

011_What Nature Can Teach Us About Power with Larissa Conte

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SPEAKERS

Larissa Conte, Julia Winston



Larissa Conte 00:00

Power is something that is always at play in life. It's like the silent song, and not so silent song. But speaking through everything, every living being, every moment, every relationship every choice. That's right friends.



Julia Winston 00:18

Today we're going to talk about a thing called power. And our guest is a very powerful woman.



Larissa Conte 00:27

My name is Larissa Beth Conte. I'm the daughter of Barbara McIntosh cafe and Luis Conte, descendants of Irish Scottish Czech lineage, and first generation born in the US from Italian immigrants. I am grateful to be alive. I'm grateful to be alive at this time in this place, and my work in the world is amplifying power that serves the whole.



Julia Winston 00:59

That's Larissa I met Larissa years ago and immediately recognized her as a highly skilled leader and facilitator. And I was really interested in her unique background as a rites of passage nature guide. Now, she's the CEO and founder of Wayfinding, where she helps high performing heart centered leaders embody power in a way that serves the whole to catalyze healing on a global system's level. She and her team do this through World Class programs, executive coaching, and team power transformation experiences. Her work is all about helping leaders enhance what she calls power literacy, to steward a regenerative future of work. Power literacy, I love this concept. With a war that's raging in Europe and generally turbulent times for all of us. We're seeing a lot of abuses of power out there in the world. In today's conversation,

Larissa offers a fresh and interesting perspective about our capacity to wield power in a way that heals not harms. Take a look around you'll notice them everywhere. facilitators, people who guide other people, create connection and make tough things easier. This is facilitator forum, where we meet a magical mix of people who offer us insights and inspiration through the stories of their work in the world. I'm your host, Julia Winston. Welcome.



Larissa Conte 02:36

What we know as power today, and modern work world in modern industrialized capitalist society, is this negative association that powers something that is bad. There's this movie from the Marvel universe that I saw recently, it was like, he found the rings. And he could have used them for good, but he chose to use them for power. And I was like false binary. And yet that reflects so many people's perspective about power. In many ways, power is the capacity of the lifeforce. So the way I describe power, and when we define and work with it Wayfinding is it powers the capacity to move energy through systems, if you think about the power of a thunderstorm, and the energy that's moved through all the systems, by a thunderstorm versus the power of a blade of grass, one is not better or worse, but we are talking about actual magnitudes of electricity, they're also different types of power, because that blade of grass can turn the sun into physical matter, whereas the thunderstorm can't do that. And so I came to this because I am deeply in love with humanity, and human beings, and earth and life on planet Earth. And I was like, Oh, we keep getting caught. Like we can't actually serve the life fabric. Because we keep getting caught on these inner pieces within ourselves, these inner elements of shadow power, these inner elements of shadow and ego that hook us and make us mere, that make us want to be right, that make us want to be above or make us want to feel below and then feel victimized about it. That that is actually what obstructs the flow of our life force and of our creativity and of our generative relationship with each other. And this mission of power that serves the whole came about because I know so many, and I happen to be one night, one myself identify as a high performing heart centered leader, which those two things together can bring many tensions to the foreground, because how we have been encoded for many of the past decades of what being a high performing leader is there's a whole set of attributes that can often be at but as ever more and more evolving towards including the attributes of being a heart centered leader, how can we be high performing and heart centered, and then come to embody this notion of power that serves the whole of being capable of directing great energy through the systems, the communities, the teams, that organizations, the regions, the ecosystems, the families, we're a part of, with the intent, that lift, the whole, that it regenerate the lifeforce and all of us. And that that that frame became so clear, and then just like, inspired my whole being long before I had words for it.



Julia Winston 05:51

The parallels that you're drawing between nature and the relationships of power that exist within the forces of nature, and how we see them play out within ourselves, these, you know, these humans, these beings that are part of that, but man, we get in our own way, a lot. And we get in the way of progress and of growth, so much and of harmony, because of our relationship with power and some of the limiting beliefs we have about power. So you have such an expansive worldview of power. And I'm excited to dig into this. And I'm also hearing what a big role leadership plays in the work that you do in the world. When did you start caring about leadership? When I was pretty young, I played sports, starting I have an older brother,

Mark content a shout out I love you. You, Mark. That's right. We both love nature. Mark is a Professor of Environmental Economics studying like, why do we make the behavioral decisions we make the inner aspects of why do we make the decision to make but Mark and I, I grew up playing sports with Mark, it was like our relational culture was to play. And in games and sports and soccer, there is the type of leadership and sports are so beautiful, especially this element of team sports that requires coherence in the group for anything to be accomplished, for the goal, the purpose of which we're here to actually be accomplished. And you can see when disturbance comes into a group or whether those there's coherence, because when there's coherence, it starts to feel like you're just playing in like the most delightful symphony, and you're just like, yes, yeah, yes, yes. And you feel that you can be any age and discern that any aged human can be like, yes, it's flowing easily. And it's fun, and it feels good, or like know, what is happening, like, Why are we fighting each other. And so in that embodied way, and I work is so embodied and what's interesting is power. We often relate to it intellectually. But power is something that we sense. It's not a concept, it's a sensation. So that leads to many other threads about why if we're going to embark on the inquiry of how to embody power that serves a whole how to step into our greater power, how to understand how does power move through us, we actually have to develop our sensing capacity, we don't have to get smarter intellectually, we need to remember, we are inhabiting, highly capable, sensitive, organic, wise vessels. And we've all had these moments of when you're in a meeting, for example. And you might be talking about the budget, talking about the budget, talking about the budget, and then like, someone says something, and it's about the budget, and it's not about the budget, and then all of a sudden, the whole room turns into this like prickly porcupine fest. But people keep talking about the budget. But now there's a second conversation going on. So that level of sensing is what's always happening, because it's like, oh, what aren't we saying? What was that? What just came up there? I want to ask you about the name of your business Wayfinding? Because it's a very intriguing word. What does it mean to you? Where did it come from wayfinding to me, references the human art, the human skill of being able to find our way, being able to find our way, in particular, to places we've never been before. That has existed in cultures around the world in many different ways. It's a nod to my training in indigenous wayfinding practices, and tracking and wildlife tracking, and reading the land and reading the weather and reading all of the interconnected parts occurring at once and what it's telling us when we orient outwardly and inwardly, where are we and where are we going? And we all have the capacity to sense and navigate and find our weight and sometimes people use the word intuition to describe them. I consciously use the word sensing, because there is less immediate intellectual backlash. It is very consciously Yeah, voice. And wayfinding has been also about my own journey, my wayfinding kicked in and really strong ways. When my dad died when I was a senior in college, when I had a near fatal accident in 2011, that's taken me 11 years to heal and, and then I had this very highly developed brain, I had the good fortune of going to Stanford. But the things that actually got me through the toughest moments in my life weren't, weren't my ideas, or my intellectual capacity. They're my capacity to navigate dynamically. In real time sensing with what's occurring, I would love to go a little deeper if you're willing to share with us, because transformation is so critical to your work right through Wayfinding, you are helping others find their way and ultimately to transform to grow, and some of the experiences that you just nodded to seem to have been really transformative for you in your life. So when you talk about the death of your father, when you talk about the near fatal accident that you had, how have those experiences shaped you and led you to be so effective in this work you're doing today? Huh? Thank you. Thank you, just like everyone listening, let's just give it up for Julia Winston, amazing facilitation role model real time, the power of beautiful questions. I'm blushing right now. I like it, I liked it. So these transformative moments in my life, which were profoundly painful, you know, the occurrence of pain in the human existence is, it's not a question of if we will experience pain. It's what type how much

when, but then the development of the self, through how we encounter pain and how we ultimately come to make meaning out of what happened, then softens the impact of the pain. It like dissolves the sense of suffering. And so when my dad died, I was doing my masters at Stanford to understand the origin of the belief that humans are separate from nature, which I designed and was made it this interdisciplinary exploration. And when I heard from my mom on the phone, that my dad is going to die sometime in the next 24 hours, he had had a coma. He was in a coma, he had a stroke and a second stroke. And then this third stroke happened that they knew the bleed meant, like, there's only 24 hours left, I dropped to the pavement and I was wailing at the top of my lungs. And I heard I was also simultaneously above my own body watching hundreds of people walk and bike around my crumpled vessel. And I was like, This is my master's thesis. I don't need to do one more piece of research, to understand to demarcate that we have a gaping sense of disconnection from each other. And that moment for me in coming contact with death, ushered it midwifed a death through me, and it burst this profound longing to understand what would it be like to live a life led by my heart, not by my brain? What would it be like to follow that compass. And so the art of transformation, the art of living and dying, is what brought me to my study and training to become a rites of passage guide, wilderness rites of passage guide, I am still a rites of passage guide. Everything I do in Wayfinding is fundamentally about equipping people to learn the art of living and dying. When we commit to a path of transformation. As a leader, what that makes possible in our own being, in our own expression of our gifts, and our own joy in life, cascades out and we start being able to hold that for our loved ones, to be empathetic and be with them and say, Oh, my love, you're not. This isn't. What if going through is painful, but there's nothing wrong and there's certainly nothing wrong with you. We all go through the underworld, and how to say, I know you'll find your way you are finding your way you're not off your path. This is you on your path. And then we bring love to the wholeness of life. And going through these waves riding these waves, and quite frankly, the future of organizations needs leaders who can do this, because we have a lot of things to shed and how we work with each other, we have a lot of ways that we flex power, that suffocate people that enhance suffering in the world, you just wove such a beautiful tapestry that really brings us from how you got to where you are, and how your mission plays itself out. I'm just seeing so clearly how important nature is for you in your life. And it sounds like in your early days, you really learned to speak, to commune with nature, to speak the language of nature, to learn from it, to listen to it, to be transformed by it, and then you've stepped into the business world. And I think there are probably a lot of facilitators out there who consider themselves bridges, people who translate, right, and the two worlds we're talking about you bridging or nature and business. And maybe it's not so simple to boil it down to that, but I would love to ask you, how did you get into business from the nature and ceremony and ritual world? And what's meaningful for you about playing this role of a facilitator between these worlds of nature and business? Yes, nature and business, the inner and the outer, the seen and the unseen, the mundane and the sacred. I'm fascinated by intersections, because there's a lot of energy at the intersections, it's very easy to have conflict, but if you can find the opening at an intersection, it is just this like expansive. And so from nature, nature to business, we are nature, which you know, and many of us are still remembering, also, like we are nature, we are organisms, we're part of the living life fabric, we are surrounded by exquisite designs and wisdom embodied by every living thing, if only we pay attention. So huge source of wisdom and vitality and renewal and inspiration. And wildness is an expression of huge power, when we feel ourselves like an enormous waterfall, to be confronted by the amount of power or the amount of power in the ocean is not that dissimilar from the amount of power flows that can happen in the business world. And I was called into business because business is the most agile scale of influence in the human realm. You know, if we compare to nation states, nation states are glacially slow compared to organizations, so organizations as levers for change, for effecting larger systems, it was just more strategic. I was like, oh, yeah, right. I had the same

realization. You know, I started off in the spiritual world, and I was a yogi, and I was so much more interested in the connectedness. And then when I realized, Wait, this is actually where the most impact is made. It's through business. This is the entity that has the most power, aside from you know, nature, of course, but what is a business? It's a group of people. A business is not a logo, right? It's not a building. It's a group of people. And we aren't so it's all holistic. I mean, I'm even as soon as I asked it and heard you start talking, I was like, well, that's a false dichotomy right there. But what also like that's one of the great things of going into them, right? Because like, when you become a bridge, as all facilitators, all bridges No, are you set yourself up to fall in love with what you're bridging? What have you fallen in love with through your work? I'm wildly in love with the millions, millions and millions and millions of people whose like, big, beautiful hearts and desire to serve, have called them into these organizational constellations around the world. And who don't always know how to care for themselves as well as they care for others. And that when they learn that and when they come back into their sovereignty, and recognize, oh, caring for myself, will help me rise to this next level of service and life employment, which we get to have both at the same time. But I'm just like, Yes, I cry so much in my work. I cheer people on so hard, I'm just like, you can do it. This is critical. You're not being selfish. I want you to be in your blazing glory of your magic. Because the much much larger challenges facing humanity. If we can't do this for ourselves, we can't possibly do it at a larger scale isn't is my belief. And so that's why I focus here. I'm so glad you just use the word selfish because I have clients who are leaders and they're like, I don't want to be selfish. Whenever we talk about self care, or even just the act of coaching, right of working on yourself. There's this, there's this inner critic that I hear coming out. Yeah. So what would you say to those folks out there who are in positions of leadership or not? Who think that focusing on themselves is selfish?



Larissa Conte 20:22

I have this conversation a lot. So knuckle crack over here. Ready?



Julia Winston 20:28

Yeah! Exactly. Saddle up. The first thing is, that's not your wisest self speaking. Let's just distinguish that that's a different part of ourselves. That's a different part of our coding. Tomorrow, I'm hosting a deep rest and renewable Skills Workshop, because I've seen the widespread conversation about burnout and overwhelm and like existential exhaustion, not just physical and emotional exhaustion, and if we do not do the task of learning how to rest or how to shift gears out of fifth gear, not just in the third, but actually in the park, then we will, we will be summoning the greatest teacher, which is physical pain, and suffering, we will be shortening our lifespans, we will be summoning cardiac events. And when the body and when illness present, things get very real very quickly. And so I offer to people we have a choice is your sense that your service is so critical that you have to be in the game all the time, like a martyr, like the entire world depends on you, like your community only depends on you, like your organization only depends on you. And it's confronting. It's very confronting, but it's also a possibility to look at what are the stories I have about why taking care of myself is impossible, why it's okay for it to be delayed. Why the massive consequences of having lost time with family lost time with loved ones, lost vitality, lost sense of beauty in life, life loss, savoring of the incredible experience of being alive. Albeit, yes, we are in the midst of very turbulent times, do we wish to focus only on the pain? Or do we wish to cultivate a wider perspective, and that's

why it's easier to focus on the budget. But one of the upsides as a rite of passage guide in this turbulent time is we become clear sighted and more honest about the stories we're running. Because ego deaths, or actual physical death and passing from this plane makes us get really real. To the point of stories, when you were talking about nature, I had this memory and I wanted to share it with you to see how you respond to it. So I remember that one time, I had this like profound insight about wind. I was on Mount Tam hiking, and it was super windy. And I was seeing the way that the wind was brushing through the grasses, and I was feeling the wind kind of pushed me around. And I had this realization that, oh, like the wind has so much power, and I can't even touch it, when you talk about power, dynamics and nature. But then like humans, I just wanted to share that story and see if there's any insights about like the way that you map things and see the world like, what little spark is there in there, because I feel like there's something and it ties to your work, but I don't know what it is. So many things. There's so many things. The way I relate to nature is that each embodiment in the larger living Fabric is a design of power. Each one of our kin has something to teach us about who we are and why we're here and how we can be. And the wind in your description of the wind captures the power of the unseen, be enormous, undeniable, raging in our face pushing us over at times, flattening houses, flattening lives, helping birds soar, moving weather systems, allowing each of us to breathe, to be alive in that way. When the air represents the necessary nourishment of the unseen. The unseen is not a nice to have. It is not a side dish. It is a main dish. You can go weeks and weeks without food. You can go a shorter amount of time without water and you can only go minutes without air. And so from that regard from Matt medicine story, the amount of diminishment that we have of the unseen May your prompting the story bring all of us all listeners to curiosity of what is invisible, that I have been discounting what is invisible, that is actually dwarfing everything else that I conceive of as powerful. If you could tie that, like the, the unseen and how important those forces are to an example, in the world of work, what would you say? So I have an executive coaching client, he is the number two at one of the largest tech companies in the world. He has 1000s of people globally reporting to him. We've been working together for a year and a half, I started sending that on nature walks daily, and he started seeing skunks, he has gotten so close to skunk so many times. As a result of starting this practice. He started noticing scouts and we started talking about the power of skunks. And I said, What does skunk have to teach you? And he's so capable. He's seen by other people as so strong as so impenetrable as so the words came out of his mouth, tank like so armored. And I said, skunks, on the other hand, walk through the world at an easy pace. Very few animals will threaten a skunk. Because skunk will f you up with it spray. They are so sensitive, they have very poor eyesight. And they walk easily just meandering through life with highly attuned sensing, and they will lift their tail and spray if they need to. And so for him, he had this learning of how can I drop the armor? Because I don't Can I, I don't need the arm, the armor is not protecting anything I already had. not protecting anything. Yeah. And it's not helping, and it's not connecting. And it's not bringing joy into my life. And so then he started embodying the skunk. So that story speaks to an example of how we can pay attention to life, we can pay attention to the mystery, we can pay attention to what seems illogical, and learn to listen to the larger life field. And then that informed him through the course of an acquisition setting, how to navigate with highly attuned sensing, because acquisitions are like, battlefields. Yeah, they always bring up so much. And we kept talking about every call, we've like, navigate and be like, and don't need to be the tank. What would the tank do? What would the skunk do? And so that's my best answer for you in this moment. But I have, I have literally like 1000s of examples of how paying attention to life paying attention to our own sensing, paying attention to that quiet little thing in the room. That's the thing. That's actually the thing. That's actually where we need to be looking. That's actually where the leverage is. And something I said on this rest workshop the other day, is, we need to pay attention to that which is quiet and subtle, because wisdom doesn't shout. Whoa, Can you say that one more time?



Larissa Conte 28:38

We have to pay attention to that which is quiet, and subtle, and I'll add invisible, because wisdom doesn't shout.



Julia Winston 28:50

Amen. Sister. I have goosebumps everywhere. Thank you. And I knew I needed to tell you that story. Thank you. That and that just like it gives us an example also of what your work, how you're bridging these worlds of how you're bridging nature and business up and I get it I see it. The task of bridging the unseen and the scene of bringing ideas into form. We need to learn how to work across all of these levels of reality. Yeah, to get really good at it. And some people specialize in that you know, the more unseen some people specialize in the incredibly material. What people who can range across all levels that's a whole other type of power. Yeah, and that's that's the power of facilitation. Nice button. Oh, thank you. It is it is and in many ways, you know what we haven't gotten to and which may be cliffhanger for next conversation is facilitation is sacred work. Yeah, facilitation is weaving The connections, which are wanting to be connected, what have we called facilitations. In other cultures, and other times when recognition of the power of the unseen was more present, those people have been known by other names. And those skills are obviously more advanced at different levels, depending on what you're connecting. But you're talking about shamans, guides, things like that.



Larissa Conte 30:27

Yeah. What does it mean to be a healer? What's the difference between a facilitator and a healer? Well, it depends what you're facilitating answer one fun at the highest expression of facilitator. Facilitators are midwives of connection.



Julia Winston 30:43

Hell, yes. Oh, I love that. That's so spot on. And the way that that I like to talk about facilitation, in the context of this podcast is that facilitators are people who create connection to your point, midwives of connection. People who make things easier. Yeah. And people who guide others. Yeah. And in that way, so many people out there are facilitators, that's why these types of conversations, I want to have them with so many people. That's right. But what you just said is like, yeah, there's so much in that. And I think healers are facilitators, and it's facilitation is not limited to healing. But healers are facilitators who are overtly facilitators. 100%. If you're listening as a facilitator, I have a curiosity for you. In what ways are you a healer? And to the extent that you can identify with that, I would ask, what types of healing do you facilitate? What are you here to heal through Wayfinding? Disconnection consciousness. What is that?



Larissa Conte 31:52

Disconnection consciousness to me is the name that came up from my, my master's inquiry of Where did we get this belief that humans are separate from nature. which then led to the

unraveling history, tracking of the belief, all the ways that we've gathered ourselves as humans and the belief that we're separate from each other. So disconnection consciousness is a phrase I use to encapsulate the illusion that we are separate from each other, and all life on Earth, that we are like isolated islands floating through a self administered life. And I don't frame it as the loss of agency, our heart is still an independent organ, it has edges, but it is a participant in the community of our body. We are participants in the community body of life.



Julia Winston 32:50

When you look back at the impact that your work has had on the world, what do you want to be able to say? What story do you want to be able to tell? I am crying right now, mostly from my heart, not from my eyes, I want the people who have worked with particularly in deep and enduring ways to feel loved, and known and uplifted and supported, to discover and embody, like amazing radiance that's just wanted to sing through them their whole lives, and what they've been able to cascade. So in terms of, you know, scale, or numbers or systems, I have the habit, aim, the desire that I would like the impact of my work to be training, and like cascading systems healing and systems healers, all over the world, like people who are so good at knowing how to bring balance and harmony and regeneration into their own beings that they can do it for scales of systems far beyond their own body. And there's such a need for that right now. I mean, deep, deep need everywhere in every in every system, right? Yeah. You I know that you actually have a lot of offerings, real tangible offerings that you've put out in the world. And I would love to just take a moment before we wrap a conversation which by the way, I wish we could continue for hours more, I'd say. And I like this i have i Oh my gosh, a standing offer. I would love to interview you for your podcast. Whoa. That's awesome. Okay, that one's on the shelf. Love it. Because I'm like I have I have questions for you. And then I can go into like responder mode. So, yeah, offerings, offerings. Yeah. At Wayfinding. We have, unsurprisingly, an ecosystem of offerings to address Different places on the journey that a leader might be. So we have are two group programs at the time of our filming, we have two of them. One is vital leadership. It is a design immersion, to create regenerative systems in your own life as a leader, to bring forth your best work in the world and your best life. And then we also have a once a year highly intimate program for up to 10 people called alchemical leadership, where you dive deep deep into inquiry around power, Shadow, nature, arrows, magic, and how all of those things held up by a self design quest in nature and each person's part of the world. How that actually, it's not different. It's not separate than leadership. It's a necessary source for our most powerful leadership. So those are two of our programs. We also offer executive coaching, we're coming out with our intro to power literacy program soon, because we know the need of like, what is power? How do I access it myself? How do I avoid shadow power? Which I'll say it on air, you can choose whether you want to edit out? We also call fuckery. We'll keep that in.



Larissa Conte 36:21

Yeah. Okay, great. So those, those are some of our offerings, and we welcome anyone who wants to learn to get in touch with us have a conversation? Great. And it's an incredible community of people that so many of our participants come and they're like, I've been looking for all these other people.



Julia Winston 36:40

Yeah, I'm not surprised to hear that at all. I bet. I mean, it's basically a community of magicians. I bet that is 100%. Correct? Yeah, I am not surprised to hear that. So, okay, you're creating a lot of guidance for people through your work. So if you could call in a guide of your own a facilitator, someone who could bring more ease or alignment or aliveness or power to you and your life? What kind of person or facilitator would that be? And what would they do for you? Ah, I would call in a guide who is incredibly accomplished in their business in the realm of business, and also profoundly masterful in the realm of ceremony, spirit healing, to be a guide to me to reveal what are the next, the next edges of my own power to encounter my own shadow to shed and let go to be a better bridge? Yeah, a mentor, someone who has walked a similar path to you. Yeah. And I want to thank you, Larissa. Because I think that you are that person, hopefully out there. For so many of our listeners, you're doing this work that I think a lot of people would love to do. So I am so grateful that you took the time to be here with us today. I honor your work. I adore you. And I thank you for everything. Thank you so much, Julia, I thank you for your kind words. Thank you for your time, your incredible focus and weaving and articulate naming of the many threads that I throw out. We're gonna catch this one. Oh, my gosh. I love you so much. I love you too. And I wish we could talk about 10,000 other things. Yeah, evidently we'll have to we'll have to get a session on the books for 10,000 things. I like it. Thank you, Larissa. Thank you, Julia. Poof, I find the blood stirring way that Larissa talks about power and sensing to be fresh and inspiring. One of my favorite quotes from this interview came when she said, we have to pay attention to that which is quiet, subtle and invisible. Because wisdom doesn't shout. But I mean, there's so many subtle sources of power all around us all the time. How do we know what to pay attention to? I think this is one of the reasons why I'm such a big fan of meditation. By quieting the mind, we can more easily pay attention to important clues that point us to purpose to being of service. Speaking of being of service, if you're a regular listener, you know I like to close each episode with a question for you to consider in your own life. Today, I'm going to repeat a powerful question Larissa posed that I'm still sitting with, in what ways are you a healer? And what types of healing do you facilitate In what ways? Are you a healer? I wish I could offer more insights for you about what that answer is for me, but I'm genuinely sitting with it. I'm really exploring this, because I do believe that if we can locate the answer to that question within ourselves, and move through the world with a clearer understanding of what each of us has the power to heal, we can bring more tender love and care to a world that's hurting. To learn more about Wayfinding and the two awesome power literacy programs coming up that Larissa mentioned, vital leadership and alchemical leadership, visit wayfinding.io. Or learn more at our website facilitatorforum.com Thank you to Larissa for joining us today to Adam Rosendahl for our lovely artwork, to gasoline tequila for our original music to Josh Gilbert for the editing. And thank you for listening. Take care, be well and I'll catch you next time