

Episode 206: Fair Play Follow Up

Eve Rodsky: [00:00:00] There is a way to dial down the chaos, um, systems do that. That's why there's HR teams and corporations. That's why people have policies. That's why we have laws because ultimately these are ways to design behaviors, , to make them expected so that we are not making decision fatigue problems. Do you, can you imagine if we did not know if cars would stop at a stop sign?

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I'm here with Diana to introduce today's episode where we had Eve Rodsky come back for a second interview. And this one is a little bit different than the last one, because Eve actually answered. Questions from you, our listeners about her system Fairplay. So I'm here with Diana and I'm curious what your thoughts were Diana on this one?

Diana Hill: well, I love the concept of [00:03:00] systems and, one thing that kept on showing up throughout the interview that I just paused on. And I think that a lot of people don't think about this as such an important part of a system is. Having those check-ins, whether they're check-ins with yourself or check-ins with each other and check-ins with your family. And I see that as, at least in our family, the check-ins that, you know, it's not like we're carving out special time. It's like, we're checking in at dinner. We're checking in, in the morning. And we're checking in throughout the day is really the part of the family life, where it kind of like brings you back together again and realize that we're all.

Kind of interconnected, we're all a system and how I'm doing, influences, how you're doing, but also that if one person is taking so much of the load, it influences the rest of the system. And that we need to check in, how busy are we in? How is this working? So that was something I really appreciated about, about her approach.

And they don't always have to be, lovey-dovey, check-ins like, she's like she shared, I don't like your face. Yes.

Jill Stoddard: Right. [00:04:00] Well, I mean, it's interesting you say that because I feel like in all of my years of psychology and it's going on, you know, over two decades now, time and time again. So often the answer to difficult problems boils down to communication, and that's essentially what a check-in is. And for some reason it seems to be very difficult for us to do this, but so incredibly important to be able to communicate about.

The family system and how it's going and what we're doing and whether it's working and whether we even need to be doing it. You know, one of my favorite things about each system is the very first step to deciding, you know, who's going to take on which responsibilities is going through and deciding if certain responsibilities are even something we value.

Diana Hill: been thinking a lot about that As we're transitioning out of the pandemic, what an exhale I heard from folks when things slowed down like,

oh gosh, I'm so glad I don't have to do that baby [00:05:00] shower or that, whatever, all the things that we were engaging in pre pandemic and also how quickly folks are picking stuff up. Without having that pause to do sort of the Marie Kondo of their lives. Like, does this bring me joy? Is this connected to my values? Is this what we want as a family? And there's a culture of busy-ness I think in particular, that is so focused on just doing more, to keep up with the Joneses, as opposed to what works in our family life.

And I know for us as a family, we're just really intentional about. How much we do and why we do it because I really value downtime. And I see that as an important part of the system. That's the time when we just restore and reconnect and we have space to communicate with each other,

Jill Stoddard: I totally agree. And I think that's one of the benefits that has come out of this pandemic time for me personally, and my husband has always been a downtime person. And so it's allowed us to really connect more on that level that. when [00:06:00] we do a check-in around, is this important to us? What do we want our family system to look like? We're now both more on that page of honestly, Doing less overall. It's not just about who's doing what, but as a family doing a little bit less overall, and it feels far less stressful.

Diana Hill: Yeah. And I think the other piece, I just want to add to it there's a playfulness to Eve that I really appreciate. There's a humor to her. And something that I really appreciate about our household is that there's a lot of playfulness in our doing of housework that it's, that it doesn't have to be a chore that it can be.

Um, like that. It's actually part of our kids learning some really important life skills. And even thinking back to Benji show endorsed episode, where he talked about doing the laundry and how, when you turn the laundry into a choice and not have it be a should, how it changes your whole relationship.

With the same task [00:07:00] that I think that that's also what Eve really shifts is the mindset around choice and that we're making choices to, to participate in, in doing these tasks because it's the benefit of the whole, the benefit of the whole household that it's not just about, oh, the drudgery of I'm the laundry person, but really in our house, laundry is like a, it's like a fun thing.

We turn it into games and. And it's less about shitting and more about this is, this is a team that we all are members of that we're working together in this household.

Jill Stoddard: These things matter to us and if they don't, then maybe they don't need to be done. While everybody enjoy this episode with Eve Rodsky

Hey everybody, it's Jill here. And I have been, so looking forward to this episode, I have Eve Rodsky back for episode number two, to talk about fair play, which is a book, but also an entire system., we had [00:08:00] Eve on back in episode one 76. So if you haven't listened to that one yet, go back and listen to it. So you can learn all about Fairplay and the system. Because today , we're going to do things a little bit differently because I have listener

questions that I'm going to pose to eat. So Eve, welcome back. Thank you so much for being here.

Eve Rodsky: I'm so excited. And I will ask listeners to go back to episode 176, because I think it was one of my year, one of my favorite interviewers and I was happy to be back. And I think we do lay a good foundation, at least the one Oh one for what, , what fair play is before we get into today is like more like a two Oh one.

Jill Stoddard: Exactly. Yep. That's exactly right. And before we get into questions, I want to share a little bit of my experience because as you may remember, Eve Billy, my husband and I dealt the cards the night before the interview, you know, to like, get a little bit of practice and [00:09:00] hadn't actually really implemented things.

And he and I went through a very rough period, after the spreadsheet and the whole nine yards. And we had worked for a couple years to get to a good place and we were in a much better place, but since I read Fairplay and Billy and I dealt the cards, I am telling you. Guys, this is an absolute game changer. Oh, I'm getting a little choked up, actually just thinking about it.

Eve Rodsky: because I just, I wish our, our practice could be implemented by everybody, you know, or like just by fairy dust, because thank you Joe, for saying that, I mean, I feel the same way too, you know?

Jill Stoddard: I wish that too. I mean, I can say my marriage has never been stronger. I pretty much never feel anger and resentment, which I was feeling a good part of the time before. , I checked in with Billy a couple of nights ago. I said, I'm going to be interviewing Eve again. Like, how do you think it's been going?

And for his part, he was kind of like, it's good. Like, [00:10:00] everything's fine. Like he, I think the two things that are important is he didn't feel like all of a sudden he had a billion more things to do. And now he's pissed, which is the fear I think for some women is that the husbands are going to be very upset that they have this extra work to do.

And he didn't even

Eve Rodsky: this is, I switched, right? Like the cards or some sort of trick. And it's like, yes, you can do card tricks, but car, this is not a card trick. This is a, this is a behavioral design tool, , that you were supposed to be customizing. , and that's still again, why I love your work so much because I'm talking to people who work at behavioral design, or AKA psychotherapists, because you are there to not only change people's mindset, but also to change their behaviors.

And so I thank you so much for your work on a daily basis because you are changing society. One person at a time.

Jill Stoddard: Well, I hope we can get more people to get on board with fair play because, [00:11:00] you know, not only did Billy not feel put upon, but I said, what have you noticed

about our relationship? And he completely agreed that things are better than ever. And I don't know that he even tied it necessarily to Fairplay, but I absolutely did.

And when I explained to him, you know, this, this fact that like now that we're sharing in this in a way that truly feels fair, I feel I want to be affectionate and close to you and not be angry. And anyway, so I am just like the world's biggest fan.

Eve Rodsky: Yeah. And just remember, I think, you know, the other thing I think people will hear us say and say, well, , you know, it's, it's, it's, it's a practice, right? I mean, I think that's the thing I want to just say to Billy. , tell him, I say hello and I'm giving him a big hug because the practice is. , is the key.

Jill Stoddard: All right. So are we ready to jump into some of these questions?

Eve Rodsky: Absolutely.

Jill Stoddard: All right. I'm going to start right out the gate with a kind of hard one, which is what is your advice for the whole [00:12:00] CPE process? So conception, planning, and execution, if anyone's cheating and didn't go back and listen to episode 176 when values differ.

So in other words, if one partner feels like they absolutely must work all the time because they want to get promotions and they're afraid they're going to get fired. And that requires, you know, 60 hours a week and the other partner feels differently and wants to prioritize, um, maybe more vacations or things like that.

Eve Rodsky: I think that's such an important question and what I've seen in the families that are thriving, and I will include you Jill and Billy into this as well is the recognition of what we just said, that this is a practice for having different types of conversations. And so what I mean by that is if you just.

Think you haven't been practicing communication and communication is a means to an end. And then you want to [00:13:00] conversation about your partner's workload versus what you think is important. It's probably going to be a conversation that doesn't go as well, because you're out of practice. It's like me trying to run three miles.

When, I haven't exercised in two years. So what I actually like to do is in those cases is it starts slow. And so what I mean by that is when you start where you are now, the, , the beauty of starting to have different conversations on a daily basis about things like. Maybe garbage or dishes or who's picking up your kids from school or extracurricular sports things that have to happen sometimes, or the way in to these bigger conversations.

So I think you and I addressed this, but I think it's important enough to revisit, which is the designing of fair play. And we may not have gotten in as deep. So I want to explain what happened to me when I [00:14:00] started to design Fairplay. So I knew that again, I'm a lawyer. I believe in everything in my world is behavior design.

I believe that that's how we design societies, right, is our laws. , you can feel free to, to cross the street at a stop sign because there's a law requiring a car to stop and not run you over.

Right. So I look at things as everything is behavioral design for me. So when I thought about behavioral design for fair play, The idea of using the organizational management tools of conception planning, execution made a ton of sense because I knew right, that we don't walk into our boss's office and say, Hey, Joe, what should I be doing today?

I think I'll just wait here to tell me what, right. I know I could. I know that I worked for you that that would not fly, but, but we do that in our homes, right. We, we have no rigor for our homes. We don't treat them like our most important organization. Right. We decide who's taking the dog [00:15:00] out, right. When it's about to take a piss on the rug, we set the date table when we're hangry and we're cranky, right.

We are doing things on the fly because somehow we equate that to love. And I also think that that happens with, our values too, that we think we're having conversations. We know our partners really well, but we actually don't really know them that well. And I know that because I've interviewed a shit ton of partners now.

I thought the ownership mindset CPE would be enough because we do it at the workplace. But then I realized the expectation of pay means that people are more willing to do ownership mindset, and you don't really need another step, but in the home.

If you're not building on your values, which is what I do in my mediation practice, then it's going to fail. Fairplay becomes just like another list that we've all started, and crumbled up and thrown in the garbage. , , it just becomes a who does what list and that doesn't work, but, but I had to come to that realization because [00:16:00] even when Seth said, Oh, I got it, I got garbage.

I was still his garbage shadow. And so I would walk around the kitchen. I would stare at him to see if he was about to take the garbage out. , I opened the door underneath the sink because Seth is really tall. And I was like, this is a great idea of to see if the door under the sink is open. He will hit his knee on it and fall on the ground.

And when he's on the ground, he's going to see the garbage liner and it'll remind him to take out the garbage. Right. And so I recognize that ownership was not enough. And so th it's the sitting down it's that practice of taking a new Val telling stories around things. We've never told our stories about that lead us to these bigger conversations around values.

So Seth and I could have a giant conversation now about what we want our son's bar mitzvah to look like what we care about, , what, what w what our retirement want looks like, but it didn't start like that 10 years ago, we couldn't even have a conversation [00:17:00] about who was changing the next diaper. Cause we really were that angry and resentful of each other, and we had lost, that touch, that conversation touch.

So this is a long answer to say that everything started to change. When the step of fair play around buy-in came in because after listening to men and heterosis gender relationships, the number one thing they said to me besides the fact that they couldn't get anything right in the home was that they're never invited to the conversation party the conversations are happening at them.

Why didn't you pick up the muster? Did you log the kid onto zoom? You know, it was all this feedback in the moment and it becomes a cascade of what we've heard of as nagging, but ultimately it, what it really is, is it means that people shut off and don't even want to listen to each other anymore because they don't, they're afraid of what's coming out of people's mouth.

So Seth and I sat down at the beginning of Fairplay and said, let's [00:18:00] have a conversation about garbage. Here's my stories that so what happens when you're so divergent over something that has to get done every day? Well, typically pre play women were reporting to me that they are just say, I might as well just do it myself.

I'm the one who values it. He doesn't value it. He doesn't value our bar mitzvah. I'm going to plan it ourselves. He doesn't value vacation. I'm going to take the kids on vacation myself, and then you start to verging over a lifetime. Whereas instead of you tell each other, each other stories and you start saying, well, what's our minimum standard of care.

You know, what is it? You know, I borrowed that from the law. What is a reasonable person's standard? I still want you to own it, but what can we both tolerate? And Seth was able to say to me, look, I can tolerate taking the garbage out once a day. , I'll put the liners back in I'll I'll do the full CPE of getting the little bins out in the diapers, out of the diaper pale, but I really respect that.

You're not going to stock me over garbage and I don't, I really want to own it. And so that's [00:19:00] a really, really long answer to that. Listener's question to say that we have to start telling each other, our stories in a way that we've never told each other our stories before, because either a, we assume that they'll know it or B we don't think our stories over garbage are important, but they are.

Jill Stoddard: Right. And I imagine this, like, I'm afraid that I won't get promoted and I, I'm not going to get a raise or I might get fired. There may or may not be truth to that, but there's probably a story behind the fear. And if the partner who saying that can share that story in a vulnerable way than the other partner might feel a little bit more empathy and at less of an impasse.

And, and it sounds like it creates a little more room for compromise, basically.

Eve Rodsky: Well, I love the way you just paraphrase that what a beautiful way to come to the table, because part of fair play, as you'll hear in episode one 76 is about, , checking in when, when your cognition is is high and your emotion is low, [00:20:00] and that's the practice of a check-in of investing 10 minutes a night and checking with your partner, , you will start seeing.

If you were doing Fairplay and then all of a sudden you're like, shit, things feel a little bit unfair. You're probably going to say, well, Oh, I forgot. We stopped checking in that, that practice of communicating is the most important thing in terms of couples who are thriving in the Fairplay system.

Again, this is thousands of data points in now, and basically 10 years of beta testers and testers saying the check-in is the key component. And so imagine sitting at your check-in because sometimes like, you know, I get to our check-in at night and we have our, you know, 10 minutes and I look at Seth's face.

And I just say, I hate your face. Like, I'm checking in to tell you, I hate your face. But most of the time, our check-ins are productive about what has to happen the next day, , who should handle something. , , but also in those check-ins imagine you could say, tell me the fear. Or the story behind your fear.

Tell me the story behind that concern. You say you're worried you're going to get fired, but tell me the story behind [00:21:00] that concern. Is it a story that you're gonna end up hearing about a really difficult boss? Maybe you'll hear the story of immigrant parents and financial security that that's the most important thing.

Maybe we'll hear the story that providing for a family was the only way that a man was taught. Love you. So you're going to start here if you can just say, I'd love to hear the story behind that concern. Like, let me thread deeper with you. , as my friend who was a conversation designer in Silicon Valley calls it, he calls it threading deeper, getting those, those stories out on the table, and I'm telling you, Jill, everybody has a story.

One of my favorite things to do now is to say, like, tell me the story about the tooth fairy in your home. And I'll ask, I'll ask you that. Jill, did you have a two fare growing up.

Jill Stoddard: Yeah, absolutely.

Eve Rodsky: And who did it, do you remember it? Do you remember getting a dollar into the pillow? ,

Jill Stoddard: We've had a number of guests who want to offer you our listeners discounted access to some of their programs. [00:22:00] So if you want to learn powerful practices for happiness and wellbeing, we have several offerings from Rick Hanson. If you want app based behavior change, you can check out Judd Brewer's apps for anxiety eating well and smoking cessation.

Or you can sign up for a free workshop on learning to set. Limits with your parenting mojo. So if you go to our website off the clock, psych.com and visit our sponsorship page, you can find access to promo codes there.

Jill Stoddard: totally remember it. And without ever having asked my parents this question, I am 100% certain that my mother was the tooth fairy.

Eve Rodsky: but it's so, but it would be fun. I'd love for you to ask your parents who was the Duke fare in your house growing up and, you know, I had a beautiful couple. , tell me that they had a really long conversation about magical beings and, that's one of the cards in the

Fairplay system and they got really into this conversation around the tooth fairy and it became a whole conversation around the [00:23:00] standards for everything in their house where, , it was a heterosis gender couple.

And, , her husband was saying, look, you know, I, the two ferry was important to me too, but like, I just want it to be a dollar under the pillow, because if we just have so much fanfare and, you know, sparkles and beautiful cards that the tooth fairy brings, you know, like to me, that means that the magic is going to end so young.

Right? Like let's build up magic over time. And so maybe it's just a little magical to have that dollar under the pillow. Like we don't have to make it this whole Disney style production. Right. But having room for that type of conversation is not something that. Nor I will say, quote, unquote, is normalized in, and this is not just for heterosis gender for all couples.

it is not normalized for us to sit there and say our check-in tonight is about your stories about what the tooth fairy was like for you growing up.

Jill Stoddard: And what a great way to, to connect to.

Eve Rodsky: It's a really fun way to connect. I will [00:24:00] say that I learned, I've learned so much about Seth over the course of Fairplay, just because so many of the cards like informal education, about how did you learn to ride a bike who was one who taught you to ride a bike?

Um, you know, just, just, it's so interesting how it opens up this whole new lens into your partner's stories.

Jill Stoddard: Yeah, that's really cool. Well, let me stay with this kind of theme of a partner who is working a lot, because I think that happens quite a bit. We talked about this a little last time, and it's in the book that if one partner has a more flexible schedule or makes less money, or is a stay at home parent, they often get saddled with more of the responsibility.

And the idea here is like, all of our time is diamonds. My time is as valuable as your time and money shouldn't matter and work schedules shouldn't matter. And so this question came up from at least three different people, which is basically how the hell do we get the rest of society on board? And I'll give you an example.

Where I had a [00:25:00] friend who their kids had to quarantine back to back. So it was four straight weeks where they had at least one kid home with no childcare and one parent, it was like easier for her to be home. And for the other one, it was work. Won't let me be home. Like I have to go into the office and I have to be there, you know, Monday through Friday nine to five.

And it's like out of my control. Right. And I look at that and think societal if a person shows up to work , and gives the impression to their superiors, that they don't have a family, they have no children.

They can be there Monday through Friday nine to five and you know, nothing will ever change. And , it feels like it has to come from the top. Down, if we're going to get some

wiggle room and, you know, another friend was pointing out, , you know, she's still the only parent that's on the school emails and the texts and the mom groups and that, , right.

So there's this larger picture issue here where like, we might be trying to [00:26:00] do Fairplay individually in our home, but if we don't have the cooperation from organizations and systems, it becomes a little more of an uphill battle.

Eve Rodsky: Well, I think it's such a beautiful question. And I think it's why I feel super burned out right now because I'm, I'm really trying to capitalize on fair play as a political movement. , and I think we did say this in episode 176, but an hour holding our child's hand at the pediatrician's office is just as valuable as an hour in the boardroom. Right. , that is the culture change that, , that we're working on, and that's why I think, hello, sunshine partnered with me because they see this as a broader political movement.

And part of the political movement is, , just yesterday. , my husband dropped off he's in charge of transitioning Ana to school he's on campus. And I still got a call saying, I just want to tell you that Anna is that Seth is there. He is there. , and I actually called 55 zero, , school, , nurses, [00:27:00] doctors, you know, , the medical team at schools.

, , for the fair play research. And I asked those school nurse teams to tell me why they call them mother.

And the answer? , and it's how I got to the finding that women's stuff. Time is infinite like sand. It was part of , my recognition, my cultural reckoning and understanding of how little we value women's time, because the answer basically was we don't want to bother him. You know, he won't pick up, you know, and it was this somehow this cultural understanding that his time was to be protected like diamonds and our as time was, you know, infinite and not valuable like sand. And so that cultural reckoning is coming. I do want to say that, , it does feel better though. When you have a co-conspirator in the home who recognizes the unfairness with you.

As opposed to being the one blaming you for not picking up from the school and saying, Oh, why did you not pick up like the school called me? Right. [00:28:00] It, I will say, starting in the home. So it was Seth and I, as co-conspirators against society, it feels more meaningful than it was before. So what I will say is we cannot change society.

Um, you can buy by parenting out loud and by being cultural Wars with me and Jill, you are changing society because you are working as a cultural warrior to say, my husband is a true partner in the home and you're celebrating it on this podcast. So we are doing it. But, , we are also going to be doing this by, , by taking agency in our own home.

And then when people see us do something that empathy then leads out. So I'll tell you a quick story or it's a little bit of a longer story, but it doesn't get, I didn't get to write into fair play because it was a couple after the manuscript had to be delivered. And so I don't get to talk about them that much, but Ed and Julie, really, , to me answer your question about why I chose to focus on the individual family unit [00:29:00] and family structure as the origin of the political movement, as opposed to starting out in the pay equity space or in the, , paid leave space, which are very, very important.

And we're fighting our asses off as a coalition. , we have, there's a coalition of us called the care force, , that you can find a care-force.org. We're starting to build the political power there. You can join us. ,

Jill Stoddard: let me, let me jump into it to tell listeners that you have, , an incredible Instagram account and your LinkedIn to where you're posting a lot about the care economy. And, and I understand when you say, I think this is why I'm exhausted, because you can see by your social media, that you were like really fighting the power at that systemic and organizational level.

So if people are interested in that, find Eve all over social media and you'll be able to see what's happening there.

Hey listeners. It's Jill here. As you know, in addition to being a POTC co-host, I'm also an author and part of being an author is having a [00:30:00] platform or an online presence. So if you like the types of interviews I do, and you want to hear more from me on act imposterism, anxiety, and more. I'd love it if you would help me out by signing up for my monthly newsletter. And by following me on social media. Just go to jillstoddard.com and scroll to the bottom of any page to sign up for the newsletter and click the social media buttons in the upper right-hand corner. Thanks for your support. .

Eve Rodsky: Let me just tell you the story about ed and Julie, so ed and Julie, , they are a hetero cis-gender couple where ed said things Like I'm the CEO outside the home. And Julie's the CEO of the home. Like Jill wants to just like throw up, you know, or just like throw a rock at him. I just, I, that Lang that gendered stuff makes me really, really angry, and so. Julie knew a fair play, because again, this has been a project that I started in 2011, so it isn't my ten-year anniversary coming up. And this was 2018. So, you know, this was already [00:31:00] seven years in, , it ended the book hadn't launched yet, but I'd written the manuscript. I'd interviewed them as one of the now thousands of couples that have been interviewed for this book.

. And so Julie comes back to me and says, I really want to try Fairplay.

And I said, great. And she's like, well, I want to do it now. And I'm like, well, Julie, this is not a great time. It's the holidays. It's Christmas. You say that matters to you. , your mom's in hospice. It sounds like a lot going on.

It's probably not the best emotions are running really high. And she said, no, no, no. Like it's either like fair player. Like I'm leaving my marriage. Like, she's like, this is I have no, I have no more time left. And so I said, okay, you know, maybe you leave your marriage. That would be a data point because I was looking also for couples where it wasn't working.

So that's my last chapter of fair is called the top 13 mistakes couples make. And, , the Fairplay fix because I wanted, I like when things fail, that's how you build systems when you see what's failing. So Julie wants [00:32:00] to start Fairplay. I said, okay, let's start really, really small because you, she had already self-identified as holding every single card for her family.

So there was 87 cards in play for her family that she identified and she was holding them all. And now her, she has a wild card where her mother is sick and close to death. So she says she wants to start with homework, that card, the homework card. And the only thing that was coming up, because it was getting close to the holidays was her second son.

Brody's second grade secret Santa project. So say that five times fast. That's like a, that's a tongue twister, her second son Brody second grade secret Santa project because it had to be done from scratch. Hello, back to culture, not helping us write all these intensive parenting things where the schools are treating us like we're Koa parents and wacky hair day and all these things that, you know, I [00:33:00] don't.

Describe to, or want to do, we do get shamed that other people are, are doing them. And, you know, there was a mother in our class. We decided that we all had to dress up as care bears and like make custom care bear costumes. I showed up as a, uh, which that Halloween and, and, and just, uh, had I bought in CVS and I was like, fuck you care bears.

You know, I'm not doing this now. Um, so, but, so this was, you know, that's part of the pressure, but, but so I said, okay, Julie, we want to start with a homework card. You want to hand it off to ed? Well, actually, maybe not because he's not going to do it. He assignment won't get it on time. I don't want Brody's assignment not to be there because then someone else is going to be affected.

Cause there'll be the only person who didn't get the secret Santa. Okay. Okay. So instead of you just told me what you wanted to do, but then you just gave me a hundred reasons why ed can't do that one task. So let's back up, let's back up. Let's start with your, [00:34:00] why. Tell me the stories about why the secret Santa project seems to be so important to you.

So this gets back to the stories she says, okay. The stories I would tell instead of here's where you get the, the supplies, and this is what you have to do. If I was going to play fair play, starting with your why's. One of the core tenants, the stories we Jill and I were just telling you about listeners.

She said, I would tell ed that it matters to me because I'm so sick of like the commodities around Christmas. I'm so sick of the fact that my son is so excited about a hundred dollars Nerf gun. Like I would love for my kids to recognize the value in the homemade gift. That there's beauty in making something from the heart that I love.

I would actually like to open the cards first, instead of just like running to tear, open that. The commodity. And so I, I still tear up at that answer. I think it's a beautiful Y and I, and I [00:35:00] I've, I've told this story so many times and I still tear up in it. And then she says, there's a bonus. The bonus is I want to tell ed that the little girl that Brody drew and the Secret Santa hat is a girl that is new to the school. It's December and still to this day, three

months into the school year, she stands like so cute with her backpack in front of the teacher, right?

When she gets to school, she doesn't go play in the handball area. She doesn't do hula hoops with the other girls. Nobody greets her. She stands there alone and she's standing there waiting for the school to walk in because there's nobody for her to play with at recess when her parent drops her off.

And so how nice would it be of my popular son? Brody made her like a welcome to school year. It's hard to be a new student present. So there was a lot wrapped up in this secret Santa project. That 1000% ed would never have [00:36:00] known. There was no context for that. This had been something she was holding. She wants to hand it over.

So I said, instead of telling him all the things he's going to do wrong and all the things he's going to need for this. Secret Santa project. Can you sit down when emotion is low cognition is high. Just, just with a glass of wine, like later tonight. And just say those two things you just said to me, just that. So she does, I get to check you with them I got to hear Ed's perspective, which was that it was after the holidays, Joe. And he said, I did take it over. Julie did tell me her, why I took over the secret Santa project and Eve I began Googling secret Santa projects for little girls with my son Brody and on YouTube, we found that he wanted to do a Popsicle stick jewelry box.

So that's conception, right? That's the conception that women are often holding. They decided together what Brody wanted to do. They had to Google it and research it. So, and he said, and then we wrote down everything we need for the jewelry box. That's the planning. [00:37:00] So they needed a colored Popsicle sticks.

He Brody wanted, , glitter. He asked for his dad to go to a place where they could find in knob because they didn't, he didn't want the little girl to need two hands to open her lid for her. He wanted her to be able to open it with one hand and knob. And so this is ed telling me all this stuff, and then he says, and then we found this really cool store called Michael's.

Um, and you should check it out, even if I'm like, yeah, I'll I'll check out that store. It sounds awesome. And we went to the store, we picked up all the things and then, and that's when Julia chimed in and she said, , Eve, it was. A change. It was light changing and it was super hyperbolic. And I was like, okay, what was life-changing about the experience?

She said, well, two things, one, I'd never seen it on the floor before. He'd actually never been on the floor with our kids before. I'd never seen that. And two out of the corner of my eye, he, I noticed [00:38:00] that glitter on his hands and she's like, yes, glitter. He has to get out, but what a truly meant for me. And I said, well, why is that meaningful to you?

And she said, it was the first time I felt like he was true and it with me and ed, right. It all starts with glitter. That's how I think. Right. Women's stepping into their full power in the world. Really begins with men stepping into their full power in the home. Two things about that one. I never asked ed why he told me this, but he told me that Brody cried with him on the way home from Michael's.

Look, my kids credit be every freaking day. Jill, I would never be announcing that to you. I'm assuming he was saying that because it was a unique experience and his son was crying because he was sad. His grandmother was dying. It must've been a unique experience for ed to have that type of intimacy with his son, AKA, this is not just saddling extra work on men.

These are meaningful caregiving experiences. And to be, , I think it was the fact that he [00:39:00] told me that because, , That point of connection with, with his son is a point of pride because lately I've been talking to ed about his policies, he's a COO of a multinational bank. And he said to me, ed, my glitter guy who started off in 2018 saying that he was a CEO outside the home.

And his wife was a CEO of the home is now saying things to me. Like I'm worried. About my workforce, that we're going to offer flexibility and only women will take it. And then we're going to have two classes of citizens in our, in our bank where men are the ones getting the promotions because they have the FaceTime and women are forgotten about this is ed.

This is ed who has thousands of employees starting to think through these things that I believe started because of the meaningful interactions he had as they started to build his competency in the home, through him taking on more and more cards. Of course, I'm not going to take credit for the entire transformation of ed, but I [00:40:00] think that it starts so beautifully with how their interactions changed Jill.

And so that,

Jill Stoddard: like if you,

Eve Rodsky: that is the political movement of Fairplay.

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Jill Stoddard: okay. So if I'm understanding correctly, it sounds like if you get enough individuals on board, a good number of those individuals are going to be okay. People who are the CEOs of their company, like people who are leaders and in positions of power to make these changes. And instead of just throwing a policy at them that they don't have buy-in to execute, they're getting buy-in by experiencing it firsthand, and then they're going to be more likely to make some of those changes at an organizational level.

Eve Rodsky: That's it I'll take you on the road with me, because I think that, [00:41:00] that, that, that is it. That is the political movement.

Jill Stoddard: Yeah. That's that's great.

Eve Rodsky: it's lived experience because the thing that was keeping me up at night, , was the fact that 70% of our 1% of men, the men who make our policies, , for us in government and corporations, , have the most traditional family structure imaginable.

They have stay-at-home wives. And so that was the ed Julie dynamic. She was trying to get back in the workforce, but always, she would always, she was one of those toxic tied messages that my job is more flexible. So she started taking on more things and she called herself what I call myself in Fairplay, which is the accidental traditionalist, where we end up in these traditional work roles, but we didn't plan for it.

And so for, for, for an ed who still is a primary breadwinner, but to have more lived experience, , holding cards, understanding the ownership, understanding how important it was to him to have that experience with Brody, to say to his team, , what are you guys doing for secret Santa, , around the [00:42:00] holiday?

Are your kids doing that at school where people are like, what, how do you even know that it is, it is a change in leadership. And so I do, I do believe it starts with glitter, chill. I don't know what else to say. I believe it starts with having your hands

Jill Stoddard: And look letter well, and I think the other thing that happens when you start with the couple at home is, you know, and we talked about this a little bit. Last time is you're modeling to your children. And so you are potentially changing the next generation of boys and girls and teaching them how to break free of traditional gender roles.

And I love that, you know, my kids will come to me and say something like, I don't have any clean socks. And I'm like, well, go talk to daddy. He does the laundry. Right. They know like mom doesn't do all the chores anymore. Daddy does just as many. And we actually had a good question from, , one of our listeners about , how to incorporate teenagers into Fairplay or, and I guess it doesn't have to just be, well, her question was specifically about teenagers cause she has high school kids her.

Daughter's a [00:43:00] little more helpful than her son. So she even sort of wondered who, I wonder if that's a modeling issue, but like, is there a way that we can use this to get our kids, you know, their emerging adults to be more responsible, you know, how can we split our chores for ways instead of just trying to figure out how to do it two ways.

Eve Rodsky: I love that so much because I'm really thinking about, , as we build sort of fair play out, you know, into having more practitioners understand this behavioral design tool and then use it. , I was speaking this morning, on a panel with Julie Lythcott-Haimes, who is the ex Stanford Dean who wrote a book called how to raise an adult.

Jill Stoddard: Our episode that released in April episode, number 194 was me interviewing Julie.

Eve Rodsky: I mean amazing. Okay. So I, I love your podcast. And so I just have not caught up. So I apologize for not listening to that episode, so I would almost say that's [00:44:00] also a prequel. We should, you should stop now and listen to that as well. But so Julie, as you know, Jill, um, her work is literally a compliment to fair play or I'd say fair plays a compliment to, to

Julie's work. And so what Ben, and I think I may have said this to you. I may have said this in 176, our episode, our one Oh one.

And if not, then I've stayed here. And if I did that, I'm repeating myself, but Ben wanted me cause he knew I was interviewing Julia today and he knows, you know, that conception planning execution is similar to executive function or it's the same as executive function. A spoiler alert that, that Julie talks about a lot that we are going to get our kids into Stanford for them, but we they're not going to stay there because they can't even make their health services appointment.

They don't know how to log into a portal to sign up for classes. , they don't know how to advocate for themselves. Cause parents are calling [00:45:00] saying that their kid's grade is, is, as Julie says, like a stock market stock, like we're up, we're down, , monitoring, like it's another stock market, , app on their phones.

They're doing it for their kids. So Ben said to me, he's nine. He said to me, well, I want you to tell Julie that I think it's really weird that , your friend posted that her daughter was helping her fold the laundry that she's going to forget. That is not her responsibility. Tell Julie that , I hold the laundry cart on the weekends for our family.

Tell Julie that I know that that means I have to open the secret oil drawer and put in the Downey and the tide or whatever we were using. I know that means that I have to decide which setting to put it on. , whether it's whites or colored, , clothes or, , or maybe things that need to be sanitized like mass.

I know that means I have to fold all the stuff in the dryer before it gets wrinkled mom. I know that means that I have to scrape out the lint.

That's [00:46:00] my favorite part. He says, cause he leaves, feels fluffy. This group scrape out the dryer lid. And I know it has to go back into the drawers. That's it?

Jill Stoddard: So do

Eve Rodsky: kids that then that's it. It is, it is an ownership mindset that you hear call. We call it CPE and fair play. Julie calls it executive function, being a ma a core true member of the household.

Jill Stoddard: So it seems like similar to what we've talked about before. It probably starts with a conversation, maybe even a vulnerable conversation about how it feels to be the one person in a family of four who has most of the responsibilities put upon them, you know, and, and where, what the story is behind that.

And then what you could even like physically deal the cards out with the, you know, with kids who were old enough. I mean, I think I could even do that with my kids who are seven and nine.

Eve Rodsky: Oh, well, Ben is, Ben is nine. Ben is nine and he is, and he is a, he is, he holds a laundry card for the weekends because we do have a housekeeper and, , she's amazing Adriana. And we pay her [00:47:00] well and she is a very important part of our family

structure. And, , I think it's very important to recognize the team that goes into, , being part of your household.

If you have outside, , domestic workers, we have to, of course pay them well, recognize how important and valued their labor is. And my kids see that and recognize Adriana's labor. And, , she comes twice a week. And so the laundry obviously piles up over the weekend and that's Ben's responsibility and.

It didn't start that way. It is. It's obviously been a process. It's been a two year process. I think we started the idea of thinking about Ben as laundry Dewar at seven. And now they're finally ready to reveal Zach. My older son who's dishes is like, I think maybe Ben has a better thing, but as like dishes.

RO sack, you know, like, so maybe you do want to switch and let Ben take it over for a little while. Nobody should have dishes forever on weekends. But so that those conversations were ones that have happened [00:48:00] over time. They're never perfect. They require the same vigilance that Seth and I have, which is that we check in with our kids.

We do a Friday Shabbat check-in , before we sit down, we do a Shabbat ritual where we light the candles and we have Hala is mainly just to eat lots of good, you know, pre Rio spread.

But, but we do check in then, and we say, let's just see what's happening on the weekend. Who's in charge of what? , and so the other thing that's been very helpful is that Zach and Ben are our parents helpers. I don't call it mother's helpers. Cause we have to get out of these gender terms. But Zach and Ben are primarily responsible for Anna on the weekends.

Cause we really don't like watching a toddler. And so that watching card has been really helpful. So they all have to think about what they plan out for her, what they're going to feed her for lunch. If she poops, how to help wipe her, understand that women and girls with Jina is different than boys. She has to be wiped front to back.

We don't want poop getting into her vagina. She can get a urinary tract infection. [00:49:00] Those are all conversations. We, we are ritualizing and normalizing in our house.

Jill Stoddard: Well, I think too, like giving them their own responsibility, like the card, the CPE, I wonder if that's even a little bit more motivating for them to do it. Cause like I'm thinking about in my house, how I have to remind my kids every single meal to clear their dang plates, but I wonder if they would be more likely to, do it. If it was like, this is your responsibility from beginning to end, I'm going to try it. That's going to be my next

Eve Rodsky: Yes. Yes, I, yes. I love it. I love it. We keep challenging and I will say, this is the way, the way to do it. That I've seen most successful for people who do involve their kids is to begin with it as a curiosity, , exercise. And so what I mean by that is it's actually really fun for kids to hold the cards , , , but it's so fun because what naturally would happen in the beginning when we started developed them was my kids would be like, Oh, laundry, That that's mom, that's mom, [00:50:00] birth, birth control, mom.

What does that, what does that mean? I'm like, well, that's a condom. Let's talk about that later. Uh, group grooming and wardrobe. What does that mean, mom? Well, it means that before fair play, this is really gross, but daddy used to ask me like, why he doesn't have any clean underwear. Like why did an order him underwear, he's now in charge of his own clothes.

How cool is that? , and so now I ask people, instead of saying, who does what? I asked them and said to say, what do you think we value as a household? So it was really fun to use the cards that way first is to say so I would ask you Jill. So instead of using them as a. Um, like, let's get you involved. I'd love for you to sit down one night and say, we're going to play a game.

Let's see what we value together as a household. Do we bear value, marriage and romance? Well, daddy and I used, that's why we do our date nights. I know you hate when we go out, but we really value our relationship. Guys. What about dishes? Do we value that? Well, I guess they have to be done. Okay.

So we, we value that because they need to be done. We, we value a clean sink. And so that's [00:51:00] what I would ask Jill, is that it would be fun even before you ask for, to them to get involved. I'd love to come back on in part three, or even talk off offline about the exercise of, because that's been the most helpful.

Now I am seeing is more recently. People have been shifting the conversation from mommy and daddy do this, the more valuable exercise is when a family sits down together and says, let's just go out for ice cream and let's just build our deck together to see what we value as a

Jill Stoddard: Yeah. Yeah. And I think even just seeing how many things there are, you know, it maybe makes kids have a little less entitlement and a little more compassion of like, wow. It really, there really are a lot of responsibilities and maybe mommy and or daddy shouldn't be the ones to have to do all these things.

I mean, I don't know, maybe that's wishful thinking, but it

Eve Rodsky: No it is. I will say that, that, that is a, I think that's a deeper understanding that Zach, as a 12 year old, because what we started to start handing over to him, Jill [00:52:00] recently, which I know that we'll have to come back and tell you how that goes, because it's too new for me to tell you. I could just tell you the questions he's asking me though.

We just started tanning over medical and healthy living. There's a card called medical and how they living. And we said, we think you should be responsible for this card for yourself. And so what Zach is now saying, because we are getting a phone and you'll have the contacts in your phone. Well, Zach has started to ask questions like, well, what does that mean?

And I'm saying, well, it means you have to know the name of your pediatrician. It means you have to know that you get an annual physical. It means we have to tell you what shots you've had and what boosters you get as you grow to be 18. It means you need to know where your

immunization records are. It means we have to know whether or not we're going to add orthodontics to your dental appointments. You have to know the name of your dentist. How often do you get cleanings when you can go scheduling your own appointments? And he's like, well, that's a lot of things to think about.

And I said, well, the beauty of you thinking about those things, it, it means that daddy and I don't have to think [00:53:00] about those things now and it frees our brain up. , because your brain now has those things to think about. And it's going to make you a better student, because I promise you , Dean Haynes from Stanford will tell you that the beauty of you owning things like your own medical records, like the dishes is that type of accomplishment then ends up translating to you as a student, as an individual, as a worker.

Jill Stoddard: I was going to say, when you were explaining this, I was thinking, man, Julie must give you an A plus. This is some great, a like helping a kid already moving toward adulthood. I love it.

Eve Rodsky: Well, well it's please. God, I will see, but I do. I do see, I will say that. I think, , the one thing about adding this practice into our home has done has been that, , our kids at least are. More aware of the dynamics that are going around, , along around them, they are more aware of their privilege.

They're more, my [00:54:00] son, Ben, my nine-year-old the same one who had his is a realization about laundry. He's somebody who screamed the, you know, to me about Cinderella when he was watching it with Anna saying

Jill Stoddard: Oh, the feminist

Eve Rodsky: the, remember the feminist emergency. Yes. So my

Jill Stoddard: been my favorite part of the interview

Eve Rodsky: Exactly. So, so you remember the feminist emergency?

He is, um, he did it again recently. Actually he did it again with, , with racist time. , he, we had another, um, this was not a feminist emergency, but this was regarding that we were watching the movie sing again, which he, I talk about in the book he had already, he had recognized there was a character named Rosita in the movie sing, who found her unicorn space.

Again, she's a pig who has been ignoring her and then she learns to sing and she goes on stage. And then he kisses her at the end and her kids started valuing her again because she, she comes back into herself. So, but, but he actually was asking me about, , why it is that [00:55:00] all the voices and saying, , they were white voices

Jill Stoddard: Oh, interesting.

Eve Rodsky: that characters, even though they're animated voices, he's like, I think they're all white characters.

And then he also asked me, why is it. Why is it that the criminal, the , the only character that's a criminal is a, also a gorilla, which is, , the only, you know, design character that is, , presents black on, on the screen. Right. And so it was just a very interesting conversation we had about just being more aware, I'm aware of what's happening and how we can design our media and designer homes.

And that the fact that it doesn't have to be this way, it's not inevitable that everything was designed this way. It's fucking evitable.

Jill Stoddard: right,

Eve Rodsky: So last time it was the gender emergency. This episode is called it's fucking evitable.

Jill Stoddard: I love it. okay. So another question from a listener was , do you have any tips for how a third party might get someone else involved?

So for [00:56:00] example, this person specifically said, my mom needs to have this exact conversation with my stepdad. How can I as an outside third party? Broach the topic with them. And let me add to that because one of the things I've seen is I have some friends who will kind of get on board. Like maybe they listened to episode one 76 and they kind of want to go for it.

And then it's sort of like, kind of like excuses or reasons like that. It's not going to work and it couldn't possibly happen in our household. And so we just go back to the old way where it's not fair.

Eve Rodsky: Right. That's Julie, that was the Julie, when she said I'm, Ed's going to do homework. And then she's like, well, actually he's not going to get an on-time. And, he's too busy, you know,

Jill Stoddard: Yeah, exactly that.

Eve Rodsky: it was, it is so common. , I love the third-party I'd say the first thing of course is, , you know, carry a big stick, you know, speak softly.

So of course the modeling is it's triggering sometimes because you know, when you have more fairness in your home and you don't want to get into those [00:57:00] annoying conversations with people about how much they hate their. Partner. , it does feel like people may judge you as self-righteous it's. Okay. I will give you permission to be self-righteous and to be a culture word to say yes, I have a great marriage right now where my marriage is working out really well for me.

And no, I don't have those issues. I'm not being expected to, uh, be put the bucket under the pillow. We actually talk about it. Right? So sometimes I think people who aren't there yet, it is threatening when you were further along in that journey, because you start to see yourself happier in your relationship and more light or more time to do more podcasts.

And there maybe someone will be jealous. Like how did Jill get to do 200 episodes? Like, I can't even do one because I can't, you know, you know, so, so I'd say we have to own our power to say we deserve to our time being diamonds and we should not feel bad or sad or guilty to other people. If they haven't gotten there, we should celebrate it.

We have closer to equal partnerships. That's a great thing. And so I'd say the modeling is really important. The other thing [00:58:00] I'd say is for someone who sees someone else struggling with this, , it is really hard because a lot of people don't want to take other people's advice. And what I would just say in those situations is that just give that person grace to listen.

Don't you don't always have to jump in with advice at that at that phase. But I do think the idea of saying it's really hard. Things feel really unfair. , , it doesn't have to be this way. It's not a you problem. This is a societal problem. , other people are struggling with this. I think to me, that's, that's the type of compassion that we want to come to the table with.

Because if we come with saying, well, I have a solution for you, or it doesn't have to be this way and you're failing, it can end up landing wrong. So often what I do in those situations and what I see other people successfully doing are just saying things like, did you know, this is not a you problem.

This is actually a societal problem. And here's the beauty of it. Here's like three articles from the New York times that show that, , other [00:59:00] people are. Are struggling with this too. And actually recently there was an article. Fairplay was featured in it. It just came out this week, but it was a researcher in the New York times parenting who is actually, who said, why are women the ones who have to worry?

Why aren't men worrying too? And so you could just send an article and just say like, it's not your problem. It's really a societal problem. And sometimes just that, like when I learned that the second shift, invisible work, , the mental load was a thing and other, other women especially were struggling with it.

It was a time in my life where I finally felt like, okay, I'm not alone. I'm not failing. Maybe this is something bigger than me.

Jill Stoddard: And I would add to that, read the book because I think what happens is people get a vague understanding of what this is and they're into it. But I think there are some really important specific elements here, which are like the scripts for how to broach the subject with your partner who might not be on board right away, plus CPE, plus the minimum standard of care.

You know, [01:00:00] it really lays the groundwork for understanding what the problems are and why it's important and why you're entitled , for your time to be as important as your partner's time. And, you know, do you know if your books on audio, is there an

Eve Rodsky: Yes, there is an audio book. I think audio is a good way to listen to it. In chunks, you can listen to the car with your kids, because this is a, it's a very similar to how, how to

raise an adult where it's not like we're going to do harm to your kids. By listening to this, this is just another way to say, this is how you are an adult in society, basically.

And it's not gendered,

Jill Stoddard: And if you practice fair play, you will actually recapture so much free time that you'll have time to sit down and read books because you know, that's the other thing, well hear is like, I don't have time to read a whole book, which is why I asked about audio, but truly I have so much free time now because I'm not doing the CPE of 89% of all of the household and work and everything else.

Okay, so another question is what happens when both partners schedules are [01:01:00] constantly changing and it feels like there's a need to do a lot on the fly because every day is different. So like I might be able to do pickups and drop us today, but you're going to have to do it next Thursday.

This Thursday is different from next Thursday. That kind of thing.

Eve Rodsky: That, that it is when Fairplay works, the best are couples with the most dynamic schedules are the ones who say that the system helped them the most. And those couples do a 10 minute. And I check in, so in Fairplay, I recommend, I recommend a once a week. Check-in the couples who, , are in those dynamics schedules.

They report that it's a 10 minute a night. Check-in Seth and I are 100% in that category where if we don't check in every night, we literally had no idea where our children are and often they're being left somewhere by mistake. So, and that has happened to us many times where we will get a call from somebody saying, is your child supposed to, you know, be picked up?

And we're like, Oh shit. You know, , we we're like we should, we should have checked in last night. , when you have dynamic [01:02:00] schedules, customizing your defaults in advance, is the most important thing I can tell you that can change your life. Knowing who's in charge of pickups, Tuesdays and Thursdays, Mondays, Wednesdays, Fridays, dinner, and advance.

That is it's game changing because you can prep in advance. You can save time. You can be in charge. That is when setting the table when you're hanging in cranky or when the dog is taking piss on your rug, because you forgot to decide who's taking it out. That is the chaos and the decision fatigue that grows when you have dynamic scheduling.

So all I can say is that that is a place where I will recommend read, read the actual, read the book because it works. It works for dynamic schedules.

Jill Stoddard: , I agree , my husband's schedule is pretty consistent, but mine changes a lot. and I find that because I know that I'm in charge of pickups and drop-offs, I plan my schedule accordingly. Like instead of my schedule being in charge of me, I've become more in charge of my schedule because I know exactly when I'm in charge of dinner, I'm in charge of pickups.

[01:03:00] So I schedule around it. Now, maybe I'm sure for some people that may not be possible, but I think there's the possibility of, of quieting the chaos a little bit. If you actually practice this in this way, if you take on the responsibility of this task so that you can't have

things that are all over the place, like you have to be home for the four o'clock pickup or whatever it is,

Eve Rodsky: I mean at the end of the day, we are all living in a home, whether it's with a roommate. Um, Amy, obviously, you know, there are people who are unhoused, right? But we have the people who are listening off it. We have privilege that we live in a home and the truth is, is that it has to be a Comar most important organization, whatever you're wearing, whatever it looks like.

There is a way to dial down the chaos, um, systems do that. That's why there's HR teams and corporations. That's why people have policies. That's why we have laws because ultimately these are ways to design behaviors, , to make them expected so that we are not making decision fatigue problems. Do you, can you imagine [01:04:00] if we did not know if cars would stop at a stop sign?

We would all have to make the decision every single time to assess a car. Does that car look like I could wave it down? Does that car look like it'll stop for me, it would be complete and total and utter chaos. So whether it's the law, whether it's designing the behavioral design for your home, getting a system in place.

Is life changing. It is life changing. Jill and I are here to attest to it. It doesn't mean it's perfect. It does not mean it's perfect. It does not mean that, , when something, a glitch in the matrix happens that the school is still not calling me that I'm still pissed that they're not calling Seth, but I take it out on him.

It doesn't mean that things are perfect, but it does mean that at the end of the day, the expectation is that we are going to decide together who is handling this as opposed to pre fair play, where the expectation was. Eve Eve is the one who handles everything. And just that default and expectation means that you get to [01:05:00] come to the table with such a more open mind over how you're going to structure your dynamic schedules.

Jill Stoddard: Yeah, there's a really good one that I'm sure comes up a lot, especially these days during the pandemic and whatnot, which is what happens when you have two partners that are basically comparing their level of burnout. Like one person is saying I'm more burnt out than you. And I need you to carry some of my cards.

Like I can not carry all these cards. You have to take them over it. And the other partner says, I am just as burnt out, if not more burned out than you. So you need to take some of my cards, you know, how do you negotiate that? When like both parents are just burning the candle at both ends in, or like at the end of it, you know, like are burnt out basically.

Eve Rodsky: Well, in that case, what I would say is that, , that's because, , we hate caregivers in America. And so I want to say that the only, you know, the, the place that, , in, in a global survey, a sociologist that a huge survey. We rank last [01:06:00] and parental satisfaction. , so that is a problem. That is a societal problem.

That's why, as we said, Fairplay is a political movement. We have literally no social safety nets. We have no access to paid leave. We have no access to free, , or even affordable

childcare. It is a complete and total nightmare, literally a nightmare nightmare for parents in America. And so what I want to say is, I just want to honor that and say that yes, that burnout is real.

And sometimes it is really hard to say to your partner, you do more because they are at the end of their rope. And so what I will say is that it is a moral failing, so that that's just a moral failure of America, but what we can do together as a, as a team is what we've done in the pandemic, which I hope we will continue to do, which is saying we have to look at these cards together and we have to burn.

Burn them. We can not play with a full deck of cards. And that is, is something that is hard to do. We're [01:07:00] con we're conditioned to want to be intensive parents. It's what we've learned. But you know what, maybe, maybe you don't have it met any memories and photos for this year.

Maybe that's it. You know? No one's taking any pictures this year. Maybe you're not going to put them in an album this year. Maybe

Jill Stoddard: skipped our holiday

Eve Rodsky: no holiday cards, right. That maybe, maybe you never send another. Thank you note. And you just say, look, I'm so grateful for you, but we are sober doubt. We live in America.

We can't, we can't do this.

Maybe we take travel off of our list this year. We stopped going to birthday parties because I just didn't want to buy gifts anymore.

Jill Stoddard: Yeah. And I think that's such great advice. And I will throw in one caveat, which is, I just had this flashback to before Billy and I were doing this well, way back when, when I was like, totally burnt out, juggling all the things like really having a hard time. And his solution was, well, why don't you just do less?

And it was like the things in my career that are really important to me. And I'm like, why should I have to do less? [01:08:00] Why don't you do more? So I want to throw a caveat in there that what we're talking about is like both partners coming together and saying like, what do we agree

Eve Rodsky: Housework and childcare. We are not talking about anything outside the home, because why, what we're saying here is the Billy phenomenon nigga. We love Billy now, but it was a, it was a phenomenon I talk about as a toxic time message in fair play that so many heterosis gender men's were men were saying to their, their partners.

Well, if you're so overwhelmed, just get help. If you're so overwhelmed, stop doing all these unnecessary things. Oh, my God, that's my trigger. I wanted to literally. Harm Seth when he

said that, because to me, what do you, what the fuck is unnecessary? And our kids need to go to the dentist. Our kids do need to learn to ride a bike.

Our kids do need to see their friends sometime, but what we were actually talking at loggers with was the fact as we began this conversation, that Seth was not feeling invited to [01:09:00] the party. And so again, why there plays a system is not a list is because the buy-in that, that value setting exercise to what we value as a family is incredibly important to move on to the next step, because then you will never hear my wife, my partner does all these unnecessary things because you've already both bought in to the things that you're doing.

Jill Stoddard: . Okay. Very last question , this is so relatable for once you've established your roles, you're doing fair play. How do you maintain your own boundary where you're not just jumping in and taking over, or my friend, Susie, who we talked about in the last episode too, she gave an example of, , , the kids were putting their laundry away and she like, couldn't stop herself from saying to her husband, make sure you supervise otherwise it's going to be messy or something like that.

And he was just kind of like, we don't need a coach or something like that. Like, we're

Eve Rodsky: Laundry coasts,

Jill Stoddard: You can go. And she felt so bad about it. She, you know, it was like, [01:10:00] I couldn't stop myself from saying it. Like you with the trash, right?

Like when the trash is driving you crazy, , how do you not say, are you going to get that trash out tonight? You said you do it every day and it's already seven o'clock. Are you going to do it when that's like such a habit that we've

Eve Rodsky: It's such a habit. It is such a habit. Oh my God, Jill. .

It is the thing that is the most toxic. It is the thing that was coming up over and over again for why people didn't want to listen to each other because in some way they were getting feedback in the moment, feedback in the moment is not curable. , we cannot hear you when emotion is high and your cognition is low. And so I desperately want to say to Seth, we're gonna take out the garbage, like I knew you would fail me right in the moment. The key premise of communication and Fairplay is the check-in because it allows you to write it down.

I'm not saying your concern is not valid, but what I'm saying saying is that you invite someone to the party so that they know [01:11:00] and expect that that party is about talking about. So what you're talking about, when you say you didn't get them onto the zoom, you know, when you're using a toxic tone or will you say things like, as my friend Claudia calls herself, the verbal assassin, she's different than me.

I use terrible tone. She says things like, Oh yeah, yeah. You know, I just, I'm just surprised that you didn't know you were, we're going to become the worst father that ever existed. Like

that was something that I'm surprised you didn't know was going to happen to you, but it did. You're the worst father that ever existed.

Right. Verbal assassins right in the moment. So it's predicated on this idea that, communication is a means to an end is often toxic if it's given in the moment.

And that communication is a practice is the most beautiful way you can look at communication because so many people are investing in their exercise practice and their meditation practice, but they're not looking at their communication with their partner as a practice, invest in it. So many women said to me, well, I don't have time for 10 minute check-in and this is before the [01:12:00] pandemic where I would take their.

Screen time. The best thing ever happened to me was getting that screen time thing on I-phones because then I could go in and say, well, apparently you do, because three hours and 42 minutes on Instagram, how about you spend three hours in 32 minutes on Instagram and give 10 minutes a night to that.

Check-in and so that's a way that you can do that because for me it was, I'm still wanting to give the feedback in the moment. And so oftentimes you'll see that I'll have black pen on my hand that says things like yellow rag. And then I'll look later at the night when our check-in and I'm like, well, apparently I'm really angry at you about a yellow rag, but I have no idea what the hell that means anymore.

Jill Stoddard: Uh, well, I think the other thing maybe the check-in might be doing is it forces you to be more aware and awareness is really that first step to getting off autopilot. Right? And so if you're aware of like who's doing what and how it's going, and whether you're playing your part, then you're increasing your awareness of those moments during the [01:13:00] day where you said, make sure you supervise.

So the kids do it neatly. And that, that may be a path toward less of that habitual just blurting the things out because that's what you always do.

Eve Rodsky: Absolutely. And the other thing I will say women said to me, when I asked them about the transactional nature of their communication. Well, I had to tell them to get them on zoom. It was the fact that I was hearing underneath that because as a mediator and again, as a psychotherapist, you probably feel the same way, right?

The presenting problem is never the real person problem. But what I was hearing was, a deep lack of thinking that their partner would come back to the table and if I didn't get it out, then they would be in my face and I couldn't, they wouldn't come back to me. They wouldn't come back to the table. So I think so many of us are worried that if we don't say it in the moment, that there'll be never another opportunity that we'll be able to say that thing.

And so again, that's another thing to check in alleviates. If you know that there will be an opportunity that your partner is willing to hear you. Then often I do [01:14:00] feel that it's, it's hand in hand with feeling less stress and having to. Articulate something in the moment

and until this day. So this day, right, 10 years into that, it's still a hard thing for me to, to remember.

I have to exercise it. It's a practice for me. But when I do it now, when I do the feedback in the moment and it, it always ends up terrible. All it does is I say, great. I look at it and I don't get mad at myself and feel shame for doing it.

I say, it's just another data point to show me how important what I'm saying is

Jill Stoddard: well, we're, uh, we're way past the end of our time. I love talking to you, but before we say goodbye, I want you to tell our listeners. We have, you know, we have listeners who are people in the public, but we have lots of listeners who are also therapists mental health professionals. And you have a new initiative that you're building right now.

That's going to be a train the trainer. So is there a way that people can find out about that if they want to [01:15:00] learn Fairplay and then teach either their clients or teach other professionals how to teach people, where can they learn about that?

Eve Rodsky: Well, thank you. Yes, we're working right now. , it'll be like that type of program where the behavioral design aspect, , is going to be, , hopefully delivered in a way that is, , a two Oh one to three Oh one, a four Oh one that away we would deliver it to the actual person who's having the hard time, but to the professional who is already used to unpacking.

, conditioning. . And so we just look at it as another tool in the arsenal, but we also, of course, given that we started off today thinking about Fairplay as a political movement, we do believe that, , colleagues, , in the psychotherapy space, people who work directly with individuals and couples are a key to unlocking this cultural change.

Jill Stoddard: Yeah, that's great. Well, then I would recommend that people sign up for your newsletter. It's

got great content and I imagine, , we'll get all [01:16:00] the, all the info as it comes, ,

Eve Rodsky: Yeah, we're just, we're building it again alongside, , psychologists , we're doing this very thoughtfully to make sure of course that, that it's a do no harm, of course, that there's, an understanding that mediation and law, behavioral design, , and psychotherapy are not the same thing.

And to make sure that it is an additive. And so we're doing it very thoughtfully, but stay tuned because I'm really, I think it'll be a really exciting, next step for this, for the movement.

Jill Stoddard: Wonderful. So go to Eve rodsky.com. You can sign up for the newsletter there and find all of her social media handles. Thank you so much for being here. This was a super valuable conversation and I'm glad that we got a lot of really rich questions answered. Thank you.

Eve Rodsky: Thank you for your questions. Thank you for listening. Thank you. Your time is diamonds. And so, and again, Jill, thank you for all of your vulnerability and for everything you're doing. And I cannot wait. You have to, , [01:17:00] email me please. And you have to

as a terrible communications strategy, by the way. So I would never recommend saying that to your partner, but I'll say it to Jill.

You have to, , email me. I really am excited to do for you to do a values exercise with your family, to see what you, what they value in the deck. And I'd love to hear what your kids say about that.

Jill Stoddard: I will let you know for sure. All right,

Eve Rodsky: Well, as big hub,

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