



The Millennial Life

podcast

with Liz Higgins

Episode 31: From “Stucksessful” to Fulfilled In Your Career, A Conversation with Angie Gurno

Liz Higgins (00:02):

Hey, y'all! Liz Higgins here, and welcome to the Millennial Life Podcast, where my main goal is to share conversations that will inspire you and drive you toward the life and relationship you desire. I'm here to share what I've learned as a licensed therapist and relationship coach specializing in millennial relationships and wellness, as well as transformative conversations with other professionals. Thanks for listening and enjoy today's episode!

Liz Higgins (00:35):

Hi everyone! Thanks for tuning into another episode of the podcast. I am very excited to have a colleague and friend (I would consider you a friend, Angie). We have met and formed across each other's worlds through another mutual coaching program that we were in together for our businesses. So it's a lot of fun to have you here. I'm excited to introduce Angie Guerno, a therapist and career clarity coach for women. Hello, hello!

Angie Gurno (01:03):

Hello. So happy to be here!

Liz Higgins (01:10):

I know, me too. After the production of my silly tech issues as we were starting up today, we are good to go. And so, I'm so happy to have you here.

Angie Gurno (01:17):

Yeah, we figured it out, right?

Liz Higgins (01:19):

We did. It was my fault. Um, so I want to introduce, um, listeners to you. And as I mentioned a minute ago, you are a therapist, too (like me) and you're a coach. So what got you into doing this, working on this coaching path that you're on? Because I think it's amazing what you're doing.

Angie Gurno (01:38):

Well, as you know, a lot of things go into small changes, big changes, especially career changes. Um, so I would say it started a while back... Just realizing how much coaching I was actually doing

already. And I was really interested in, um, niching down and being very specific, and loving this very particular, um, and, and personal and important topic with women.

Liz Higgins (02:03):

Absolutely. Yes. And we are living in the age of the niche (or the niche, depending on where you are and how you pronounce it, but...)

Angie Gurno (02:11):

It was niche. So I'm going to go with that.

Liz Higgins (02:14):

Right? I know that one, too. So fancy, I love it. Tell us a little bit about what your niche is and how you got into that. Cause it's, it's so great.

Angie Gurno (02:27):

Yes. Okay. So, so I have a really fun name for my niche, but, uh, in general, I work with and help what I call high-achieving women who are burned out, or uninspired, or bored in a career that they just feel stuck in. And I call it "stucksessful". So it kind of a play on words. Yeah.

Liz Higgins (02:50):

So many listening, I'm sure, are immediately like 'that's me'. Yes.

Angie Gurno (02:55):

Yes, yes. That's... That's the response I get from most people it's like, 'I've been here'.

Liz Higgins (03:02):

Yes. But in all seriousness, elaborate on what that is. What does stucksessful mean?

Angie Gurno (03:09):

Yeah. So there... There's a lot of things that go into it. So, I say things like this is somebody who has, maybe like, the golden handcuffs, right? So they have a great job. It pays very well. Um, like who leaves a good job, right? And so they're, they're feeling stuck, but they're kind of bored, uninspired, um, burned out. Maybe they have a lot of guilt about how they should be happy in their career. They should continue on 'cause they worked so hard. Like, they spent so much time to get there. We're worried about 'what if I can't do anything else? Like I worked so hard at this. So I, I... what if I fail, right? Like, this is my thing. I, I happen to do it well. Um, people think it's a good job. So why leave?' So kind of the, the guilt category, uh, in addition to usually it's a good job. And usually you worked pretty hard to get there. So feeling stuck is, is not kind of having that feeling, at least to start with it. Something needs to be different. Something needs to change, uh, or that you're just really bored, uninspired, burnt out, but you don't know how to leave. You don't feel like you can.

Liz Higgins (04:12):

Yes. And I have a feeling for those listeners who do fall into the millennial demographic (which is most of them and me included) um, I mean, even just in the corporate realm. What you're talking about is so incredibly relevant because the world is not how it used to be. And people want to be in

jobs and in careers and at companies where they feel valued and like what they do makes an impact, no matter what the role. And I wonder if that's why we see those stats that we see now of like that corporate turnover. People are not staying incredibly long in these job positions. They get to that point where if they're not growing, if they're not feeling encouraged to expand, like that voice of wanting to get out gets stronger.

Liz Higgins (05:03):

It does. Absolutely. And I would say even moreso this last year and a half, I...

Liz Higgins (05:09):

Oh, good point. Right.

Angie Gurno (05:14):

I've worked with, even outside of the corporate realm, some women who have done things on their own, right? So they have businesses, or they worked for nonprofits or whatever, but they, they kind of like... ran it, like it ran its course, I guess is kind of one way to say it. So it can be both, but most of the time it's within corporate jobs and careers. Yeah.

Liz Higgins (05:34):

And I want to ask you, like, what are some of those signs that you see women experiencing when they're in that space, when they are like genuinely hitting that wall, feeling stuck? What, what does that look like? What are they going through?

Angie Gurno (05:48):

Yeah. So, so I like to call this, like, how does it show up, right? Or like, how do I know if this is happening? How is it showing up? Um, because I'm sure that's not the first that comes to somebody's mind is like, 'I'm stucknessful.' Like, no, they're going to probably notice some other things, right? And, and what I find the most is this odd combination of bored and burnt out at the same time. Right? And I don't have a word for that. There might be one out there where it's, you know, kind of like the "Monday Blahs", right. So it's not terrible. You're like, 'Hey, I'm grateful I have a job, but I'm not jazzed about it anymore.' You can do it, you have the skills, but it's just not, um, kind of creating that spark rate, uh, kind of that light, um, kind of fizzled out a little bit.

Liz Higgins (06:34):

Yeah. Monday... the Monday Blahs. And I hear some clients talk about like the Sunday feeling ahead. And so it starts to even back up more and start to, like, impede on your weekend. 'Cause you just don't want to get started. Yeah. Right.

Angie Gurno (06:47):

Then you just have like one good day, 'cause Sunday's ruined. Right? 'Cause you're, you're thinking 'I gotta go work a whole nother week of this.' Right? Um, for sure. But I, I there's, I think some other things kind of creep in like little, I call them like little, little tidbits of maybe like resentment. Like that kind of comes up, too. Like, 'why? This is ridiculous. Why do I have to do this?' You know, just some little things, maybe some irritability kind of popping up sometimes towards like, uh, work, the industry in general... I find that that's kind of a big one. Ooh, the industry in general is not great. And just kind of thinking that only looking forward to the weekends, right? Like that's, that's kinda like the way you get through your day. You find that you're, you're

constantly thinking of a time where you can't wait until you're not as busy, so you can do this. Or you can't wait 'til retirement so you can do this. Right. And that, you know, um, maybe doing like... I think we, we often do a lot of reflection if we feel like we're not in the right place. Like, 'how did I even get into this? Why did I make that choice in college?' Or 'why did I even start this business?' Right. So I think we do some introspection when we start to notice that things aren't quite aligning.

Liz Higgins (07:56):

It's really actually cool to hear you kind of reframe this as reflection. We become reflective when we're in this place, whereas for some people it's like, you just feel your, your whole brain space is focused in on not enjoying where you are and you're, like, hung up on it. And I don't know what term I'm thinking of, but, but that's so great. Like, like if people are having that experience, recognize this as a time to be reflective. What is not okay about this? 'Cause even a minute ago, when you were saying, you said a word that really landed for me, it was irritable. Now that I am personally in a career and doing things that are like, this is what I'm here to do. I'm, I'm doing what I believe is my calling. And that's exciting! And there's goals and there's what's ahead, but I'm genuinely happy.

Liz Higgins (08:47):

But there was a time a few years back when I was in the nine to five corporate world doing, you know, admin type role. And I knew I was headed in the direction of becoming a therapist and all those things... But even just being in that job that was so, like, not personally fulfilling for me, I became pretty irritable, I think. And I'm with the same guy now that I was back then. So we should ask my husband what he thinks, but my reflection of myself is like, I got kind of crappy in my relationships. You know, I would be irritable. I would be like, not looking forward to the week ahead. And so it just made me kind of salty, you know?

Angie Gurno (09:30):

Yeah. I think salty is a great word, right? Because you, if I want to kind of just, like, tangent a little bit on that, like what you said that, that the, the, the irritability kind of comes out and regretted, like, resentment a few minutes ago. And I think it can show up as like resenting other people, too. Like somebody else who seems to have it together in their career, or they just seem, um, even if they just seem really calm and peaceful about it. So they're not like overly jazzed, but they're not disgruntled. And you're like, you know, like, 'oh, lucky you', right? So, and you know, it's not rational, but it does cross your mind, I think.

Liz Higgins (10:01):

Exactly. Exactly. Right. And I would imagine when you get to a certain point where you are related tuning in to that internal dialogue of something about this doesn't feel right for me, what is next is that people might feel pretty untethered. Because there's a lot of security and comfort in a lot of different ways when you have that job or whatever's paying the bills or whatever, do you see that a lot? Just...

Angie Gurno (10:29):

Like, oh yeah. I mean, you know, I mean... 'Cause there is this bottom line that we have to have our bills paid. Like, there's a bottom line of security and safety that comes well before, uh, you know, fulfillment. Right? And a career. So there is always that that I think people are thinking about. And then, and then, you know, on top of that, the, the, the guilt and shame of, you know,

you should be happy. Right? We should be grateful. Like, I have a job that pays the bills or I have a job that pays well, right? And even like, one step up from that.

Liz Higgins (11:01):

Exactly. And I know you have worked with women that have reached high level positions or roles, places in their careers... What do you see people experience when they are in that space of like, 'okay, it's... I need to jump ship here. It's time for me to lean into what's next.' I mean, what do they experience on an emotional level or just what's going on?

Angie Gurno (11:26):

I would say the, you know, besides noticing kind of that introspection, right? The... There's, there's definitely a lot of fear thinking that there might be a big change or that something needs to change. Right? I mean, you think about it, you work, you know, you go to college or you work really hard on learning something and you spend years being a high achiever, you know, moving up in the ranks or creating a business and, you know, pouring your heart and soul to it. Right? And, and then like, 'what else is there? I thought this was my thing. I thought I did my thing or I'm doing my thing.' So there's a lot of fear of if I can't do something else or what if I fail at something else? What if this isn't my thing? And, you know, um, so I would say, and, and, you know, fear is such a powerful emotion to have.

Angie Gurno (12:08):

And if, if there's one thing I say that ever keeps any of us stuck, it's definitely fear - the biggest emotion that we feel across the board. Right. Yeah. What's going on. Um, so yeah, I, I see a lot of that, uh, when, when I talk to them and they're noticing this. So it's all the things I already mentioned. Right. So having some resentments, just not looking forward to it. Um, and there's this weird mix I say, uh, you've probably heard me talk about it before... About that overwhelmed sometimes is underwhelmed. So I don't know if Marie mentioned that before, when you said that we were all like, yes. Right. So, uh, if they're, they've been feeling overwhelmed and you know that because you're just exhausted, your brain is tired. You don't have the patience for things that you used to, especially if you have other things in your life, if you have a family or spouse or a partner or anything like that, there's less space for them. And there's less space for things you enjoy. But I find that, that sometimes that overwhelmed, (besides if it's like a boundary situation or we're too much, you know, taking on too much situation) can just be kind of underwhelmed. Right? It's just, it's not exciting anymore. And that, that can kind of suck the energy reality. Yeah, absolutely.

Liz Higgins (13:25):

Having this weird thought that I'm just going to like put it out there, but it's a similar way where I guess I hear people talk about monogamy in today's world and like Esther Perel, you know, talks about this. Or who... Helen Fisher does a lot of research-based stuff on partnering up and the sociology behind, like, monogamy and how basically, like that is not our natural instinct to be monogamous for our entire life. And to never think twice about what else is out there. Like that's not, that is not actually normal. Well, it's kind of similar with what we do. We, we've gotten married to this idea or expectation that we're going to go to school, or we're going to go, you know, start our craft and whatever, and that's going to be the thing we do for the rest of our life. I mean, we're creative, we're creative species. Like, I think it's totally normal to feel like this is losing its luster. Like, what do I want to do? To shake things up for myself in this field, or try something different, or just completely look into something new altogether?

Angie Gurno (14:27):

Yeah, absolutely. I, I, that's a fantastic view on it. I like looking through that lens for sure. Um, I wouldn't say that it, I mean, just the fact that we are not stagnant creatures, we are constantly changing, evolving, and developing through the entire course of our life. Right? You can read upon, you know, like a hundred different theories of our developmental stages. Right. I had to take whole semesters and years of classes on this. So tons of stuff out there, right? That they were kind of constantly changing. So why in the world would one thing be constant through all of that? Particularly if the one thing is a job, or a craft, or something that we happen to be good at?

Liz Higgins (15:08):

Right. Exactly. What do you think about our culture, our society, and how we kind of connect our sense of self-esteem and self-worth to what we do? Does that feel... Like, is that healthy? Is that a good thing to do? Do you see people do that a lot?

Angie Gurno (15:29):

Yeah. A general statement. Yes. The answer is yes. I do see that a whole lot. And I would say that there's a lot of, I would say, maybe "renegotiating" of that concept that I work with people on all the time. I can't even tell you how much, right. Then there is this, and this is, this is not just a career. Uh, um, but everything that we identify ourselves as - what we do, and how we behave, and how we think, and how we feel, and that all of those things change. And we don't go away because of that. So we're never those things - to include our job or our career. Right? It's things that we do and not who we are, but that's not what society tells us. And I think, you know, we introduce ourselves, 'what are you?' 'I am this', right? Instead of, 'Hey, I'm an, also a human', right? And I have things I like, and don't like, and we don't introduce ourselves as that. Um, but we can definitely get very wrapped up in our identity being what we do for a living, or what we happen to be good at. I mean, there's, I, I think there's a reason behind it, right? Because it definitely helps us meet other people and stay connected and be accepted. Which is on a very primitive level, something we're all built to seek. Is that weird?

Liz Higgins (16:43):

No, I love that response. It's like, it's a narrative that we need to look at, and maybe renegotiate. But of course, who we are and what we do becomes pretty intertwined, but it is not the same thing. And it shouldn't be, like, the sole source of our sense of self-worth, I guess.

Angie Gurno (17:02):

Yeah. Yeah. I, uh, especially, you know, when, when we put our identity in something that is changeable, then I think it makes our identity very fragile sometimes.

Liz Higgins (17:15):

Right, true. Because then... Say you make that big career change or whatever. It's like this existential 'who am I?'

Angie Gurno (17:22):

Right. But huge. Right. Absolutely. And that's the thing that I would say, even thinking, like, just thinking about that, I love that you said that. Because I think that can keep people stuck because

that, that whole, there's like a crisis of identity, right? Like, whoa, if I, if I'm not this, what am I? And thinking that you're not anything besides that can, can keep you doing that same thing, you know, for probably far too long.

Liz Higgins (17:48):

Absolutely. Well, and what would be, what's maybe a healthy way to navigate that, like feeling passionate about what you do, but not letting it become the essence of who you are? Like, having kind of a separation there. What would you say that we could do to even practice that out?

Angie Gurno (18:09):

I think, you know, um, I would say kind of like flushing that out, right? Where you, you check in on a regular basis, as I like to say... And, and looking through the lens of the fact that you are not what you do and, and checking into that would be on a regular basis saying, 'Hey, I have this job, I have this career. And these are the things that I do to earn money. These are the things that I enjoy, but if they changed, I'm still going to be here.' And, and kind of realigning, like, whatever works for you. I think a lot of people do a lot of different things. So they do, you know, they can do meditation, they can do all kinds of energy work. Uh, and that's kind of, like, on the other side of it, but I think on a very basic level, you can get that, that, that who we are is, is an energy, right? And usually positive energy, right? And that checking into that really involves us, um, checking into things that we love, things that light us up, things that bring us joy and peace and excitement and spark... That is who we are, and that doesn't have to be related to a career, it can be a lot of things.

Liz Higgins (19:12):

Yeah, exactly. Well, and that's something we totally need to touch on, because before we were on this call, you were talking about... A little bit about how a lot of times it's not even necessarily shaking up what you do or your career, it's like looking at all the areas of your life. Like, how are your relationships going? How, how are your family dynamics? How, what, what about... Like, just talk about that. 'Cause it was really interesting to hear you say that.

Angie Gurno (19:44):

Yeah, I would, I would say it's on, this is the other side of the coin, if you will. That, that sometimes the, the, um, the feelings that you're noticing can be an indication that you need to shift either from your career or within your career. And sometimes that's just how it's showing up and that's how it's coming out. And that, that it could be just an indication that there are some things outside of the office that could use some care. Right? So you, your relationships, um, your connections, right? So we can say connections because it's not just like one significant relationship or another, that it's a lot of different connections. We have lots of different levels of connections in our life that we are not putting enough time into. Finding other things we care about, things that bring us joy, things we are excited to do... Whether there's a ton of things, right? Like travel and music and sports and things that we might call hobbies, which I think kind of downplays it because I think that those are fantastic. And even more a part of who we are, especially if they really light us up inside. So, um, so sometimes the, you know, that's kind of going on. Sometimes it's not the job, but the balance in between, right? And the whole, you know, work-life balance has been done a whole lot, but it's still not followed very well. Sometimes...

Liz Higgins (21:07):

I know I was going to say, is this like the topic of the century (or the topic of our generation at least) like, work-life balance? What even is that? Cause I think we also have to call out the fact that we're living amidst a real hustle culture. And even for me, like when I became a therapist, I wasn't yet tapped into, like, the business person, I guess, piece of it. Um, I was just learning and kind of a sponge and excited to get into the field. But I, I do remember, I was like, I had that goal and intention of being in private practice, because I knew it would give me quote unquote, a "healthy work-life balance" when I decided to become a parent. And it was very much that traditional thinking still of like, well, you know, I am a mom, so I'll be home more.

Liz Higgins (21:51):

I totally wanted that life. I wanted to be able to nurse my babies and do all those things and be available. But I also really fell into a love for the business side of what I do. And then I wanted to grow my business and then I became a group and now I'm expanding into coaching and it's like... 'Okay, this is not work-life balance anymore. Like something's got to shift here. Wait, hang on.' And it's easy to get pulled into that hustle, hustle culture of like, I need to do more, I need to do more. And social media doesn't make it any easier because now you just feel the FOMO of the fact that everybody else's businesses are wheeling and dealing and growing while you sleep. So, but a lot of those mindset shifts, I'm sure you have to do a lot of work with that with your clients. Huh?

Angie Gurno (22:44):

Um, that's it, that's exactly what goes on a whole lot. Right. Is, is that, um, especially, and I, I, I find that not a majority of people I, I talked to (and really the people I enjoy working with are people, um, I would say more like me and you, uh, and a lot of people who are probably listening) which is about high achieving, um, right? When they can impact. Yes. Right. And so, and you know, the, the idea is you, you have to work harder to do a better job. Right? You gotta work, you gotta be the first, the top. You know, you gotta be the first. You gotta, you know, uh... That's definitely a mindset that, that is going on. But also, that absolutely - thinking about social media and thinking about everything that goes into what we're absorbing, right? The, all of the background, um, that gives us the 'shoulds', right? Um... We should be this, we shouldn't be that, we should do this. Right. Like, even we should be able to work and be successful and do all these things and still be amazing moms and parents, and do everything with our kids. And that's not, that often does not lead to excellent balance sometimes.

Liz Higgins (23:54):

Right. Well, yeah. And, and talk about that more, because you're absolutely right! And I think for women listening, especially, there's a lot of millennial mothers now who are also still entrepreneurs or in careers, or have goals to kind of take their career or passion somewhere... Like, I think there really is that mindset that we're still looking at of you should be able to do it all. Like a successful mom, a successful woman, a successful entrepreneur, and we'll be able to stay on top of it all. And why is that?

Angie Gurno (24:31):

Uh, uh, yeah. I, I don't know, but it, it definitely is, uh, uh, it's, it's a large pile of it actually. Um, and I think it makes people feel really bad all the time. Right? Like, like how many times a day are you going through thinking like, 'you know what, I am killing it', right? Like, look at all these things. No, you're probably thinking, 'oh, I did great at that, but I wasn't here doing that with my kids, or I wasn't doing this with my family. Oh. And I should have been doing this with work.' Right? So, so

that is definitely a yes. I think those two things are very much related. Uh, but, but thinking about high-achiever, I'm glad that we have kind of navigated towards this event because there's, there's, there's plenty of times when I talk about, um, a woman who is successful or is feeling stuck or is a high achiever, it doesn't mean they're necessarily in one job right now.

Angie Gurno (25:17):

This can definitely be somebody who's trying to figure out, 'Hey, I have been, like, out of the business for a while. I have been raising kids or I have been doing these things and not as a job as you know, uh, all by itself.' Right? And, and sometimes you, you know, that you want to kind of expand on, on doing that too, right? On doing other things and doing more things. Um, besides that, but talking about the, the work-life balance. I think that is something that you have to address on the regular. Right. You don't just decide and then it's better. You have to pay attention to it all the time. Right. You have to be intentional about it, I think.

Liz Higgins (25:55):

Absolutely. Yes. And I think that, I'm sure that can be an uncomfortable process to keep up with, which is strangely enough, why people, a lot of people would probably just stay stuck and stay in the weeds of the kind of uncomfortable, murky waters, as strange as it sounds. That's what they know. Like, absolutely. Maybe some people are just used to being in overdrive. And again, that has maybe connected to a sense of self-worth like, I am, I am more valuable as a person when I'm doing everything versus pausing, doing less leaning into only doing what brings you joy. That would be totally different.

Angie Gurno (26:43):

It would, it would be so different. But if you, you know, um, if you, if you look at as a society, what we put emphasis on and what we, um, I guess, glorify, right. And you know, what society tells us is valuable is that you do all the things, right? And you do them all well, and you should be happy if you get to do them. Right? And that can definitely leave you very stuck also. Right? Like, what do you mean? I can't, you know, like I can't shift and try and do things. I work on cars. What does that mean about me as a, uh, in my career, or as a mom, or, you know, like this, there's a lot of that we get from society. Right. And that we just accept it, and we, we take our lumps and keep going. Right.

Angie Gurno (27:28):

Because it's, it's more comfortable. And, you know, I talk about how our minds work on a very brain basis, where we are designed to what I call kind of on autopilot. Right? That autopilot is safe. That's why we have it built in, on a very permanent level. And it works great sometimes. Right. So it cuts out a lot of unnecessary use of our brain for things that we can put on autopilot and just do all the time, like backing out of our driveway, or, you know, remembering how to scramble eggs, whatever. Right. But there's comfort in having that autopilot. And so that, you know, people notice, even though they can come up with, I really feel like it needs to be different. I need to do something different. Right. I want to find this, I want to be more like this or less like this. Right. But then that autopilot, oh, it feels so comfortable. Right. 'Cause it brings... Like it's safer. Right. I know what to expect. It's safer.

Liz Higgins (28:17):

And that doesn't mean it feels better. Like, I think on the contrary, getting to the life that you are encouraging people to live, that feels better when you're there, but it's that whole piece of

untangling from what you've known and have felt conditioned to be, which is correct. You know, hustle culture, do it fast, do it all, do it, do everything. Um, I think it's just, uh, we're like in the midst of this awakening as a society. Like this is not good for us and it's not, certainly not good for our relationships. You know, we were talking earlier a little bit about that piece of shame. And you said like a lot of your work does end up coming to this conversation and work around shame. Like, tell us about that. What are you seeing?

Angie Gurno (29:09):

So I've touched on it briefly, but there's a, the going into all the "should statements" that we tend to live by, most of which we don't even really identify that that's what we're living by. Most of which we don't even know where they come from. Many that we adopted a long time ago, many of them that we are following. Um, and those "should statements", those are very much related to guilt and shame. Because when you think 'I should be this way, I shouldn't be that way, things should be this way', you know, that's where, uh, in fact, that's the only place that shame and guilt can live. You can't have it without the "should".

Liz Higgins (29:46):

Hmm. So everything about being somewhere other than where you are, I guess, or just continuing to plaster pressure on yourself.

Angie Gurno (29:57):

Yeah, yeah. Yeah. The, the big ones I've mentioned, I'll put them all together. Like I should be happy with what I have. Right. And there is some element, um, and studies even show about gratefulness - the impact on our outlook and our mood and productivity, and maybe even manifestation, right? Like there's, there's tons of stuff on that. Right. So, but, but I think in... Grateful is, like, in a different category because that's, that's, that's out of the "should" brain. So that's, so I want to put that to the side as still valuable, but not related to what I'm talking about here, which is like kind of the, um, the useless guilt and shame, which most of it is. Right. In fact, almost all of it. Uh, I, I think the only point of ever feeling bad about something is to learn not to do it again.

Angie Gurno (30:44):

Right? But how many times do you have, if you're, you know, you don't need to continue to learn not to do it again anyways, that's a side note, but, but definitely the, 'I should be happy. I should stick with something because I worked so hard for it.' Right? Um, 'I should be able to do all these things and do them all well. Uh, and, um, I shouldn't be dreaming about this or it shouldn't be this hard'... There's, that's what, usually what I come across the most is that those, those "shoulds" that lead to, um, the, the guilt and shame, um, that can be kind of lingering in a lot of places.

Liz Higgins (31:18):

It's so helpful to hear you kind of describe what that inner dialogue might sound like or feel like, like shame. I think people, when they hear that they, they can probably tap into what that feels like, too. And their body, just that heaviness and the anxious feeling, not being in alignment with yourself, very like all over the place. At least I'm kind of describing my experience of what it tends to be. So like what, when you see women (or clients or whoever) kind of work through this and get to that healthier place of taking... doing the work, you know, taking the steps to untangle and get away from that and live a better life, what, how would you describe what they experience then? What does the inner dialogue sound like there?

Angie Gurno (32:09):

The, there there's a switch that, that moves towards I, it is... It's okay for me to be okay. Right? It's okay for me to enjoy things. It is okay for me to not do everything. It's okay for me to do something totally different. It's okay for me to work a job I happen to be good at. And just do so many things I love when I get home from work. And I can be happy with both. Right? So I, and that's, like, both sides of the coin, right? So like, you know, if you, if you need to switch jobs or within your job, then that transformation, you know, looks like, kind of moving through that fear and saying, 'Hey, it's okay to be afraid. That's normally, that's how my brain is built, right, to keep me safe. It's okay. If I move forward, I can keep doing this' you know? Um, 'I can do hard things.' I think that's from a blended, right? Yes.

Angie Gurno (33:05):

So, uh, uh, and then if it's, if it's more of like a balanced situation or a boundary situation, right? Like giving, giving too much time or not enough time to one area, then, then constantly saying, 'Hey, I, I can do things. I appreciate I can be with my family, or I can be with somebody I'm connected to, I can also do this. It is okay to spend time luxuriously doing things I like to do... Who'd have thought, right? Like it's okay to do those things. And I don't have to do it because I hate my job. I can just,

Liz Higgins (33:37):

You don't have to wait until retirement.

Liz Higgins (33:42):

I have like this whole thing. I'm like, why did we wait until something bad happens? Right. Or we retire, or there's some sort of, like, pandemic or chaos or crisis to be like, 'you know what, I really want to do this and I'm going to do it.' Right? And we wait until those times... Why? Right. I wonder.

Liz Higgins (34:03):

I'm so glad to have you on here and talking about this stuff, because this also just backs up another episode I did earlier with Kimberly Pendleton. She's another coach and she's pushing this movement as well, just like you, Angie, of, like, you - you implant those wonderful, joyful experiences into your life. Now, now, you know, we're not saying like, go spend beyond your means and be reckless. Oh, none of that. This could be as simple as like, what's your stuff... Go get some flowers this weekend to put somewhere nice in your house. Like, does that bring you joy? Or, you know, sleeping in or breakfast in bed? Like, do those things feel luxurious to you? Or just like, you're relaxed and cool, like those, those types of experiences, allowing them now.

Angie Gurno (34:51):

Yes. Uh, and there's, you know (this is maybe an unpopular opinion. I don't really care though), uh... that we tend to wait until like special... You know, like, you know, this one, this is why it's unpopular! Like, Mother's Day, and like holidays, and like our one week of vacation a year... Like, that's what we'll wait until, then to do these things instead of incorporating them on a regular basis. Right?

Liz Higgins (35:10):

That's so absolutely true. I tell my husband, too, I'm like, 'I think it's kind of funny how we put so much into the beginning of a relationship to, like, the wedding. And it makes sense, you know, from a traditional, even religious standpoint, that's totally fine, but why does it stop after that? And then, you know, at the 10 year you get to do this.' I'm like, you know what, F that! We're going to start creating traditions where we are celebrating our relationship frequently.

Angie Gurno (35:38):

Absolutely. And it's, it's, I think what you're talking about is a lot of disrupting the norm.

Liz Higgins (35:44):

It is 100%, 100%. Right. So, um, so I, yeah, I, um, not at all what we're here to talk about, but I talk about the same wedding relationship stuff too. Oh yeah. All the time. Right. Uh, so yeah, there, there is that, that idea, um, instead of scattering it and distributing it in a way that makes more sense. Exactly. I love this. So I definitely want to give you some time to talk about, like, what you do in your coaching programs and what that looks like and how people can find you. So tell us about that!

Angie Gurno (36:23):

I would love to! I'm, I'm so excited. Uh, I say that I have like a, I'm trying to get the word out, right? Like, um, kind of this, this whole platform here. Um, so I have a couple of things happening, right? Like right away, I have a, um, a Facebook Community for successful women. And, um, I'm, we're putting things in there, regular stuff on a day-to-day basis. And, and I come in and do some, some little, I call them little "micro trainings" or "master classes" on Mondays and, uh, give some inspiration, some ideas and things like that. I have a, uh, some one-on-one coaching programs. Um, uh, one of them is shorter and it's, it's really, I say fun, right. Because people can come in and we knock something out in a month, like, 'Hey, are you feeling really stuck? And like, you just want to know what your next steps are, or you're tired of like reading books and asking all your friends, and like,

Angie Gurno (37:18):

Consulting everyone, you know? Or just like ruminating and, you know, spending your weekends thinking about it.' So, uh, it's, it's kind of focused to get in there and just like, 'Hey, like... Let's outline exactly your next steps, so that it's clear to you. It feels good to you and you can just move on it.' Right. And, um, I have a longer program that is, um, three months, and that just kind of like takes, it's just kind of a longer approach where we can get even more done. So if you are making a big change in (or out of) the office, that you have all of the support and guidance you need and ideas to get you all the way there. Right.

Liz Higgins (37:53):

Um, I love that it pushes that fact too, that we shouldn't do this stuff completely alone. There's so many out there (including professionals like you) that can help take you through those steps. So that's great!

Angie Gurno (38:07):

Right. And I can, I went, I want you to hear from my experience, which is, you can ask everyone around you and that's not necessarily going to give you all the answers you need. Right. Because everybody has different opinions. Well, I'm thinking that, you know, people that actually do care

about you, right. Friends and family, and they mean well, um, but it isn't always all of the answer. Right. Um, 'cause you're going to get some different feedback on that. So that's, that's kind of why I, uh, what I had to seek out and find on my own and what I wanted to offer, um, to other people who have been in similar situations as me. So I do have some, I do have something upcoming that will be, um, I think live in the next probably week or two. So whenever this comes out and it's published, um... But it's going to be more of a, kind of a self-paced course. I, I dunno. I like things that can just happen. Like, okay. I don't really have time. I just want, like, this quick thing, I want to do this. And I love to learn. I'm a learner, I'm a, you know, student, uh, my whole life. So I'm creating a little seven day infusion self-paced course, really easy to do. It has all the good stuff for you. So you can do that. So be on the lookout for that!

Liz Higgins (39:14):

I'm one of those people lately where I like to get up at, like, 5:30 in the morning and just put on one of my coaching sessions while I'm feeling tired, you know?

Angie Gurno (39:25):

Yes! No, I do. I do it all the time. I post all the time, um, that I, you know, so I, I listen to all my books on Audible, and I listen to podcasts, and I listen to, like, some trainings that I get. Right? And that's, that's how I get my day started. It puts such a good energy.

Liz Higgins (39:38):

Awesome. That's great. That is so good. And just for people listening, we are going to put links, we'll put all the direct links to these things that Angie's mentioning in the Show Notes so you can go right over there and click over to it. And, and for those that are listening, what is your social media? How can they find you? Is it your name? Is it, I can't remember you, are you on Instagram? I don't remember.

Angie Gurno (40:00):

I am on Instagram. So you can find me in a lot of places. So, obviously I have a Facebook group, right? So that's "Stucksessful". Um, but you can kind of just look me up, uh, Angie Gurno, and you can find me on Instagram. On a couple of places... I'm on LinkedIn. Oh, I have a TikTok channel! It's growing of course, because that's the creative side of me as a person. I'm going to do it and I'm going to get more and more brave, and put more things on there, 'cause it's just a lot of fun. Um, but you can, uh, my, my LLC is ABG Coaching and Resources. So you should be able to find it under ABG Coaching or Angie Guerno Coaching.

Liz Higgins (40:37):

Yeah. Like I've got you on Instagram, dude. I have not bit the bullet yet on joining TikTok. I'm so scared, but I know. And it's, but I'm like also, you know, that's not where the millennial, well, there's tons of millennials on there. I'm sure. But yeah, no for sure.

Liz Higgins (40:53):

And, and I'm in the, um, I put... I'm in the existing. Alright. So I'm like, right on the cusp in between the four years. Was it like 70 to 82 or something? So that's me. Uh, we're on there. I know, I know. That's awesome. That is very cool. Well, we'll put links to your social media stuff so people can find you. And thank you so much for coming on here.

Angie Gurno (41:19):

Such a good time. You are amazing. You have such good energy. It was just a joy to talk to you.

Liz Higgins (41:24):

Same here. Well... Until next time, Angie. Thank you!

Angie Gurno (41:27):

Yeah. Thank you.

Thanks again for listening to the podcast. If you like the show, leave us five stars or write a review. If you're interested in learning more, sign up for my free ebook "The One Barrier to Commitment All Millennials Face" at millennialrelationships.com.

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