures.

Can you speak a little about how that came to

15:02.645 --> 15:05.595

be? Yes.

Well, when I left the V. A.

15:05.595 --> 15:09.635

And went into private practice, I was forced in
a beautiful way.

15:09.635 --> 15:14.075

And I'm going I'm going to say that I'm very
cognizant of the words that I choose because I

15:14.075 --> 15:20.520

know that the types of words we use really do
tell our story and they also

15:20.530 --> 15:26.540

write the story in real time for oneself in
that how we are thinking about something is

15:26.540 --> 15:30.690

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going to really carve out the quality of the
experience for us.

15:30.690 --> 15:37.485

And so even if I feel the fear of failure, I
remind myself to notice

15:37.485 --> 15:42.965

beyond the fear, you know, beyond that initial
fear to the bigger picture,

15:42.975 --> 15:47.515

the people, the mission, how I'm wanting to
contribute and serve,

15:47.515 --> 15:52.865

and that helps me take a breath and exhale and
in private practice,

15:52.865 --> 15:59.590

being responsible for all of it, down to, you
know, generating the income to

15:59.590 --> 16:06.310

provide for my family, and then also figuring

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out all the nuances of day to day business

16:06.310 --> 16:12.270

and outreach and types of treatment I was offering and because I was trained in

16:12.280 --> 16:17.790

everything from, you know, primary care, from trauma recovery to general mental health,

16:17.800 --> 16:24.775

well, it was really the first time because I was my own boss and I was

16:24.775 --> 16:29.145

doing every I was responsible for all of it, but it really forced me to start to pay

16:29.145 --> 16:35.855

attention to the process no matter what person, what the issue was or what

16:35.855 --> 16:42.750

treatment I was using, I started to notice a pattern that there were certain things that

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16:42.750 --> 16:48.890

I consistently provided psycho ed on or you know, I was I was drawing a lot of the same

16:48.890 --> 16:52.350

visuals on the white board and then I thought I'm doing this again,

16:52.350 --> 16:55.950

no matter what treatment I was doing or what the presenting issue was.

16:55.960 --> 17:00.880

And it's not that I was totally diverting away from what the patient or client wanted to work

17:00.880 --> 17:04.750

on.

It was really what I recognize is that these

17:04.750 --> 17:10.820

were things that were foundational concepts, foundational perspectives and really

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17:10.830 --> 17:15.960

tools that could help anybody anywhere with whatever they were dealing with.

17:15.970 --> 17:21.900

And because I was reinventing the wheel consistently, I was like,

17:21.910 --> 17:25.890

is this deja vu or that movie Groundhog Day where he steps in the same pedal,

17:25.900 --> 17:28.770

you know, and he wakes up and it's the same day I thought,

17:29.010 --> 17:33.880

well this isn't a good use of time and energy that I'm redrawing this stuff.

17:33.890 --> 17:40.100

So you know, I created handouts and these handouts in in a very consistent,

17:40.110 --> 17:43.160

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you know, order were, you know, organized in my office.

17:43.160 --> 17:48.190

And so I would pull this one and I would, you know, provide this one that and I thought well

17:48.190 --> 17:54.450

that's not very efficient.

So it really needs to be in a bound book and

17:54.460 --> 17:58.350

well then we might as well have a narrative between each handout.

17:58.360 --> 18:04.550

So it became the optimal response initiative.

Um, you know,

18:04.560 --> 18:10.410

manuscript I guess you could say on my on my computer and I had it just and I'm gonna call

18:10.410 --> 18:14.380

it, just said we're going to call it a civilian

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version because it was just written as you know,

18:14.390 --> 18:18.810

general information.

And I got a text from an old colleague and said,

18:18.810 --> 18:24.350

hey, this job posted on usa jobs, check it out.

And I'm like what I mean?

18:24.350 --> 18:31.110

I'm like working over here like I'm like, you know, but I thought because I hadn't really,

18:31.120 --> 18:34.520

well I had originally thought I want to get a job in the V.

18:34.520 --> 18:36.420

A.

And I want to do a career in the V. A.

18:36.430 --> 18:42.150

I had never thought after nine months of working at the community out based clinic I was

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18:42.150 --> 18:48.690

gonna resign because I really believed with
everything in me that momentum

18:48.700 --> 18:53.100

that momentum that press that I needed to leave
and I didn't want to leave the V.

18:53.100 --> 18:55.300

A.

Was terrifying to leave the V. A.

18:55.480 --> 18:58.650

Um it wasn't on my radar to start private
practice.

18:58.660 --> 19:04.750

And and so while I had moved through you know
kind of that momentum moved me because you

19:04.750 --> 19:09.850

can't ignore the momentum that's within you if
you try you can try.

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19:10.640 --> 19:16.350

So I called him back a tsunami.

I mean you're gonna feel like it's imploding

19:16.350 --> 19:23.230

within you and then you might explode you know

out of context and that

19:23.230 --> 19:26.480

you just don't have this congruence because

you're trying to hold back the tsunami.

19:26.480 --> 19:31.520

And and that's why when you when you asked me

about what motivates me it's it's this momentum

19:31.530 --> 19:37.980

of this process of growth is very moving and

motivating and you can't ignore it.

19:37.980 --> 19:44.330

So I followed that momentum to private practice

and in all the terror of fearing failure and

19:44.330 --> 19:49.400

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reminding myself to rephrase how I'm looking at it and how I'm speaking about it because it

19:49.400 --> 19:54.380

does become a self fulfilling prophecy.

Well then I kind of had gotten in a groove.

19:54.380 --> 19:58.010

You know I'd figured out no matter what treatment or person I was working with.

19:58.010 --> 20:04.040

There were these foundational things that really did help define and outline and create

20:04.040 --> 20:10.400

scaffolding and structure and support for people through the process and people were

20:10.400 --> 20:16.230

sharing that it was very beneficial that it was the thing that they learned things that they

20:16.230 --> 20:19.950

didn't know they needed to learn, they didn't

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know they were missing or they didn't know they

20:19.950 --> 20:25.410

were looking for, They came to to get relief
from depression or work on anxiety or do some

20:25.410 --> 20:31.080

testing to figure out strength for, you know, a
career reroute or whatever it might be.

20:31.090 --> 20:36.070

Some people came to me to learn about military
culture and reconnect with their,

20:36.080 --> 20:39.960

their now adult child who was serving in the
military but there was like a cultural

20:39.960 --> 20:44.400

difference now.

But again, even with all these very unique

20:44.400 --> 20:50.190

people, I was using these, these same concepts
and teaching them and sharing,

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20:50.190 --> 20:54.280

you know how to off optimally respond instead
of react to depression,

20:54.280 --> 21:00.260

anxiety and new situation, a new career, These
changes and these rewrites that happen in life,

21:00.260 --> 21:02.880

right? Yeah.

And so you are cruising through private

21:02.880 --> 21:05.600

practice and I don't want to say cruising,
right?

21:05.610 --> 21:10.290

Because that just diminishes the difficulty
carving out the path with creativity and

21:10.290 --> 21:14.740

courage.

I like that much better than cruising much

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21:14.740 --> 21:17.970

better than cruising.

It seems like I'm chilling like with the top

21:17.970 --> 21:24.640

down, you know, on the coast, but you got the
call to go

21:24.650 --> 21:29.100

back into the V. A.

So another reroute another reroute.

21:29.110 --> 21:34.110

So when I got that text about, hey, you know
that we posted a job,

21:34.110 --> 21:37.180

there's a job, you know, posting, check it out
and I'm like,

21:37.190 --> 21:40.000

what?

So, but I did.

21:40.000 --> 21:43.560

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So I checked it out.

I'm like, what would it hurt to apply?

21:43.560 --> 21:46.390

I mean it really wasn't on my radar.

So I applied.

21:46.390 --> 21:52.910

I got an interview I interviewed and lo and

behold then I end up

21:52.920 --> 21:58.070

back with the V. A.

And I mean I'm just kind of like,

21:58.080 --> 22:02.700

you know, shaking my head like this was not my

plan any of this and this was,

22:02.700 --> 22:09.050

you know, now we're into a couple of years here

process and I'm not only at the V.

22:09.050 --> 22:12.450

A.

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But I'm on an acute care team, trauma recovery

22:12.450 --> 22:18.060

team focusing on recovery from post traumatic stress substance you use,

22:18.070 --> 22:20.850

which includes so many things that may go with that.

22:20.850 --> 22:24.820

But a very acute care team that does evidence based treatment.

22:24.830 --> 22:30.390

So I realized that I can still talk about these foundational things in the trauma recovery

22:30.390 --> 22:35.180

program.

So eventually what I realized in having the

22:35.190 --> 22:39.940

courage to talk to my boss and say, hey, I'm I'm also doing this on the side and doing this

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22:39.960 --> 22:44.770

before the caps and doing this after the caps
or with the orientation information.

22:44.770 --> 22:50.530

I'm also maybe I might even do like a breathing
exercise with someone if they just really

22:50.540 --> 22:55.210

feeling very overwhelmed and wanting to give
them a tool or point them to some apps and

22:55.210 --> 22:57.310

she's like, yeah, yeah.

I said, well you know,

22:57.320 --> 23:04.230

actually I actually have a book that I have all
this in and I'm really thinking it would be

23:04.230 --> 23:07.160

helpful just in general for the patients.

And she's like,

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23:07.170 --> 23:09.590

well yeah, you know, you want to share it with me and I'm like,

23:09.600 --> 23:15.180

yeah, I said but you know what, I started adding military lingo lingo and language to it

23:15.180 --> 23:20.090

because I'm speaking to the people I'm speaking to, I'm speaking to military people so I really

23:20.090 --> 23:25.400

want to speak in their language.

So let me finish doing that first and finalize

23:25.400 --> 23:27.520

it and then I'll share it with you.

So I showed it to her,

23:27.520 --> 23:32.160

she goes, oh my gosh, yeah, this would be great.

Do you want to start offering this as a another

23:32.160 --> 23:36.420

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treatment?

And I'm like sure, but I'm not, I'm going to

23:36.420 --> 23:40.120

call an optimal response initiative, not the
optimal response treatment,

23:40.130 --> 23:43.020

you know?

And so lo and behold this thing that didn't

23:43.020 --> 23:48.550

seem to fit in, you know, a very acute care
clinic specialized in recovery from

23:48.550 --> 23:53.110

posttraumatic stress.

It did because it's for anybody and it's for

23:53.110 --> 23:56.240

any setting really.

And that's what I learned through these re

23:56.240 --> 24:01.160

routes and all these different settings with

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some of the core foundational things that I

24:01.160 --> 24:06.940

learned even beginning in childhood about the learning process and how to take care of

24:06.940 --> 24:11.270

oneself and from the military to get it out of the military and working my way through school

24:11.280 --> 24:15.210

and learning the hard way that I've really got to take care of myself because self care is not

24:15.210 --> 24:19.130

selfish, it's essential 100%.

I mean, it's essential if we don't take care of

24:19.130 --> 24:24.430

ourselves, how are we going to do anything else?

So it sounds like really utilizing the things

24:24.430 --> 24:30.200

that you learned throughout your re routes to create this manual,

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24:30.200 --> 24:35.680

this program of helping others through their changes through their life.

24:35.680 --> 24:42.140

Re routes through their challenges.
And even though it wasn't necessarily a part of

24:42.140 --> 24:48.210

the journey, all of these re routes are the things that produced this and helped with

24:48.210 --> 24:52.220

developing this, which then pours into, as you were saying,

24:52.230 --> 24:58.150

others pours into their ability to grow and walk through and navigate their challenge.

24:58.160 --> 25:03.060

That's an amazing thing.
And I think that definitely speaks to the

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25:03.060 --> 25:09.370

importance of risking failure.

The importance of rerouting and risking the

25:09.370 --> 25:12.310

failure.

Risking the challenge because it does birth

25:12.310 --> 25:16.170

success on the other side.

And I know as we were talking about this

25:16.180 --> 25:21.460

episode, you mentioned just that the importance
of risking failure in order to thrive and to

25:21.460 --> 25:26.600

flourish as someone who has done this as a
leader who has done this and found some of

25:26.600 --> 25:31.050

these great things on the other side.

How would you encourage another leader who may

25:31.050 --> 25:34.500

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be worried about risking the reroute?

I would say,

25:34.500 --> 25:41.020

step into it, you know, lean into it, step into
it and challenge yourself to

25:41.030 --> 25:47.020

un compartmentalize or or we could say
integrate the personal and the professional

25:47.030 --> 25:51.900

because through my experiences in these very
intense times,

25:51.900 --> 25:57.560

you know trying to, from a personal standpoint
and from a survival standpoint,

25:57.560 --> 26:02.900

you know trying to take care of my family and
and and just having the basic needs heightened

26:02.900 --> 26:09.450

at a whole new level like with private practice

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not having the secure security of the position

26:09.450 --> 26:14.060

at the V. A.

But then recognizing that I'm the type type of

26:14.060 --> 26:18.850

professional or provider that I am person and I
do have healthy boundaries,

26:18.850 --> 26:24.180

you know, I'm not sharing whatever I may be
talking to my therapist or my life coach or you

26:24.180 --> 26:29.700

know my mentor with, I'm not like bringing into
a session because it's not relevant to the pay,

26:29.700 --> 26:31.150

it's the patients session.

26:31.440 --> 26:36.550

But I have learned that there are things that I
can share from a personal standpoint.

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26:36.550 --> 26:41.780

Like maybe a personal story because it reiterates, it teaches a point or it gives an

26:41.780 --> 26:46.010

example and it also lets them know I'm a real person over here.

26:46.010 --> 26:52.920

I'm not like over here got it all together and you hear my fake voice or you know like um

26:52.930 --> 26:58.360

so I would, you know, I would say leaning into it and really embrace and be who you are and

26:58.370 --> 27:04.310

remind yourself to stop trying to separate the person and the professional and just be real

27:04.310 --> 27:11.270

because in that realness and that authenticity, you recognize how intimately connected things

27:11.280 --> 27:18.250

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are foundational things that it does fit this setting and this person in this setting and

27:18.460 --> 27:22.910

that that's really how the optimal response initiative, it's all those foundational things

27:22.910 --> 27:29.410

from childhood to adulthood from personal to professional, that have been a part of my story

27:29.420 --> 27:36.340

and it's in sharing those with those nuances with people that helps them share theirs and

27:36.340 --> 27:41.120

integrate their story in a way that's more authentic so that they can thrive I guess

27:41.120 --> 27:45.280

because when we I've seen I'm not a singer and you don't want me to sing,

27:45.280 --> 27:50.080

but I've heard singing coaches tell singers,

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you know,

27:50.080 --> 27:53.140

what do they call it?

Your your head voice or something like they're

27:53.140 --> 27:56.980

thinking about singing too much.

So it's not really,

27:56.990 --> 28:01.570

it doesn't sound as good, so stop thinking

about singing and just singing,

28:01.580 --> 28:04.900

it's kind of like stop overthinking and just

you know,

28:04.900 --> 28:11.890

just be, just be present, just live it and just

be as real as the realness of

28:11.900 --> 28:16.500

where you're at and with the people you're with

Yeah, what I hear you saying is live through

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28:16.500 --> 28:20.150

the rear outs and you never know what's on the other side,

28:20.160 --> 28:26.780

but as you are living through those re routes, being able to take things and learn things and

28:26.780 --> 28:33.350

compiling all of those things to create your now Nous to

28:33.350 --> 28:37.470

create kind of where you are a current, so I love that idea,

28:37.480 --> 28:41.700

create your now Nous, I love that well, Christina, this has been awesome.

28:41.710 --> 28:48.360

Like I said from the very beginning, I admire the way you approach changes and re

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28:48.360 --> 28:54.170

routes and I think it's something that we can
all take away with that understanding of being

28:54.170 --> 28:59.040

able to risk the reroute because on the other
side there may be a new,

28:59.050 --> 29:04.270

a new now, I definitely appreciate you and
thank you for sharing that before we leave,

29:04.280 --> 29:09.130

I always like to play a game of word
association and I am sure that you are well

29:09.130 --> 29:13.520

aware of how this game works.

So I'm going to say a word or phrase and I want

29:13.520 --> 29:17.040

to get your first spots.

You have connected to this word,

29:17.040 --> 29:21.740

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Okay, are you ready?

Okay, Alright, so the first word that I have is

29:21.740 --> 29:27.940

reroute revival, refresh, engage.

Am I supposed to just say one word or can I say

29:27.940 --> 29:34.820

if you say yes, A a few few Okay, the next word
is responding optimally

29:34.830 --> 29:41.510

experiential learning, leaning in um well I'm
going to say that's the now,

29:41.510 --> 29:44.820

you know, in the now moment, respond versus
react.

29:44.830 --> 29:49.360

Alright, and the last word is the audacity to
fail, embrace.

29:49.370 --> 29:54.220

Yeah, embrace, lean into it.

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Yeah, because it's it's not failure.

29:54.220 --> 29:59.690

It's a it's a forward leaning into the expiry
of living really perfect Christina.

29:59.690 --> 30:02.860

This has been awesome.

It's always great to have conversations with

30:02.860 --> 30:06.840

you, I certainly appreciate you being a part of
this episode.

30:06.840 --> 30:11.240

I think it's something that is going to be
really useful for leaders as they are thinking

30:11.240 --> 30:16.090

about re routes throughout their career.

Thank you so much for your time.

30:17.000 --> 30:22.380

So we've come to the end of another great
episode of the Audacity to fail podcast.

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30:22.390 --> 30:26.950

Thank you for tuning in to learn how missteps can lead to growth and success.

30:26.960 --> 30:31.840

Be sure to check out the key lessons in the show notes for a refresher to request services

30:31.840 --> 30:34.660

from the National Center for Organization Development.

30:34.670 --> 30:37.330

Check out our website also lengthen the show notes.

30:37.340 --> 30:41.730

Remember if you missed the target 100 times you have not failed.

30:41.740 --> 30:46.190

Instead, you've simply found 100 strategies that did not work,

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30:46.200 --> 30:49.820

be well and continue to fail forward until next
time.

30:49.830 --> 30:50.670

Thank you.