Ep 194 Shannon Udovic Constant

Mon, Jan 20, 2025 4:13PM • 39:43

SUMMARY KEYWORDS

midlife empowerment, women in leadership, physician women rising, leadership journey, healthcare advocacy, diversity in leadership, overcoming fear, strategic planning, mentorship importance, leadership tools, midlife wisdom, collaboration benefits, leadership challenges, impactful decisions, leadership strategies

SPEAKERS

Jen Marples, Shannon Udovic Constant

Jen Marples 00:10

Jen, hello and welcome to the Jenn Marples Show. I'm your host. Jenn Marples, founder of the Jen Marples agency, mentored to women worldwide and your number one champion and cheerleader dedicated to helping you embrace and rock midlife. The Jenn Marple show has one goal, to empower you so you can go out empower the world. So each week, I'll bring you conversations with incredible women who will inspire us, educate us and motivate us to live our best lives. I also pop on solo to share my best advice, tips and tools to help you unapologetically go for your midlife dreams, embrace your age and become unstoppable. If you are looking for a change, ready to up level your life in business or pivot into something new, then this is the show for you. And know this, you're not too fucking old to step into the midlife spotlight and claim all that you desire. It's your time to shine, and I am so glad you're here. Hello everyone, and welcome to the Jenn Marples show. I have yet another gorgeous guest on my podcast. Today. We have Dr Shannon youdovic constant, who is a pediatrician, and she just stepped into this very fabulous role as the president of the California Medical Association, and she is, drum roll please, one of five women in its 160 ish year history. So think about that. Five women have only been at the helm of this institution the course of over 160 years. Oh, so you know where this conversation is going to go, ladies today. So Shannon is very passionate about having women in medicine step up into leadership positions, because until we are all in leadership, we cannot make the change we want to see in the world. So she is not only a fabulous pediatrician by day, she is also a coach, and she has launched physician women rising, which sole mission is to help women step into leadership and seize the leadership positions that they deserve and that they desire so they can have lasting impact. And so Shannon, welcome to the show today. I am so excited to have you on today and just sidebar. Caveat, Shannon is also a client. We have some fun stories to talk about just the power of women coming together and helping each other. Shannon inspires me every single day by what she's doing in the world and the important work that she's doing in the world, and we all know that we need help and we need companionship, and we need people who've done the things we haven't done before, because guess what, we haven't done all the things, and so when we go do new things, we need help and support, and that's why Shannon is so passionate about also helping other women step into leadership, because she knows women cannot do it alone. It's really, really hard, but we're going to

Transcribed by https://otter.ai

get into all of that. But Shannon, welcome. I'm so excited to have you here today, and you're wearing your signature, beautiful purple. We just did her colors, and she looks so gorgeous in purple. You guys have to go watch this on YouTube too, to you know, get the full effect. But Shannon, welcome to the show. I'm so excited you're

Shannon Udovic Constant 03:15
here. Oh, thank you so so so much. I'm so excited to be here and engage in your community. And I've been so grateful. We were just talking before this just about how grateful I am that I found you, you know, you just put out into the world what you need, and it somehow lands in your lap. And that's absolutely what happened. I needed somebody to give me a little push to do what my heart's been calling me to do and that's been you. So I'm so so grateful to be here today and share with your listeners so that they can be inspired by you too. Oh

Jen Marples 03:50
Shannon, you're so sweet, and I received that. And also want to share back to you and reflect back to you that you're doing the same thing right now, coaching your physician women into leadership roles, and we know that it, like I said before, it is really hard to do this alone, and we talk ourselves out of stepping into our light and stepping into our power and stepping into our true calling. We have to just get rid of those inner critics, and we have to go for it. And the best way to go for it is to find a beautiful mentor or community of women who are going to not let you forget how fucking fabulous you are. And you all have heard me just as a sidebar, tell this story, when we were doing Shannon's photo shoot, her branding photo shoot with Lori Bishop, who's another guest on the show, we're just all standing there going look at us, all 50 plus women doing important work in the world, supporting each other, standing in our gifts, helping each other Shine and like it just doesn't get any better than that, and we just need to know and understand and appreciate the power of collaboration, because we've all been talked you've heard me say this before, to compete, and we're competing for scraps and no more the way women. Is by banding together and collaborating. So you will hear me bang that drum till, till I cannot bang any drums anymore. I'm just so glad you're here, Shannon, because you're going to tell us the story about how you stepped into leadership. Because, you know, you're just chug along being a pediatrician. So when did your leadership journey begin? And sort of, what was the impetus, like, why were you like, Okay, I've got to do more than what I'm doing right now. So

Shannon Udovic Constant 05:24
I love, love, love being a pediatrician. Love engaging in healthcare, and it's truly something I still very much enjoy, and I actively still practice. And it was ages ago, you know, probably 23 years ago, when I first started in my clinical practice and recognized how important it was to step out of the office and participate in advocacy and public policy, because so much of health is impacted by legislation and policy. Had an experience really early on where I knew who to call to get statewide legislation to mandate potable drinking water in California that it was shocking at the time that we didn't have that at all public schools. It was just this big light bulb for me around how when you know who to call and you step into a leadership role, that you can truly have an impact that goes beyond yourself. And I was hooked, and ever since then, I have found ways to step into spaces where I can have a greater impact and use the gifts I've been given to have meaningful change in whatever ways I can. And as I stepped into a lot of those rooms, those rooms continue to be male dominated, despite, you know, healthcare,

Transcribed by https://otter.ai

med school classes being nearly 50% women for quite a while now and still, the board rooms I'm in, the executive committee rooms I'm in, as you mentioned, the CMA President room I'm in still continues to not have enough women voices there, and that should change.

Jen Marples 07:12
That needs to change. You told me a funny story. Maybe it's not a funny story, but when you were you're just in Sacramento, sort of stepping into your position. You had a big gala. You had a big speech that you gave. When we talked about your speech, and I know one of the we'll call it a sticky wicket, was like, How do I send the message out there to empower women without sort of bashing men? Because we, you know, we love men. You're married to a surgeon. You know, I'm married to a guy. We're not bashing men, but just to actually help them understand because they don't know, they don't know. It's like they're they're kind of in their own world, and they don't really have insight a lot of the times, and they're not thinking about all those statistics that you just told me about not enough women being in the room. So just share with us your experience when you gave your speech and talked about because you wanted to be an inspiration to other women in the room to, like, step into leadership and get the help that they need, and yet be have it be an inclusive conversation. So like, What did you say? And then how did that land? And what was the feedback? What

Shannon Udovic Constant 08:14
I said was just this obvious piece, which is that despite the numbers, these positions where decisions are being made still aren't representing the diversity that we have. And you know, gender is only one of those areas of diversity where we're still not doing well enough in these healthcare leadership spaces, there's also huge opportunity for more diversity in terms of other spaces too. What I reflected on with the group was that we know that decisions are better when there is a diversity of voice and experience in the room, and the data continues to just pile in about when you have diversity, whether it's age or gender or culture, all of that that your decisions are better and businesses, financial bottom line are better. There's a business case to this. If we wanted to just make decisions in a vacuum, we would just have, you know, dictators deciding, but decisions are better when there's a diversity of voice. And so that was the message that I brought forward, is we just need to expand the different voices in those rooms for better decision making. And it really then lands with better health for our patients in our communities.

Jen Marples 09:39
I love that. I remember when we were talking about, you know, the gobsmacking stat of the that you're one of five women to hold this role in 160 something years. And didn't you tell me that a lot of your male colleagues were like, railing, yes, like it didn't occur to anyone. I mean, it's. Very apparent to every woman watching, of course, and I think that's just representative of probably most things.

Shannon Udovic Constant 10:05
Yes, I had a experience with a excellent, excellent male physician colleague who had been, he's a past president of the California Medical Association. And I just said in passing how, how proud I was that I was going to be the fifth woman stepping into this role, and he basically argued with me, saying, No, you're not only the fifth, and I named off all of the five, and he still was just like, No, that's not true. It's fascinating because, you know, as a scientist, I care about kind of the research and the literature, and

Transcribed by https://otter.ai

the literature shows this, that a lot of men in these spaces just don't see it. It's just one more challenge that we have, because if they don't even see it, then how can they even identify that? It's an issue. So it is important, and that's why, when I go travel around the state and I'm talking to other women physicians, I'm saying it out loud to them. You know, I'm so proud to be the fifth woman in this role, because I want them to see it, and I want them to kind of get a little fired up in the same way I have, which is, it's not okay. We need to do some things differently, because it's just not okay.

Jen Marples 11:20
It isn't, um, you're making me think of something too. And this is probably a conversation for another podcast, an entire other podcast, which is that if you think about how men think, just in general, we can joke like, oh, they can't even buy a birthday gift, or like this. Have to be told what to do women in the household just intuitively know we need to do this dinner, and we need to do that, and we're thinking and planning and this and that, where men just aren't thinking like that. They're not thinking that there's no food in the refrigerator, and they can go do the tasks. If you say, go shopping and buy this and do that, or build that fence, or, you know, fix my coffee table, they'll do that. So it just made me think of that's a small micro level, but it plays out on these macro levels as well. Because if they're not told and told maybe specifically what to do and how you can be an ally for your female colleagues, then to your point, they're just going to think that women are leadership everywhere when there was only five and 160 years right, which is, it's mind boggling. But what I love about what you're launching now too, is that you know you've you've gotten to, like, the leadership position here in California, and being the head of the California Medical Association, is that you want to take all the women physicians with you, and you want to share what you've learned and how you've navigated the very complex system. And I know healthcare, like a lot of other industries, is pretty male dominated, and for all the things you've already talked about, there's the challenges, of course, there's all these opportunities. And so you've launched physician women rising, which is a coaching platform, and one on coaching. You're gonna have programs, and she's gonna be launching a podcast. There's gonna be all these wonderful things Shannon's doing. So tell us how you came to want to share your gifts with the world and get women into leadership. And then I were going to get into some of the nitty gritty leadership tools, because these are leadership tools and tricks and tips that will benefit all of us. We don't have to be in medicine. Absolutely

Shannon Udovic Constant 13:18
what I realized as I was reflecting back on my leadership journey is that some of it is happenstance, but most of it was very purposeful actions that I took in order to position myself for the next level leadership that I wanted some of it requires some politics that a lot of us don't particularly like. There's some ways and some things that I've learned probably the hard way, that I'd love to share some strategies to help to guide others behind me to not have to do it as hard. I'd love to kind of make that path feel a bit easier, and sometimes the ease is not that I would have done anything different. It's actually about how we think about it and the stories we tell ourselves, or that other people might be reflecting back on us that just aren't true. That's just this whole like society we live in, and the patriarchy that's that's been in place for so long, and these messages that are ingrained in us about the way that leadership is supposed to be, and then the way that women in leadership are supposed to be, and those messages can knock us off our feet and make us not want to get back up and go in that ring if you're not ready for it, and if you don't know where it's coming from, and if you're not fiery enough to to want to go for it

Transcribed by https://otter.ai

anyway. And I think a lot of women. And once things can get like this, kind of that ugly side of some of these, the politics of some of this are just like, You know what? I don't need this because they're not doing it for an ego reason. They're doing it because they want to have impact, and they want to make a difference. So then it's sort of like, yeah, you know, it's just not worth it, and they'll kind of just step aside. I think that, actually, I know that just because I've been doing this with a lot of women, informally, through mentorship, when I can help to let them know, these are some expected responses you're gonna get. And here's how to navigate that, and here's the way to talk to yourself about that. It just can be easier

Jen Marples 15:49
when you were saying all that reminded me of a conversation we had. I know you had a I think someone reached out or was asking you why you were doing what you were doing. And we're going to get into all this. And I know we've talked about this on the show before that, a lot of reactions you get to people when you're trying to, you know, get into leadership and make these big moves is you're going to get resistance from other people, and it has nothing to do with you. It has everything to do with the limits we have all placed on ourselves. And we've all been in that position. We're like, well, who does she think she is to do that? Or why would you do that? And it's it's because everyone's got their own sort of threshold of limits. But what I love about you is that you're going to help so many women overcome them. And also, no, I think it's great to have this roadmap too, because to know that you're going to get bumps in a road, to know that people are going to reject you, to know that you know these are going to be the expected reactions. There's great reactions, bad reactions. And so when you know it's like par for the course, then great, okay, that's just, that's just part of this whole journey. You did mention to stat to me, once that don't women in medicine reach kind of a threshold, is it like something like 20 years? Or is 20 something years where they kind of get burned out, or they don't, they just get frustrated by the system, and then just kind of opt out. And I know what you're trying to do is going to help them stay in. It's

Shannon Udovic Constant 17:07
interesting there. There's so much on burnout in healthcare, and I was from my medical group, chaired the professional satisfaction committee for a long time, and so kind of dove into the literature on this. And it's so incredible, because what we know about it is when the person that you consider to be your direct supervisor, however you define that, when you feel that they care about you, your level of burnout has dramatically decreased. And what we know men this is some stereotyping, and yet it's, I think, important to talk about. There's leadership traits that are considered more on that feminine space, kind of the collaborative and empathetic, and then there's some of the leadership traits that are considered more masculine, sort of assertive and decisive. And what the literature shows us is that the best leaders, no matter what your gender is, flex all of those. And yet what we know is that when women flex some of those more traditionally held masculine traits, it comes back at them negatively. And many of us, you know, probably from the age of six, were told, Oh, you're so bossy, right? And that wasn't considered a compliment to a young girl. That was negative. And yet, we know that a good leader knows when to be decisive and when to take action and have some assertiveness because they believe in what they're doing, and also have that empathy and have that compassion. Having that compassion helps everyone around you to be better and having leaders in that, I think that that's going

Transcribed by https://otter.ai

to happen when we have more women in these positions and are leading teams, not just in healthcare, and that's going to help us get out of some of this burnout within healthcare,

Jen Marples 19:08
before we get into your steps and all your tools you're going to share with us. I want you to share. Weren't you in a meeting with your husband? And I think you told us that you're in a meeting, and were you guys in the same meeting? Maybe I'm getting the story wrong where, oh yeah, he was almost saying the same thing as you, and they were paying attention to him and then thinking you were bossy or something like that. Can you just share that just, just for fun?

Shannon Udovic Constant 19:31
No, it's so true. So my husband's a general surgeon in leadership at our medical center, and you know, during zoom, we each had our own separate offices where we were taking meetings and doing telehealth and so just, you know, walking behind him to go and get lunch. You know, I'm listening to some of the ways he's talking in the meeting and later at dinner, was reflecting back to him, Wow, incredible the way that you. Can talk in a meeting, and it's, it's okay, you know that that's seen as a strength, and it doesn't have this negative fallback on you. I've had similar experiences where I've spoken like that very decisively, and, you know, I comes back as angry, and even worse, right then we've all we all know what those reflections back on us are. It's not fair, and it's just a fact about the way it is. And I actually had an experience where I received some feedback on my leadership, and got feedback that, you know, I was seeming angry in meetings, and it was pushing people away from what I was trying to do, and that I was seen as not being collaborative. And at first I got really angry and mad and, well, that's just on them, and, you know, all the societal changes and issues and upset. And then I realized, okay, if I want to be most effective, I need to learn to take this and use it to be more effective. So that's one of my coaching principles, is you can still deliver the hard hitting statement in a meeting, but first I tell a little joke, or I give a little smile, and then you sort of say what that hard thing is. The other thing that helps when you're delivering sort of some of this more assertiveness is to make sure that you have relationships with the people in the room, because then it's not like, Oh, she's so mad. It's more like, oh, that's Shannon's passion for the change she's trying to affect, and it doesn't get labeled in that negative way. There's some real strategies about how to flex some of these traits in a way that make you more effective, that leads to better impact.

Jen Marples 21:57
I love it. Okay, so let's get into the nuts and bolts. So for everybody listening, everyone wants to get their voice heard. Everyone wants to step into leadership. And leadership, let's just say it can be within your job. You could be self employed. You want to step into leadership in your community. It can be leading your families, leading teams. I mean, leadership is a pretty we're going to use it here as a pretty broad term. Women are leading. Let's just face it, every single day, we truly are. We're the leaders of our homes 99.9% of the time, and then it spills out into the community, and then we've got our businesses, it spills out our work. So let's talk about sort of the top five big tools, or the process that you take clients through to really be able to effectively step into leadership, and like you're saying, have the impact that these women want to make.

Shannon Udovic Constant 22:44

Transcribed by https://otter.ai

The way that I designed my program is first. There's sort of three stages to it. Actually. The first stage is to have some introspection about yourself, identify what your values are, so that as you're looking at where you can be a best use, you can make sure that you're living with integrity in the work that you're doing. Because I see that that's, I think, a big issue as well, for women, actually, for all, for everyone, is when you're in positions where you don't get to live within your values. So there's a lot of introspection. First, there's also a look at, what are your skills and where do you naturally shine? What do you get lit up about? What do you are excited about? And so that's sort of the first piece to it. And then looking at, well, what type of leadership aligns with all of that you know, aligns with your values, your skill set and and what you're so passionate and excited about doing, and then the part that a lot of of women don't do, which is looking and being incredibly strategic, then about how to get that role and not just sit back and wait to be recognized, and for somebody to tap you on the shoulder and say, Hey, you should do this. Because in those higher levels of leadership, you really have to go and seize it. I mean, sometimes you're in the right place at the right time, and somebody does recognize your brilliance and and you get tapped. But more often than not, it's it's much more purposeful than that. It's telling somebody that you want it. It's finding out who the decision makers are. Some of the positions I've had are elected, and so developing the relationships with the people that will vote, and making sure that they know who you are, why you're doing this, and what you'll do for them, because people inherently vote based on are you going to make things better? For me really having that that strategic angle, and sometimes what that's also going to require is that you stop doing things that aren't going to give you the visibility that you need in order. To get into that new space, because there's not enough time, and so really also doing an audit of where you're spending your time, and making sure it's purposeful, taking credit for the work that you're doing. Because that's the other big thing that a lot of women do, is I hear this over and over again, which is, well, yeah, I led that team, but it wasn't me that did it, it was the team that did it. And when you're going for leadership, you can't continue the we. It has to be the I. And again, if it's not, you're not coming at this from an ego space that doesn't feel very comfortable, and yet you have to do it, reminding people that, yes, but you led the team, and this happened because you were there in leadership, encouraging, supporting, and so taking the credit for projects and outcomes when you need to is really important.

Jen Marples 25:58
I think that's a big one. I think probably everyone just sort of kind of contracted, because most of us are impact driven, and it's okay to be money driven too. You could be money driven, great, but I know it's just really hard, inherently, for all the reasons we've talked about, starting from when we were young, that you don't want to stand out, Shine too bright, be too loud. You've got to be brilliant. But God forbid you say you're brilliant type thing, and you've got to take that credit. One thing you made me think about was the mindset piece and how, okay, so you've done this introspection on values. So there's these strategies that you share, and you're going to, you know, kind of give yourself that credit, take this path and maybe take this smaller position to get to the next position. But I know all the women I deal with, and I know the women you deal with, fear is probably the number one thing holding everybody back, or this goes with fear. Why would it be me? Why should it be me versus why not me? So what are some tips that you share with your clients? So I kind of get out of your own head, and to be able to really, truly go for it,

Shannon Udovic Constant 27:04

Transcribed by https://otter.ai

you have to identify, or at least try to identify, where the fear is coming from. Is the fear coming because you're worried that you're gonna raise your hand and then not get picked and if it's that there's a different approach, right? And I've had, actually a number of people that I've mentored that went for something and didn't get it, and it's okay, what ends up happening is that then they're seen as as a leader, and another leadership opportunity has landed in their lap. And this has happened over and over again. And so I remind people that just by having the experience of going through this process, you're getting stronger, and also you're stepping into this leadership space where then people will see you and other things that you couldn't even have imagined will land in your lab. So if the fear is that I think, then that's one of the pieces, is to trust you'll end up in the right place. The other big fear I see a lot of women have is I don't know every single thing about that new job, and so I'm going to wait until I go get this degree that's going to take a lot of time and a lot of money first. And I have to remind women over and over and over again, especially in my field, these are women who went to medical school and did residency and know how to learn. Every day we're faced with something new that we have to learn on the job. And that's what leadership is, too. You can absolutely learn on the job, and that's where I think you and I have absolutely learned so much about, which is get support. So if you're stepping into a position where there are some skills that you feel like you're going to need, get some mentoring, get a coach, get a guide who can help you to navigate those new spaces, but don't delay because you're afraid. And the delay tactic I often see is I gotta go get this other certificate or this other degree,

Jen Marples 29:10
and then you've just added more years to the timeline, and you're still gonna have fear. That's not gonna go exactly. The only way to overcome fear is just to jump in and go for it. And it's nice to have support. Obviously, it's like obviously doctors working with you to have that support, because they know, and I'm really glad you brought up that point, even if you don't get a position or get that elected spot, or could be the PTA chair, could be sitting on a board somewhere, you're seen as a doer and a striver and someone trying to make a difference, and that, I think we forget that, that it's all about a result. But instead of like thinking about the drain, all the things that you're learning about yourself, and you're flexing a muscle, you're flexing a muscle, and if it just the muscle lays dormant, then every single thing you do, if it's once every 10 years, is going to feel terrifying. Time, and by the way, news flash and everyone has heard me say this, anytime you try something new, it's going to feel mildly terrifying. I'm sure you weren't just like, I'm going to just president of the California Medical Association. You know what? Like, it's hard. Yeah, it's hard. You're going across the country, like speaking at other conferences. You're speaking to people here. People are expecting a lot out of you. Of course, it's scary, but you don't know unless you try and you've got to keep doing it. Keep doing it. Keep doing it. It's interesting. There's a lot of people, and you don't have to just be a physician, but there's so many of us. I'm not going to put me in the in this, because I, you know, put myself into into this, because I spent most of my career putting everybody else in the spotlight, getting out them on stage, getting them on the Today Show, doing all these things, but when it goes to really putting yourself out there and being a leader, so it can be within an organization or starting your own business, it is terrifying because it's it's on you, and people also underestimate that being able to do that is a skill. We're not good at everything out of the bat. But guess what? We get to learn. So do you have, I would love to know if you had one of your mentees, if you saw, like, a big transformation in one of them who was, I'm sure you probably had all these like, oh my god, biting my nails. I want to do this. And then they work with you, and then they realize that they can actually do it. Do you have, like, a fun story you can share with us.

Transcribed by https://otter.ai

Shannon Udovic Constant 31:21
Well, it's funny too, just because, as you were just mentioning, like I even went through that and you had to coach me, because initially, as I was going out into the world and wanting to do this work, my whole website was this physician women rising. You reflected back to me, Wait, is there a team of people? No, it's just me. And you said you've got to lead with you. And you know this program is what you're going to be offering, but it really is, is me, and I even had that despite everything that I've been trying to coach and learn. And so you know that the fear doesn't go away, no matter how much success you've had and leadership you had, every time you step into something new, there's gonna feel that. And I love the way that Chip Conley, over at mea talks about this. He talks about it that, you know, it's not imposter syndrome. This is exploring syndrome, and you're exploring something new. And so yes, there's going to be a little bit of uncertainty and a little bit of fear, and when you think about it as an explorer, it feels more like an adventure, you know, rather than like a space I shouldn't be in. And so I love that. I love the reframing. So when I'm starting to have that kind of nervousness about it, I think that's the way I start talking to myself about it instead. And it's helpful, right, to just again, recognize that this is normal. And then back to your question, you know, has there been other places? There's been so many just incredible stories that I've had where just was able to see the leadership potential and people and women physicians that I work with help them to align with kind of where can they be of best use and help to navigate because a lot of really excellent people have so many different options. And I think that that's the other piece that I'm finding a lot of my clients are having, which is they know they want to do something new and they want to have greater impact. It's hard to choose where to spend the time and energy, because they have so much to give. And so that's where this, you know, really focused work on values and skills. And where do you get fired up? Because all leadership takes a different energy. You're often not given all the time. You need for it. It's evenings and weekends. And so you need to get your bucket filled by the work, because it expands into some of these other spaces. And if you're just trudging along because, you know, just sort of tolerating it, that's not ideal. And so figuring out kind of where those passions line and but it's exciting, because there's so many of the women I've been working with just have so many interests, and it's hard for them to choose where to go, and this program is designed to help with that and focus.

Jen Marples 34:26
I love that. I just wish. I will preface this by saying I was just listening to an interview with Deion Sanders on Ed mylets At the end my LED show. And I'm all dialed into like cu football, because my son goes there, and my husband also went there, and the way he was talking, and he had said something about having a I don't have bad days. I might have a bad minute or a bad hour, but I don't have a bad day. And he was just going into his coaching and this and that. I just wish everybody, everybody needs a coach. I know we all need it. I've invested a ton in coaches and support because. Because when you are trying to do great things, we need that support. And so yeah, I would, instead of getting a different degree, just get the right support system. Because it's really, it's really getting out of our own way and helping people see we really cannot see in ourselves. Yeah. I mean, sometimes even like, Yeah, I'm so great most of the time, just with the day to day life like I am not. Who the hell am I? Imposter Syndrome comes in life comes in the decades of programming we've gotten by society to say that we, you know, can't do something, and all the reasons why will always present itself. So I'm just so thankful you're doing the work that you're doing, because I know, and especially in your industry, when there is an

Transcribed by https://otter.ai

abysmal amount of women in leadership, and that's going to change. It's changing. It's changing all around. I mean, all around we're getting more women in leadership, starts at home, starts in our communities, and then expands into our careers and corporations. That the change we want to see really starts with us, and it starts with us collaborating and working together. So yay Shannon for taking one for the team and helping everybody out. I've got a couple final questions for you, because of course I could talk to you forever. What do you think the best thing is about being in midlife?

Shannon Udovic Constant 36:15
You know, it truly is having the wisdom and the experience combined with not caring what others think. And it's not to say that you're out there, just, you know, being kind of anti social and but it's, it's really what we had talked about earlier, right, recognizing when some of this that's coming back at you is because of all that other stuff that's been programmed in, and not taking it personally, and even if it is personal, to say, Okay, you're not going to be my people, and that's okay. You know that I think comes with just being older. And I have, you know, you know this two college aged kids, and boy do I wish. And even in my practice, like you could gift them with that knowledge during middle school and high school, like, this isn't gonna matter, you know, but you have to go through life to get to that place where you know that what others are thinking,

Jen Marples 37:16
I love, that the not caring what people think, is one of my big themes. And so many guests have said that, and it really it's the thing that will set you free, because it sets you free from fear. And again, it's not because you're a narcissist. That's a different kind of not caring when people think, because everybody when your heart's centered. And an empath, and I'm a highly sensitive person, like I do care when people right, but you can't let it stop you. You just can't let it stop you. And you said something about happiness. I just saw that stat about the U curve of happiness. It's like you're you're super happy when you're young. It dips when I think, you know your 30s, maybe early 40s, you've got young kids and together in their 50s. And it's no mistake. It's the high earning years, like the high stress years of kids at home, aging parents, and then it's truly nothing but upside after that. So I think these are the best years to start new things and go for our dreams, because it just gets better and better and better for all the reasons that you stated, We're not going to care what people think we've got our wisdom. All right. So you know, every guest finishes this statement, you're not too fucking old, too smash

Shannon Udovic Constant 38:21
barriers, seize leadership that you deserve in order to have lasting impact.

Jen Marples 38:28
Mic drop, it has been such a pleasure to have you on the show today. Shannon, thank you for all you're doing for women and all you're doing for medicine. Thank you for being a beautiful pediatrician and taking care of our kids. You are just a delight, and I'm so honored to know you. And like I tell you every day, you inspire me with your courage and your beautiful leadership roles that you've taken on to make the world a better place. So thanks for being you, and thank you so much for being on the show. Where can everybody find you, support you get more about your coaching and all the things that you're doing,

Shannon Udovic Constant 39:01

Transcribed by https://otter.ai

yay. So I'm over on LinkedIn, and also have a website at Shannon udovic constant, and as you mentioned, we'll be launching a podcast with newsletter very, very soon that'll go much more in depth on a lot of these topics we just talked about today. And thanks so much for having me. You're

Jen Marples 39:21
so welcome. We're going to link all that in the show notes. You don't have to remember Shannon has a long last name. We debated that, back and forth, back and forth, back and forth, but it is her name. We have links. We make life easy. So everybody, avail yourself of everything Shannon has to offer. You can find the links in the show notes and Shannon, thank you again for being here, and I'll see you really soon. Thank you. Bye.

Transcribed by https://otter.ai