

TRANSCRIPT

Ep 097: Shannan Monson on How to Stand Your Ground, Setting Boundaries, and Taking Your Power Back

Shannan Monson, Intro Clip: In that moment, I felt guilty, I felt bad. And I think that's something that a lot of us have been so conditioned to people, please, to not make waves to, you know, just let it go. So that we keep the peace, that we're not doing the really important work of standing up for ourselves, when someone speaks down to you, you do not deserve to be spoken down to be little berated. And if that happens, I want you to have the tools to stand up for yourself to speak up for yourself. And it is not your job to make somebody else feel comfortable.

Suneera Madhani: From CEO school it's Wine Down Wednesday, pour yourself a drink and join us for CEO happy hour as we share the messy behind the scenes, straight talk and real world advice to help you level up in leadership and in life. Cheers.

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If you're listening to this, I guarantee you've had a moment where someone said something to you they talked down to you or belittled you or mansplain do. And in the moment, maybe you froze up and didn't know how to respond or what to say. And then for the next week, you were replaying in your head over and over again how you could have responded or what you could have done better. If this has ever happened to you. If this still happens for you, this episode is for you. This is something I have really struggled with just owning my place and standing my ground when someone speaks down to me. So this is something that I've learned over the years being someone who doesn't necessarily look the part of a quote unquote business man, how to really stand my ground and stand firm when someone speaks down to me.

So if you have ever been belittled or spoken down to this is for you, I want to share a few tips of ways that you can respond to reestablish the power dynamic, and just show that hey, actually, I didn't go into demand respect from this conversation. If you want to continue speaking to me, it's going to need to come from a place of respect. So if you've ever struggled with this, this episode is for you. The first thing that I would recommend when someone B levels you or speaks down to you, when you're looking at how to respond, the best option is don't do not respond, do not engage. A lot of times people say things to get a reaction out of you or get you to be emotional. So they can then prove Hey, look, she's being emotional, one of the best things you can do is just not respond. You can say, I'm not available for this conversation. Come back to me again, when you're ready to talk from a place of respect. Set that boundary that actually this conversation is closed, you have permission to leave any conversation at any time, you do not have to keep engaging. And if I could go back and tell my younger self one thing, it would probably be that if you're in a part of a conversation that makes you feel uncomfortable, that makes you feel disrespected, you always have the option to leave. So number one, don't

respond. Number two, reflect back to this person. So when someone is making you feel uncomfortable or saying things that make you feel unrespected Have you respond instead of making it about you make it about them? What are you hoping to accomplish with this conversation? Help me understand what you're getting at. I don't think I'm fully understanding the point you're trying to make, make them reflect on their own words and how they came across. I love to give people the benefit of the doubt maybe they didn't realize that what they said was hurtful or derogatory. And it's not always a place to give people the benefit of the doubt, but just reflecting that back and saying, Hey, what are you hoping to accomplish by speaking to me like this? You know, it doesn't make me feel safe. Can you help me understand? What's the goal here? Because I want to be on the same page with you. It's a really great way to just transition again and put it back on them to really think through how they're communicating.

My third option would be to actually dig deeper. Okay, so this is a really powerful if somebody says a sexist comment to you which is something I've experienced a lot a racist comments belittle you for you know, not being what you're supposed to look like, you know, all around you don't you don't if you're not included, just respond to them. Help me understand why you felt that was appropriate to say to me, don't react. I know that's hard. It's easier said than done to not be emotional, but just say, hey, help me understand why you thought that was appropriate to say to me, and they're gonna do one of two things. Either they're gonna backpedal and say I'm sorry, you're right, my bad, or they're going to dig themselves a deeper grave. Let them dig the grave. I'm a big believer if someone is disrespecting you, you do not owe them your time and attention and you can really allow Bam to dictate the conversation what happens next. So number three, dig deeper. Hey, help me understand why you felt that was appropriate to say to me. Number four, one of my favorites, redirect, change the conversation, you do not have to engage, you can say, Hey, I'm happy to discuss this at a later time from a place of mutual respect. It sounds like we're not on the same page right? Now. Let's go take a breather, come back to this in 48 hours, it is absolutely appropriate and okay to leave the conversation at any time.

A few weeks ago, I was at the pool with my kids. And there was this man there that I didn't know. And he kept calling me mom. And he was, you know, kind of trying to hang in the same corner of as asked, and he was telling kept calling me mom. And on the third or fourth time I said, my name is Shannon. I am a mom, it's not my identity. And when I tell you that this man was incredibly uncomfortable in this moment, my first reaction was to feel badly that I had made him uncomfortable. It didn't matter that for the past 2030 minutes, we had been making me feel deeply uncomfortable. When I said that when I shifted the power dynamic and set a boundary and said, hey, that's not okay, that's not a title, you've earned the right or the respect to call me. In that moment, I felt guilty, I felt bad.

And I think that's something that a lot of us have been so conditioned to people, please to not make waves to, you know, just let it go. So that we keep the peace, that we're not doing the really important work of standing up for ourselves, when someone speaks down to you, you do not deserve to be spoken down to belittled berated, and if that happens, I want you to have the tools to stand up for yourself to speak up for yourself. And it is not your job to make somebody else feel comfortable. So don't be afraid to speak up. Don't be afraid to make someone

uncomfortable. If someone disrespects you, please hear me when I say this, you do not owe them comfort. You owe it to yourself to not accept disrespect. So if you're in a position where someone is speaking to you in a way that you don't feel comfortable with, it doesn't matter if it's right or wrong. It doesn't matter if it's good or bad. If it makes you feel uncomfortable, you do not have to engage. And I want you to feel empowered with the tools the next time this happens, you don't freeze that you don't come back and say something that you feel bad about later. But you can just really either dig deeper redirect, reflect, or just stop engaging in the conversation and really take back your power. Just because there's these times where people try to take away your power doesn't mean they can or they get to. And I think one of the greatest gifts we can give to ourselves every single day is choosing to respect ourselves. By the way we let other people talk to us the way we talk to ourselves and really standing your ground and owning your worth. You are so incredibly powerful.

You do not need to look a certain way or fit a certain role to have respect. You don't need to be serious to be taken seriously. You deserve respect. And as well within your right to ask for it when you're not getting it. So I hope these tips help you as you're going back to work or speaking with contractors or in positions where you feel like you're not being treated fairly or equally. I hope this equips you with the tools to stand up for yourself, stand your ground because you are worth more.

Suneera Madhani: Thank you so much for listening. We hope you enjoy the show. Follow us @ceoschool on Instagram for show notes, inspiration and exclusive behind the scenes that you won't find anywhere else. We also have an absolutely incredible resource for you. It's the seven lessons we learned building million dollar businesses. These are complete game changers and we want to give it to you absolutely free. All you have to do is leave a review of the podcast, why you love the show, screenshot the review and email it to Hello@ceoschoolpodcast.com and we'll send it your way