

Eve Rodsky Fair Play

Eve Rodsky: [00:00:00]my time is diamonds, too. That as a woman, , I deserve. , equal time choice over how I use my day. Time is not different. Time is time. We only get 24 hours in the day, and I want as much time choice over how I use my day. And that is not going to happen if I'm. In charge of not only a work, , for pay job, but also every single household and domestic task for my family

Jill Stoddard: you are listening to Eve Rodsky on psychologists off the clock.

Diana Hill: [00:01:00]We are four clinical psychologists here to bring you cutting edge and science-based ideas from psychology to help you flourish in your relationships work and health.

Debbie Sorensen: I'm Dr. Debbie Sorensen, practicing in Mile

high

Denver

Colorado

Diana Hill: I'm Dr. Diana Hill practicing in seaside, Santa Barbara, California.

Yael Schonbrun: From coast to coast. I'm Dr. Yael Schonbrun, a Boston-based clinical psychologist and assistant professor at Brown University.

Jill Stoddard: And from sunny San Diego, I'm Dr. Jill Stoddard author of Be Mighty and The Big Book Of Act Metaphors.

Debbie Sorensen: We hope you take what you learn here to build a rich and meaningful life.

Diana Hill: Thank you for listening to Psychologists Off the Clock.

We're thrilled to be partnered with Praxis Continuing Education here at Psychologist's Off The Clock because we really value our own continuing education. And I know Jill you've participated in a number of Praxis events.

Jill Stoddard: I have. Praxis is my favorite. I think probably the most memorable was when I participated in an ACT Boot Camp after I'd already been learning and doing ACT for about 15 years. And I still got [00:02:00] so much out of the training.

Diana Hill: I have a memory of Steve Hayes jumping off of a phone book to demonstrate how small your committed action can be. And sometimes I'll bring up that memory and use it with my clients. And that's probably from 10 years ago. Praxis also continues to evolve and change over time. It integrates new therapies as they come out.

it has trainings in Compassion Focused Therapy and Acceptance and Commitment Therapy and Radically Open DBT.

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hey everybody. It's Jill here and I'm really excited to announce today's guest. I have Eve Rodsky here with me today. Who's the author of a book called Fairplay.

And I think what's really special about this episode is I suspect it's going to get a lot of listeners really thinking and talking because that's certainly the impact that this book had on me. And so I have Diana here with me today to talk a little bit about her reaction to the [00:03:00] episode. And then I loved this interview so much that I invited Eve to come back in a few months.

So I'd like to invite you listeners. , If you're as compelled by this information, as I was, I'd like to invite you listeners to read her book, to learn about Fairplay and then reach out to me. , let me know how it's going. What kinds of questions do you have? And I will share those with Eve when she comes back and, you know, we can make this a larger conversation.

, and I want to give my husband some props here because I've become really aware recently that one of the reasons I've been able to pursue some pretty. Important goals in my professional life is because my husband, Billy, , has really become an equal partner at home and we share the labor. And Eve talks about how equality in our society can't occur until we have equality in the home.

And so I think it's a really important topic for us to be talking about. And I have Diana here [00:04:00] with me. So Diana, tell me, what did this stir up in you as you listened to the episode?

Diana Hill: Oh, it stirred up a lot. Jill, I loved this episode and listening to it. I was on a run and I had to keep on stopping because I wanted to take notes about what Eve Rodsky was saying. She was so brilliant, but also relatable at the same time. And she had these. Insights into really what is one of the biggest stressors on many families and households right now, which is how we navigate the unmanageable demands of work while trying to take care of our homes.

And some of us take care of children or animals. While, not destroying our relationships or quitting our jobs. And I know that many of us feel like we're chronically not measuring up and we're overwhelmed. So Eve talks about really sort of the main takeaway from, from the interview. And mainly because she told us that we, it was the main takeaway, which was you, aren't the problem.

If this is happening, this the system is, and. It made me to think [00:05:00] about this, , piece of work written by Marianne Cooper. Who's a sociologist at Stanford and she was also the coauthor of the 2020 report on women in the workplace. And they found that not only are

mothers doing way more during the pandemic, but they're also two times more likely to fear being judged because of caregiving duties at work.

So we're in this really, um, Impossible conflict, where we have the definition of an ideal mother, which is in incompatible with the definition of an ideal worker. And I think that many of us are feeling like we're not measuring up, but it's not our fault. It's the system. That's the problem.

Jill Stoddard: Yeah, a hundred percent and. You know, the fact that the numbers are showing, I want to say the last month's report was that over a million women left the workforce in one month because it is just utterly impossible to juggle the demands of a home and children being home and homeschooling. If you also have a job, , and you know, the [00:06:00] number of men leaving the workforce is far, far, far lower, and that's an equality problem.

You know, that's something that if we had an even distribution of responsibilities in the home, those numbers would be very different.

Diana Hill: Eve really focuses on how the relationship between you and your partner, how we need to work on changing that to help change the system. As you mentioned, Jill, and one of the things that I thought a lot about when we were, when you were talking was what, if you have a partner that wants to show up and practice Fairplay.

. And that's the case for me. I have a partner who's like super skillful with the vacuum and you sent me the book Fairplay and I took it. I literally sat down on the, on the bench and he was vacuuming while I was reading it. And. Really what's going on there.

Why do I still feel overwhelmed? And I think that there's after some, self-reflection not only is it the societal expectations for me, it's also some inner barriers that I have. One of which is perfectionism. I think a lot of women experience this [00:07:00] where. He tries to help, but all I do is criticize when he does help, I talk about what he did wrong, as opposed to what he did.

Right. And that ends up punishing the behavior of helping and as behaviorist you, and I know Jill, that's not going to get you in the direction you want to be going.

Jill Stoddard: and I think we also need to recognize where we have to let go of some control. if Billy is going to load the dishwasher, but I don't like the way he loads the dishwasher. Too bad, you know, like that you can't have it both ways either.

You're going to have a partner who helps and does it their way, or you're going to have someone like you're saying who's, you know, frustrated and being punished rather than reinforced. And you know, it's just not going to work in the long run.

Diana Hill: I also think that. Something that was really helpful, that you've said is how we ask for support. , that when we express more of our softer, vulnerable emotions with our partners, they're much more willing to step in and help

and it made [00:08:00] me think about 11 years ago when I had my first child and I got to a place where I was really overwhelmed. I was struggling with postpartum depression and I.

Remember this moment in time where I couldn't make the bed anymore. And I turned to him and I told my partner about what it, what it had been like for me and what it was really like for me in terms of overwhelm. And from that point on, he started making the bed. And I know that when he makes the bed now, he makes it out of a place of truly caring and loving me.

Jill Stoddard: Well, I think that's such a cool story. And this vulnerability piece feels so important because if you hadn't done that, I suspect he would have just said, Diana, just let it go. Who cares? It's a bed. Like just don't make the bed. And it would have been a contentious situation rather than something that it sounds like it actually promoted connection and closeness, which is just amazing.

I love that.

Diana Hill: We always have these opportunities to step through, into more closeness and connection. I think right now we need that. We need each [00:09:00] other to co-regulate and get through the challenges that we're all facing and it starts within our little households. So, so grateful for this episode. Jill, it's fantastic. It's funny.

It's , our first explicit episode.

Jill Stoddard: That's sort of exciting for us here at psychologist's off the clock. it's our very first episode that we've had to rate as E for explicit, , because there's a lot of passion in this episode. , so you will enjoy some colorful language there. . So enjoy this episode with Eve Rodsky

I have Eve Rodsky with me today. And if her name sounds familiar, it's probably because her book fair play is making quite a splash as both the New York times bestseller and one of Reese Witherspoon's book club books.

So I'm incredibly excited to dig into it with her today. [00:10:00] Eve received her BA in economics and anthropology from the university of Michigan and her JD from Harvard law school. After working in foundation management at JP Morgan, she founded the philanthropy advisory group to advise high net worth families and charity foundations on best practice.

This is for harmonious operations governance. And disposition of funds. Yeah. And her work with hundreds of families over a decade, she realized that her expertise in family mediation strategy and organizational management could be applied to a problem closer to home, a system for couples seeking balance efficiency and peace in their homes.

Rodsky was born and raised by a single mom in New York city, and now lives in Los Angeles with her husband and their three children Eve. Welcome to psychologists off the clock.

Eve Rodsky: Hi, Jill, how are you?

Jill Stoddard: Good. I'm so happy to have you here. And I have to tell you, Fairplay was recommended [00:11:00] to me by a friend. And when I read the jacket, I thought, Oh my gosh, I feel seen.

So I'm actually gonna read it so that our listeners who haven't read the book yet. Who I'm sure many will go. Oh my gosh. Me too. so I'm just going to read this first paragraph. It started with the shit. I do list tired of being the she fault parent responsible for all aspects of her busy household Eve Rodsky counted up all the unpaid invisible work she was doing for her family, and then sent that list to her husband, asking for things to change.

His response was. Underwhelming Rodsky realized that simply identifying the issue of unequal labor on the home front wasn't enough. She needed a solution to this universal problem, her sanity identity career, and marriage depended on it. And so I read that and I thought, Oh, I'm so glad I'm not the only one because I literally out of desperation created a spreadsheet that had the, [00:12:00] here are the things you do.

Here are the things we share and here are all the things I do and thought for sure, just sharing this information would make my husband say, Oh honey, my gosh, I'm so sorry. I had no idea. We need to fix this uneven distribution of labor in our home. And you know, of course we know where this is going. That is absolutely not what happened.

and from reading your book, it sounds like you've had many women say the same thing to you sharing this type of experience.

Eve Rodsky: 1 million percent Jill but I learned very quickly is that lists alone don't work, but systems do, but let me give you a little bit of that context because, how did I get to that, that realization? Well, I think for me it was, , a few things. One as I write about in Fairplay, , times of big disruption, Can be really times of real growth.

And one of the worst days of my life was this day that my husband sent me a [00:13:00] text that said, I'm surprised you didn't get blueberries. And I write about that day because we can all sort of picture that scene. It reminds me a lot of the space and time continuum collapsing on all of us right now, actually, , I had a breast pump and a diaper bag.

On the passenger seat of my car. As I received a text, I was in the car. I had gifts for a newborn baby in the backseat of my car. I had a client contract on my lap because I had opted out of the traditional workforce. , and I say that in quotes because language matters. And now I say that women are forced out, but at that time I was blaming myself.

So I started my own law firm and I had a client contract to my lap. I had a pen I'm very analog, so I was marking it up. , by pen and the pen was between my legs. And every time I would stop at a stop sign, , the pen would sort of stay me in the vagina and it was racing to get Zack, my older son, who was three at the time at his toddler transition program.

And because we, you know, really [00:14:00] support working families in America, right? Those programs, those twos, threes programs, they last like seven minutes. , and so that was

the scene. When I get this. Texts from Seth. I'm surprised you didn't get blueberries. And that day, like I said, you can't see the future.

Right? I didn't know it was gonna start a whole new career for me, but what happened to me that day was I pulled over to the side of the road. , I'm from New York, but I live in Los Angeles now, so we don't take traffic lightly. So for me to actually pull over, , when I was running late to pick up, Zach was a big deal.

And, , I was really. Beside myself, Jill, and I think why I was crying that day on the side of the road, , was a few things. One. I think like many of us, it felt very cliché that my marriage seemed to be ending over, , being the fulfiller of my husband's smoothie needs. Right. Not, not like some affair that I was having with an NFL player, , or some dramatic fight in the Caribbean [00:15:00] where my hair was blowing and I'm really tan.

so I think that was the first thing that made me so sad, but really what I was thinking that day was. I was blaming myself still by saying, you know, I used to be able to manage employee teams. And now I'm in a place where I can't even manage a grocery list. And more importantly, I was thinking, shit, this is really not the career marriage combo.

I thought I was going to have, , because. I had the privilege of two things. One was that I was my mother partner. So you in your beautiful intro. You mentioned I'm a product of a single mother. , starting at around seven. I was, they called me a parental child or cause you're, you're the psychologist, but, , parental children, I guess, from what I've learned from psychologists, like you are.

People who step in to help your parents in a way that may not be psychologically appropriate, , or good for a child. , but around seven, when we would get eviction notices under the door, my mother worked late. I would wait up and reminders. She had to pay her rent. [00:16:00] , I would help with Lee utility bills would come in.

Cause a lot of our mail was scattered. I'd started sorting our mail. And so, um, I really vowed from an early age show that this. Wouldn't be my life. You know, that I would have a true partner in the home that I would have a father in that at home. I wanted a 16 candles life, you know, and I'm on top of it.

I'm a Harvard trained mediator. Like you said earlier, I'm literally trained to use my voice, , in a different way than psychologists are trained, but that we have a similar, um, disciplines. And that a lot of what we both do is know that the presenting problem is not the real problem as a mediator, a psychologist.

I think we have that in common, right? The presenting problem over blueberries is not the real problem. And I'm trained to know that and I'm trained to use my voice, but still, still, I was crying by myself on the side of the road over 'em. Being completely and fully overwhelmed from all of the invisible childcare and [00:17:00] housework I was doing for my family.

, two thirds or more of what it takes to run a home and family falls on women and heterosexual, the relationships. And that was a statistic that I was undeniably living, but I

had no idea at the time. And so that was a day that I started to, , Become very curious about what was happening to me.

And that's, that's ultimately how the shit I do. Spreadsheet started.

Jill Stoddard: So it started with the blueberries and then turned into the should I do list. Um, and you know, I love what you say that this idea that you realize the lists don't work, but systems do. And I think, you know, one of the many things Fairplay does is it really makes this invisible workload visible. And as you say, it's, if it's visible, It's therefore quantifiable.

And so I want to talk about exactly what Fairplay is, but before we do that, I want to mention a couple of things based on what you just said that, and I think it's like the, why is this important? , and there was a [00:18:00] quote that stuck out to me. You quoted a woman named Jessica Valenti, who said it's not motherhood and kids that derail women's careers, it's men who refuse to do their fair share.

And then you had gone on to say, you know, how can women lean in without consistently contributions from our partner? And there was also this other research. I mean, you should see the, the notes in, in Mike copy of the book, the exclamation points, the WTF, , there was research. You cited that . Even when spouses are contributing to the household, that men cut back on the amount they do after kids come. So there's more to do, but that gap between women doing more than their male partners, if we're talking about heterosis relationships, as you mentioned, um, that that gap gets even wider.

And that the pay gap between mothers and non mothers is wider than between men and women. And that. Shocked me. And those were just a couple of the [00:19:00] things that stood out in terms of why we need to find a way to address this gap in the household. So I don't know if there's anything more you want to say about kind of the why behind that.

Eve Rodsky: Absolutely. Um, I think, well, I think it's really important because, um, a lot of the messages we get right, are that we can fix our own lives. And when I'm here to say, is that if there's nothing else you take away from today, but that this is private lives or public issues, right? This is not a you problem.

This is a societal problem. That's what I would be hoping you take away today. And also. Jill, as you said, um, there's all this crap out there about, you know, don't marry your glass ceiling or the man you marry is the most important decision you make for your work or place. But what if you don't know the man you marry?

What if the man you marry? Things were extremely fair before kids came. And then what I didn't realize was that I was married to a different man after. And so when you see the [00:20:00] statistic that men do five to 15 hours a week, less after kids, , what you realize is that these are systemic issues that you can't control for this by just a quick fix or a list. And this really requires a lot of consciousness raising and a rethinking and a mindset shift.

And that's really what fair is about, but I want to just, I think it's important to. Do a little bit more consciousness raising before we get into what the actual mindset shift looks like. Um,

and it works, uh, thousands of couples are playing and it's amazing what men are doing. This Fairplay is a love letter to men.

I will say that that, , but it requires real work, real work, the same work you do in a therapist office. It's that type of work. It is work, looking at yourself first and then work with your partner. So, , again, why I love talking to women like you, Jill, because you help people do that important internal work first.

So what does the internal work of fair play? Well, it's [00:21:00] based on a premise, , around a core finding that the home is very dangerous and the home is dangerous because it presents really small. And so I really genuinely thought my marriage was ending over. Blueberries. And I had a man in white Plains, New York, my favorite, one of my favorite interviews.

He told me his marriage was ending over a glue stick and it was really fun. We can unpack that all you want and you can sort of picture why, but, , people really believe that, right? That, uh, this we're fighting over the sponge in the sink. So that's why the home is dangerous. If you can step out and say that, as we said before, right.

As a medium eight, or we like to say the presenting problem is not the real problem. This is not about whose dicks are blueberries, but this is a systematic devaluing of women's time. And that was the core finding of Fairplay. It was this idea that we, as a society, we treat and value and guard men's time as, as finite, like diamonds and we treat and value [00:22:00] women's time is infinite like sand.

Um, think of days of our lives, that old soap opera with the hourglass that has sand pouring through it. That's women's time. So that's very esoteric. So what do I mean by that? Well, I break it down in Fairplay into what I call toxic time messages. So in the workplace we get those toxic tie messages were the ones who have to order the office birthday cake.

We're the ones who have to take notes. , we're the ones who are paid less. If you're a woman of color, it's. Even worse, 50 cents on the dollar for every non Hispanic white man. Um, so we know women's, time's not valued in the workplace and we've known that for a while. If women enter male professions, the salary automatically goes down.

If men enter women's sport fashions, like computer programming, the salaries automatically go up. So we're not paid the same for, fair work. But what was so insidious when why I decided to write to women, Jill, was that it was women. Devaluing their own time in the home. That was so shocking to me.

[00:23:00] And so it was from a question I would ask and I interviewed 500 men and women for this book took a long time, but I wanted to really be very confident in my, in my data. So I said, I want to get more data than every psychological or sociological study, even though I'm not, it wasn't peer reviewed, but I felt very confident.

And then of course, as you said, I back it up with statistics and the big bibliography, but. Um, women, what do women say about their own time? Well, I asked a lot of women. Why are

you one picking up the call from the school when your child's sick? This is pre COVID. And the number one answer I got was, well, my, my job is more flexible.

My husband has the health insurance. He makes more money than me. So let's unpack that for a minute. That time is money argument. Well, That would mean, Joe, that I'm relegated to all the invisible work and childcare in my household because I chose philanthropy and Seth, my husband, it was private equity, um, even, and I'm paid less.

I will argue too, that my job is actually more valuable. I'm helping people [00:24:00] give away money to society, but that time is money. Argument is going to be a loser, always the other two arguments that I think we need to unpack before we actually can get to systems change is women saying to me that they're better multitaskers.

My superpower Eve. , you know, my husband's just better at focusing on one task at a time. I'm a, uh, I'm just better at, you know, getting everything done faster. So that one was mine because I came out of a single mother household. So I was very used to doing it all and being very proud of that armor. And I had to go to a neuroscientist, one of the top neuroscientists in America and ask him, , Are women better multitaskers.

Cause I see that in some of these, um, newspaper articles, but you know, I don't like a secondary sourcing. I like primary research, basic research. I like to go to the study. So I asked him this amazing man, white dude, older dude in his lab coat, when we can interview people in person, I said, are women better multitaskers?

Are we wired differently for care? And [00:25:00] the answer is no. But what he said off the record was so powerful. Joel, he said to me, imagine Eve that we men could convince you women, that you're better at wiping asses and doing dishes, how great for my tenure, for my golf game, for my leisure time. Right? Like why would I want you to debunk that?

What are you writing about? Why are you debunking that women are better multitaskers? That helps me. And he was sort of saying it facetiously, but, , it was a really, really hard thing for me to hear. And finally, the last thing women said to me was. , that in the time it takes me to tell him or her they what to do.

I should just do it myself. Now. That's just the classic economics, , failure, , argument. And so for that one, I went to Dan Ariely, he's a bestselling author and the behavioral economist. And I said, is that a good argument for women? And the time it takes me to tell him what to do, I should do it [00:26:00] myself.

He said that's a classic, terrible argument because that devalues all of your future time. That means that you're treating your time, the future of having to wipe those acids and do those dishes as worthless when all those future experiences matter. , and this is at the expense of your finite time that you would be doing all that extra unpaid care and housework.

So to me that was, that was the toxic time messages that we have to retire. If we're going to, , really reframe how we look at this issue.

Jill Stoddard: Well, and I think that one with Dan Ariely especially is descriptive of so many of our behaviors that what we do in the short term provides some kind of relief or benefit, but in the longterm, it has a much greater cost and that, you know, it may take a little more time. On the front end to kind of, you know, quote unquote, train your spouse if you will, but you'll end up saving much more time in the long run.

If you can get through that over that hump.

[00:27:00] **Eve Rodsky:** Exactly. I mean, that is that's. That's exactly right. And I think that we, defer doing that short term work because it is maybe easier in the moment to take it on, but also we have to remember that we are so conditioned since birth to take this on. And so, , there's a lot of consciousness raising, right.

That I had to do for myself. We're doing it all in one hour here, but, , this was, you know, an eight year process for me to, uh, get, get rid of all the conditioning that got me to where I was on that side of the road with that, on that blueberries day. , and part of it was really good recognizing that, Oh my God, you know, I really do guard says time.

, as diamonds and treat my time as, and I would never, it never occurred to me to ask Seth to take these kids to school. It never occurred to me to start my work day with my clients early and have Seth share equally in the childcare and the housework so that I could start my day early. It was always that I was tiptoeing around his schedule, his workouts, , his time with his [00:28:00] friends.

, and it was only until I realized that my time is diamonds, too. That as a woman, , I deserve. , equal time choice over how I use my day. Time is not different. Time is time. We only get 24 hours in the day, and I want as much time choice over how I use my day. And that is not going to happen if I'm. In charge of not only a work, , for pay job but also every single household and domestic task for my family, maybe other than say, bill paying and lawn in plants for what that's, what Seth had back then, uh, he paid our bills and he watered our plans, but everything else fell on me.

So that is not okay. The career marriage combo that many of us expect to get into. And what I'm here to say is I am, I will die on the sword every day, the rest of my life. , I will make sure that it's better for women then happened. Then what happened to me?

Jill Stoddard: I love it. Well, and I think, you know, there, there are a handful of other books out there that talk about this issue that needs to change, [00:29:00] but what's so different about fair play is that it truly is a system like a step by step system for how you can. Execute a change in your house that if you stick with it can really work.

And so, um, and I'll tell you a little bit, my husband and I were doing some homework last night, splitting our cards up. So maybe if we have time, we can talk a little bit about that experience, but before we get there, so our listeners know what we're talking about. Can you tell us like what Fairplay is?

Tell us a little bit about the system.

Eve Rodsky: For me, it really came down to just mustard. I think it's easy to understand it through thinking about a condiment, or think about your favorite condiment and they got into your refrigerator. And the question I started asking myself, and I'll tell you why. I want to just tell you why I started asking about condiments.

, there was that inflection point, Jill, right after I wrote this, should I do spreadsheet? Um, which it took me nine months, by the way, nine months, , , that basically it [00:30:00] was a list of 2000 items of invisible work. Cause if you know how Excel works, there's sub there's calves on the bottom.

And then there's these, there's the cells that you can fill in. And of the 98 tabs. A lot of it came from other women. So it was this beautiful communal exercise of asking women like you, very powerful women. Yeah. What, um, what do you do that takes more than. Two minutes of your time. And the reason why I asked that question was because I had stumbled across, like you said, many books who talk about the issue.

I didn't, I never understood that this was a thing that two thirds or more of what it takes to run a home and family fall on women. And then I started to see it. Oh, this is called emotional labor. Ooh, this is called the second shift. Ooh, this is called the mental load. My favorite was a 1986 article and that shows you how much has changed.

Uh, I'm being sarcastic there since 96, but she wrote an article called invisible work and how I work in the home housework and childcare is not [00:31:00] valued because it's the women's domain. And what I loved about the term invisible work was that, as you said earlier, there's a modicum of a solution there, right?

You just have to make it visible the well now literally visible on zoom, where all the BBC, the guy being interrupted by our kids. , and so when I did that list, , it was this really cathartic exercise, but yeah, as you said, right, I said, I finally sent it off to Seth after nine months of outsourcing this beautiful list with things like, um, Eve you forgot elf on the shelf Eve you put a sunscreen for two minutes of application, but you forgot the 30 minutes for the chase.

So it was this really beautiful, funny, , great crowdsourcing exercise. , and then I sent it to Seth 19 million megabyte spreadsheet, no context, just the subject line. Can't wait to discuss. , and as you could imagine, right. I didn't get the response. I was hoping for. I got one monkey emoji. I didn't even get the courtesy of the three fucking monkey trio.

Right. I just got that sad monkey that's covering it's eyes. , but I want to just say something about that [00:32:00] because in my house, so there was a see no evil, right. It was like, I don't want to see this shit. And I don't know what to do with this. That's not a system. Right. That's a list. But I will say lists can be harmful even more harmful than that.

And as a psychologist, some of my friends who are a psychologist, also talk about this, do no harm, right? That sometimes consciousness raising without a solution can be really, can be harmful and, and not be great for your mental health. And so that wasn't happening, the spreadsheet was sort of going viral amongst communities.

And one day you can't make this stuff up. I get a phone call. From a woman who I guess got my number from a friend and said, hi, Eve, you know, I got your spreadsheet from the Jewish Federation of Arizona. And, uh, I just want to let you know that I'm leaving my marriage. And so I think I really thought about it that day.

I thought to myself, What choices do I have here? Right. I have a choice like that woman to leave my marriage. Sometimes we see that in pop culture. Like we see, you know, the beautiful work of Elizabeth Gilbert or Glennon Doyle, right? A lot [00:33:00] of the eat, pray, love, and untamed that came after a leaving your life, right.

Starting over. , but if you don't want to do that, there didn't seem to be a lot of options in pop culture. Like, what am I supposed to do next? So my next option was I could resign myself to doing it all gel. Right. And just become a gray version. Of myself and be resentful and miserable and continue to lose clients and, , and power relationship or .

The third path excited, finally was I can get my ass in gear and become my own client. And so my day job is that I've worked for families that look like the HBO show succession, and you should feel bad for me is probably like some of your clients still, maybe, but, um, it's. It's hard work to bring families around the table with very complex financial and organizational decisions, but I do it and I do it well.

And I bring these families to the table with grace and humor and generosity, um, to have highly complex conversations. And I figured, [00:34:00] wow, what if I just treated our home? Like those organizations? What if our home was our most important organization? So that day I start to think about mustard. And I thought to myself, Ooh, well, if I'm thinking about the home of their most important organization, all I have to do is think about mustard and I'm going to break it down.

So I started to think about how does mustard get into your refrigerator? And I was like, wow, there's actually a lot of complex steps. There's the first step, right? Jill, someone has to know your second son, Johnny likes. French's yellow mustard on his hot dog. Otherwise he chokes, right? He won't eat his protein.

Oh. And organizational management. I know that word. We call that conception. So I would write that down conception. And then I said, well, it's not finished there. Then someone has to monitor that mustard for when it's running low and put it on a grocery list with everything else you need for the week and get buy in from everybody else.

What do you guys need? You know, what do you want? Do you want the bananas? Are you making banana bread this week? You know? Going on with your [00:35:00] snacks, that in organizational management, project management as well, co-planning, there's a planning stage with stakeholder Brian. So I write down, Oh, planning, and then there's the, I have to get my butt to the store to go purchase the fringes yellow mustard.

Now it's more complicated, I guess, with gloves and masks and whatever we need, but that is an organizational management parlance and project management. What we call execution. And so then when I started to realize that there were actually phases of how

housework was done, I started to go out and interview men and women about how they did their housework and overwhelmingly.

What I found was that in heterosis, gender relationships, men are stepping in at the execution phase and they bring home spicy Dijon every fucking time. Right. And then I asked her French is yellow. And are you not, are you blind? Do you not sit at the table? Have you not been sitting with us and Johnny for seven fucking years?

Don't you see dipstick? Food , in yellow mustard every night and all of a sudden, right, were my tone is changing and we're really not talking about mustard [00:36:00] anymore. Right. Or blueberries or a glue stick. We're talking about two really important things to our relationship, accountability, and trust.

And what happens when that trust erodes, whether it's over not bringing the right type of mustard home or whether or not it's about your living will. What happens is that 30% of us divorce over these issues. And so when I realized that, Oh my God, this is actually a systems failure that when you keep the conception planning and execution together, like you do in the workplace, when you own the groceries card, when you can move to an ownership mindset, , things could change in the home, just like they do in the workplace.

Just like they do in my day job with my organizations I work with, then , everything started changing. For my household. And that's when I start to beta test this idea of an ownership mindset, where when you are holding a task, you're holding it with full conception, planning and execution, not just the execution.

Jill Stoddard: It makes so much sense because the execution is the visible part of the labor [00:37:00] and the thing that women tend to struggle with the most, I think it seems like is the invisible labor, you know, all the different synonyms that you used for that. And the conception and planning is what really makes that invisible labor visible, .

Diana Hill: We've had a number of guests on the show that we've been inspired by, and that are offering you our listeners discounts on their programs. If you go to our website offtheclockpsych.com, you'll be able to find coupon codes for the programs of Dr. Judson Brewer, Dr. Rick Hanson and Jen Lumenlun. So go check it out at, offtheclockpsych.com and start learning today.

Jill Stoddard: So one thing I want to make sure that we clarify for folks is how this is different from keeping score. And when I made my spreadsheet and gave it to my husband, that's essentially what I was accused of is score keeping, and he wasn't wrong. And I think when you say lists don't work, but systems, do you know, a list is keeping score. [00:38:00]

And I think like before something like fair play, that's our only option. Like for someone to say, don't keep score feels a little sexist, like that's patriarchal right there. It's like, who

benefits? If you don't keep score, who's going to win the game. It's, you know, it's the person who's doing less at home.

Eve Rodsky: . So that's a very important point. And here's why, because, , the lack of, of expectations include clearly defined roles, , is patriarchal and it does benefit the person who's doing less invisible work in the home.

But also what I will tell you is it doesn't work for men either. I'll tell you why, because I interviewed, as I said, Hundreds of men and women for this book. And I'm speaking to the heterosis gender couples now. And the number one thing men told me in heterosis gender relationships that they hate about home life is that they can't get anything right.

And they feel nagged because. They do something wrong. And then, , they are forced back out to the store to go [00:39:00] buy, buy the right type of mustard. The number one thing women told me they hated about home life was that they literally can't shut their mind off the day, not at night. And so that comes out with health outcomes of auto immune diseases and insomnia, , and resentment and.

, quote, unquote mom, . So, so how do you alleviate that? Well, the opposite of scorekeeping is an ownership mindset because at work I'm not scorekeeping with you, Jill, about how many patients you see here, how many patients I see if we're in a practice together, you know, we're splitting the money, we're splitting the admin, but.

You do you? I do me and we're, we're all we're doing is we're entering a system together and people are afraid of systems. So I want to break down what a system is, a system. The only thing it is is explicitly defined expectations. That's it? Knowing your role and that with that comes fairness and transparency.

So what I like to say is fair play is not a 50 50 scorekeeping exercise. , I don't even care what your fare looks like. It's going to look very different than my fair, but it's [00:40:00] the buy-in systems are explicitly defined expectations because there's communication and there's buy in. So what do I mean by that?

Let's just give an example. So for me, when we were moving to an ownership mindset, a system. , the initial buy in from Seth was sitting him down instead of just saying, you know, I'm sorry, I threw a 19 million megabyte spreadsheet at you. Um, but I want to talk to you about my time. I feel like my time is slipping away.

, and because I only get 24 hours in a day, I'm feeling like a real great version of myself, because I feel like we sent her your time is everything we guard your time. We allow you the time to watch sports center and check your extra PowerPoint deck and walk away for the calls while I'm there putting the kids to bed and making dinner.

, And then going to run to them if they need water in the middle of the night, right? My time is interrupted. It's not my own. And that's making me really sad and depressed. And I think when we could go deeper and have those conversations, Seth was more willing to hear me. And then [00:41:00] from there it was saying that what if we started to think about our home as our most important organization?

And let me tell you. What's some of the, uh, labor that's going on behind the scenes. , if we move to more like an ownership mindset, like you would at work and such really understood the ownership mindset, he works on a DRI, , formula, which was coined by Apple, the directly responsible individual. He likes to give his team context, but not control of that instead of the home.

Right. So he got the ownership. And so what I, when he said, okay, what does it mean to do ownership? I said, well, let's just start with extracurricular sports. I really appreciate that. You think getting the kids to the little league field is owning extracurricular sports, but what if I told you that I actually survey the kids to see what sports they want to play?

I find out what leagues their friends are in. , I logged them onto some crazy portal that I can never remember the password. So I'm always locked out. I Xerox five copies of their birth certificate that I can never find. Cause it's in some drawer that I don't know where it is. Um, I'm snack mom, remember back to [00:42:00] language.

, I organized six hours worth of carpools. I'm on 52 group texts. , and I would love to hand that over to you. , and .

I want our kids to hopefully get to their practices. I know you value this too, but just from that one, that one card, right? Cause that's the metaphor of these, these hundred tasks that are, I call them cards and Fairplay sets taking over that one task out of a hundred, got me. Six hours of my week back.

And so that's why I say it doesn't have to be 50 50, but it can start with fairness and it can start with just understanding that the conception and planning is just as important as the execution.

Jill Stoddard: Right. And I think having that equal buy-in, you know, it's, in fact you have four rules before you start playing the game. And one of them is all time is created equal. , so I guess we haven't said much about the cards, but Fairplay involves 100 cards of various different tasks, and you're essentially choosing, who's going to take ownership of what, but before even starting that [00:43:00] really recognizing that the time is really what matters.

It's not, who has, you know, you have 50 cards and I have 50 cards, but really respecting this time. Equally between people and you have some great scripts in the book for how to have this conversation with your partner. Um, I will admit that I took a little bit of a cowardly way out last night when I told my husband Billy, I didn't tell him, I asked my husband, Billy, if he would basically do like a podcast prepping homework assignment with me.

So I sort of like, you know, went in. Like slid in sideways instead of like really being honest about. What it was about. , so we sat down and we, we worked through the cards and I, honestly, the reason I wanted to do it is I really wanted to have the experience before talking to you because it's different reading the book and really having the experience and.

It was much easier than I thought it was going to be. It takes a little bit [00:44:00] of time. , and I will say he was not like, yeah, let's go. I'm super pumped to do this. He was kind of like, okay, I guess, I mean, he was like, A lukewarm at best participant. , but you know, once we

got into it, it didn't take quite as much time as I thought that it would, there were conversations we had like, okay, good example.

Um, thank you notes. I've always been a thank you note writer. My mother would be rolling over in her grave if she knew I stopped writing. Thank you notes. I even. Said something on social media at one point about thinking about not writing. Thank you. Notes. And my aunt yelled at me, quote unquote, on Facebook.

. And I just looked at him and I was like, do we care about, thank you notes, you know, is this something we value? And I'm like, this is one of those things I feel like I should do, but I just don't want to do it.

And it was so, , like cathartic to get rid of the card, to like put it in the pile of we don't care. And then the next one was holiday cards. And I, of course, I'm [00:45:00] always the one and think about the hours of time it takes from the beginning of like, what are we going to do for our card this year? And all the steps to making that happen all the way through to putting them in the mailbox.

Right? I mean it's hours and hours of time. And I held that one up and said, do we care about holiday cards? I'm like, I just don't know if I have the bandwidth this year. And he said, I've never cared about holiday cards,

Eve Rodsky: Jill, I love this so much because you're having the right types of conversations. So that is it. Remember Fairplay is a practice, right? It's a practice. It's not meant to, it's like exercise. I wish I could exercise once and be fit the rest of my life. I really do. I'm a very sedentary person. I would just rather be reading a book in a corner, but the practice.

Is so beautiful what you're saying. And I will say that that is often a step that people miss and, and it's it. That's how you get back into it way score, keeping, or lists mode, because whether or not you're using cards, cause Fairplay is a card game. It's a metaphorical card game. [00:46:00] , there are actual cards, , that you can buy as well, Download online. You could just download them as well, but it is a metaphor. It's an invitation to have conversations. And I think we often miss the invitation and I think we should talk a little bit about communication and how do you even start to have these types of conversations? Well, the first thing that I would say about it is I was shocked Jill, by the amount of women who told me that they cannot communicate about domestic life.

, and you know, . You're a psychologist. Same as me in that we're trained to use our voice, right? We, it is hard to have these personal conversations.

And so, so many women said to me that in their own homes, they use their voice everywhere. Their major CEO is there in retail. And so they use their voice in sales, but that they can't use it voice in their home. So I remember early on in the Fairplay research, I, one woman said that to me, I don't communicate about [00:47:00] domestic life.

It's too triggering. And then she, , tells me 20 minutes later, completely unironically, , that every time her husband forgets to put the laundry in the dryer, she dumps the wet clothes

on his pillow. , this other woman told me that she hasn't communicated domestic life. And then I found out she has an Instagram account called the shit.

My husband doesn't pick up. Um, during COVID I reached out to a woman who posted on a Facebook group called the reasons I hate my husband during code, and it was 27,000 members in this group. And I, the reason I hit my husband and kids during COVID 27,000 members, and she wrote if my husband dies during COVID, it won't be because of the disease.

, it'll be cause of me. So IDM turn said, like, I just, I would love to know like, how do you normally talk about domestic life? And she's like, well, this is my safe space. I don't. So I said, okay, so you're willing to publicly threaten murder of your partner and a 27,000 member public forum, but you don't talk.

To your partner about domestic life. [00:48:00] So I think the one thing I want to say is we are already communicating. I will go on your nest cam tonight. I'll see five ways you already communicated. I don't even need to see your audio on. , so once I start to people start to understand, I was asking for a communication shift and not a start.

It became easier to think about how you can approach these conversations.

Jill Stoddard: Well, and I love that you say, this is really, this is a process. Is that what you said? It's like a process that unfolds over time because you know, yes. We're communicating in many different ways and I think what happens for a lot. Yeah. Women is we try to have the really direct conversation and the responses underwhelming as it was with Seth and with my husband, Billy, , And, and then we give up like, Oh, well I tried and nothing changed.

So I guess I'm just stuck. And then the resentment really builds over time. And I think that's such an important message is that you're not just gonna wait these cards out and have this, you know, puppy dogs and rainbows conversation and magically have everything work differently. In your [00:49:00] household, but it's a start and it's a way to start talking and changing.

And I already noticed this morning, , so, you know, we divvied up our cards and I took on a lot of the stuff that was related to the breakfast, the morning routine, because I'm a morning person and he's a night owl. And normally if he sleeps past seven and I'm up doing everything, I'm resentful and I'm yelling, you know, like get it's time to get up.

You know, I'm just already starting out mad in the morning, but simply because we collaboratively made a decision about who was going to do what, and I saw that he had 22 cards in his pile, they just weren't cards related to the morning routine. It was like, I, it was fine. Like I had none of those negative feelings and he had taken on the pet card.

And so, you know, feeding the dogs was one less thing I had to do this morning and it occurred to me like, Oh, Oh, [00:50:00] I got to remember, do I need to feed the dogs? And I was like, Oh, okay. I don't because Billy's doing the dog's day. And he came out when he was up and ready for the day. And he's like, come on docs, are you hungry?

Do you want to eat? And it was like, now I don't think that that one morning is going to mean that everything now is going to go smoothly. And I do have a couple of specific questions for you if we do have time to get to them. , but, but I think it's a really good start and it felt really different. And I remember thinking, you know, when I first made my spreadsheet, And that conversation didn't quote, unquote work and it got to the point, you know, I'm somebody who I'm sure, just like you Eve, like I can juggle a heck of a lot of balls, even when they're on fire.

And I got to the point where I had one too many balls, they all came crashing down and I was drowning. And the fact that I could come crying and say, I'm desperate, I need your help and have nothing changed. It ended up becoming a, we need to call a mediator. I'm done. Like if I've had this conversation with you this many times over this period of time and nothing ever [00:51:00] changes, like it's hopeless.

And I kept thinking as I was reading the book and as we were doing the cards last night, I wish I had had something like this. Back then, and, you know, we've made our way through it and we're good. And I think one of the reasons divvying up the carts was probably even a little bit easier for us than it might be for other people, is that we already have a fairly close to 50, 50 split, but I still, like I said, I still noticed the difference this morning and you know, that conception and planning part has not been a part of what we've done when we've split tasks.

So I, I really do think it's gonna make a big difference.

Eve Rodsky: And I'll tell you, I, everything you're saying is beautiful because let me tell you what was good about what you were saying. One is that you didn't just skip to. To giving up the cards and treating it like a list. Well, you do this, I do that. Right. A system requires buy-in and so all the cards are, are a metaphor for an invitation, an invitation to [00:52:00] say that this is what our house looks like this week, or just today, but it's an invitation that's less threatening when there's a.

Device like a card game, as opposed to saying we need to talk. Right? Yeah. And so if you need an invitation, it's, let's play. Let's just see. And what I recommend often is to say that, , instead of going to who does, what in all one. And you're, you're more used to that because you and Billy have had some difficult conversations in the past, Jill, but for people who are not used to having these types of conversation, what I recommend is just do step one, which was recognize what's in play in your household.

That's it live with that live with that content for a while before you decide who's doing what? And what I mean by that is exactly what you were talking about is going through the hundred tasks. And just saying things like, do we care about values and good deeds for our kids? Like, do we want them to, okay.

Yeah, we do. So let's just think about, do we do to homeless, um, you know, rapping? Do we do that meals on wheels? Okay. But we won't decide that yet. Okay. Well, we're just [00:53:00] going to keep that in our pile. Okay. Next. Um, do we care? Let's look up first aid, safety and emergency. Yeah, I guess we should care about that.

We should probably have a first aid kit. Um, we live in an earthquake zone. We should probably have some sort of fire extinguisher too. School breaks for non summer, the kids for winter break. Do we have to plan for them to do something? Well, yeah, we don't want them to be on their screens all day. I'm sorry.

We're gonna probably have to plan, so let's keep that in our deck groceries. Okay. Yeah, for sure. We need to eat. So that will stay in our deck. Um, cleaning. Yeah, we have to clean, right. So what you're doing is you're coming up, you're getting collective buy-in because so many men, what I heard was that because they didn't get buy in, they would say to me, I have no buy in for these things.

I don't want to do the holiday card. So why would I help my wife does all these unnecessary things. So how do you know of what you're doing is necessary unnecessary to your partner, unless you're willing to play together. Invite that person to the table to [00:54:00] help them and help you decide collectively as a family.

What is your household look like? And that's really the key. If you go straight to who does what, it's going to feel like a list, but that practice of coming to that table and by the way, the most successful couples who do the system come back to the table every single day. For 10 minutes a day, Seth and I used to do a weekly check in where we would just reveal the cards and talk about how things were going.

But now it's a daily because our jobs are too dynamic. And by dynamic, I don't mean like amazing. I mean that they're moving all the time. And so we had to say, look, now that we have homeschool on our. And homework card is now turned into a homeschool card. We really have to check in every single night.

And so it feels like exercise. Sometimes we sit there, we're like, Oh, we're too tired. We just want to watch Netflix. But we bring like alcohol or cookie dough. We set a timer for 10 minutes and we just say, go, you know, what do we want to talk about 10 minutes? And then the 10 minutes, it's not always like, Oh, you left the no, a lot of [00:55:00] times it's just like, We don't really need to talk about tomorrow.

Cause you know, I got morning routine. You've got the dog. Everything's good. But let's just check in. How was your day? I haven't seen your face. I've been seeing the back of your head all day, cause we've been running in different directions. So I think that practice, the fact that Fairplay is a practice.

Communication is a practice. Oftentimes we don't look at things like that.

Jill Stoddard: Yeah. And as a system, it provides a structure and yet it's. A structure that I think is meant to be deployed flexibly. And that's part of what you figure out as you practice. You know, I think there are going to be certain cards that maybe we hold on to forever. So for example, , my husband is an it guy, so the it card is always and forever going to belong to him.

, and then there are other cards that might switch weekly because I'm sick to death of doing the dishes, right. And others that will change within a day. , and so this was a question I

wanted to ask you about this flexibility is, so for example, , one of the car I'll give you like two or three different examples [00:56:00] where this came up, one of the cards is auto and we both just each take care of our own cars.

So I think that's one where you do like the split card, right? Is

Eve Rodsky: That's yes,

Jill Stoddard: it with splitting kids.

Eve Rodsky: Kids split exactly. Or auto split. Yeah. a hundred percent. where if you have your own car and another person has a car, 100%, you just take care of your own

Jill Stoddard: And then we, the way we do bedtime is we switch off every other night. And so. Right. And then I was explaining to Billy, that just means that one card is a card we trade every day and that's, that's quote unquote allowed in the system. It's not, you have to take these cards and they're yours forever. It's this is where we're at today.

And then we're going to figure out as we go, like, how well is this working? Which ones are going to stay. With which person, which ones are going to switch. How frequently are they going to switch? And then one of my girlfriend actually, Susie, hi Susie. Who's the person who told me about this book. Actually, she thought I. [00:57:00] She thought I told her about the book. I was like, I don't think so. So we're not really sure where, where it came from initially, but, , she had the question, like at what point do you not need the cards anymore? And maybe you and Seth checking in every night, like, I imagine you're not physically holding cards and trading them back and forth.

Like, does this become something that like gets more natural over time? Do you think.

Eve Rodsky: A hundred percent. I mean, we haven't looked at or used cars for five years, , because it's just becomes part of your vernacular. Right. And, and the cool thing about it is your kids. It becomes part of your kids' vernacular and that's, what's been so amazing to I'll give you an example. So Ben. , we were sort of looking at my Instagram or something and he saw that my friend posted a chores list for her kids and it said, fold laundry.

And he said, Oh, that's a terrible idea. You know, she's never going to remember that. There's no context for that request, mom. Right? There's no conception and planning. There's nothing CPE there. She should just be required to do a full load of laundry from start to [00:58:00] finish. Right. So I was like, Oh my God, Ben, you know, If you're a man and you're eight and you know, that you're, you're the best, right?

But it's, it's, it's about, you know, adulting it's it's executive function. And my kids understand that completion is what executive function is. It's, it's a important, the opposite of failure to launch are kids who know how to get to college and make their own dentist and doctor's appointments.

So what I said to my oldest son is turning just turned 12. I said, you're going to start taking your own medical card. , and we're going to teach you how to make your own appointments. And you have your own Google calendar now. And you know, when, and I'm

going to give you the appointments when they need to be made, and you'll put them in your calendar with reminders about when you make your own physical appointment and when you make your own dentist appointment, and if you have a cavity with the followup appointments going to look like, and so it's been really fun to watch because we've been modeling it for you for so long but remember, again, we, this is a nightly check it.

And so I will tell you, the days we don't check in about who's doing what or holding what's next day, [00:59:00] it's a fucking shit show, right? Because you got to communicate, right. I mean, life is really hard and to pandemic. And so we are, we are very intentional about that 10 minutes a night. We're investing in that more than we I'd say exercise.

We haven't like exercise maybe since the pandemic we started, but we've always kept our check-in because. We see the value in saying, okay, wait, what's happening tomorrow morning. Um, okay. Our kid has to get on the morning assembly on the zoom. Well, okay. Our other child has to be on, you know, has a test and you know, and so trying to figure out, if we've done a kid split for the homeschool card, so Seth has been in charge of Ben and I've been in charge of Zach.

And so, you know, that that's something that takes, It takes a practice. We'll just say that this is a practice.

Jill Stoddard: Well, the other part I love about this kid piece and the modeling is, you know, you're not only are you raising adults who are going to be able to adult they're also going to be wonderful partners. [01:00:00] Because they're from a very young age, there they are in a household environment where equity is just expected.

Like that's just the way it is. So whoever ends up with those kids is going to be in good shape. They're not, they're not going to need to undo years of this stuff. They won't need to make a spreadsheet,

Eve Rodsky: Yes that well, that's what the thing, I think it's the willingness, right? The modeling of care saying to my kids, like Ben runs in the other day and he was freaking out and he's like, there's an emergency. I'm like, Jesus, Ben, you know, you're interrupting me. And I'm like, you know, women get interrupted every three minutes and 42 seconds and make sure you're interrupting dad exactly the mad I'm being interrupted.

But. He ran in because he said there was a sexist emergency. He had been, um, I guess watching Cinderella with Anna, our babies, it was 3:00 AM on Disney plus. And, there's a part where the men and women mice are starting to, so Cinderella's dress and the women push the men [01:01:00] away and say, leave the sewing to the women.

And he's like, this is sexist. This is sexist. You know, this

Jill Stoddard: a sexist emergency.

Eve Rodsky: sexist emergency. So I was like, okay, you can always interrupt me for a sexist emergency.

Jill Stoddard: That's hysterical and amazing. All right. I know we're coming to the end of our time. I do want to ask you one other question, especially because it comes from my husband. So I want to get his question answered, which is, so I took the dishes cart this week and he was like, well, The thing I don't really get is like, if I'm in the kitchen and there's dishes, and I just feel like putting the dishes in the dishwasher, it feels like a little too rigid or he didn't use these words, I'm paraphrasing, but , he's almost resisting his own value of just being helpful and doing stuff around the house by forcing himself not to do it.

And what I said is my guess was, I didn't know the answer, but I said, well, my guess is that if you choose to take on something from a card that doesn't belong to you you're allowed to do that, but you're not allowed to then resent me because you did

Eve Rodsky: Exactly. That's

Jill Stoddard: , [01:02:00] you're not allowed to delegate your own stuff to me.

And I'm not allowed to delegate my stuff to you.

Eve Rodsky: exactly because what starts happening, but I realize, and this is, um, again, watching couples play for five years was a first of course, I said, that's great help out with each other. Right. But then when I started to see was people start to resent each other. They start to delegate to each other and all of a sudden they were back in their old patterns.

So, you know, this is a full ownership mindset shift, so sure you want to help out. You want to go into the laundry room and start folding laundry with your partner. That's fine. You know, sometimes teammates help out other teammates. They run into a meeting with them and they can take notes for somebody, but you don't want that to be the norm.

The norm is the ownership mindset. And then, , of course, if you want to be generous, like for example, hosting people say, well, how can that be just one person's card? Well, it can be because the conception and planning of hosting. Should stay with one person because what happens if you both host this would happen all the time.

I would have people call me and say, Oh my God, my husband ordered a \$300 pizza. Literally, you know, we had, I had a birthday [01:03:00] party. I was hosting it. It was my, uh, my card, but. He wanted it to be helpful and big daddy showed up, that's an LA pizza place and they had this it's called like the big daddy pieces.

It's a, and it's \$299. And she's like, but I already have had box lunches for all the families. And so what am I going to do with 300 with a pizza? Right. So it's really about saving time and money and efficiency, you know, when you can delegate. Because so many things like that happened over the years when I watched people play.

So it does say, look, keep your ownership mindset if you want to be helpful. Great. But don't start. Once you start going down the slippery slope of starting to expect the help or delegating with, to each other, then you're back where you were, where nobody knows you're setting the table and you're just hangry and cranky.

You're sort of dying fatigue. This whole point of this of the explicitly defined expectations is that you don't die in decision fatigue. Like you said, you sort of know who's in charge, so you're not bitter that your partner is not help. I'm never bitter now. , when I hold the dishes card for the week, because I've love doing those dishes, , [01:04:00] because I know that the next week, well, Seth will have it, you know, and it's like, I don't want you to touch the dishes.

Like I'm good, you know, and you do it next week. Cause I don't want to feel guilty for not helping you. So

Jill Stoddard: , you know, we touched on this a little at the very beginning, but I think it's worth just repeating a little bit is the benefit to men who engage in this, that when. Assuming it's a traditional gender split as it typically is, but is that if I'm less bitter. That benefits our relationship.

Yeah. And if you're doing your CPE, then I'm not nagging. If we have our minimum standard of care, which we didn't end up talking about, but that we agree that there's a minimum standard that we're going to do something like my, I was laughing, reading about it because when my husband took on. Drop-offs of the kids to school a while back, I got the report card at the end of the year.

Couldn't they have been tardy nine times. And I, I, I mean, I almost [01:05:00] died, but I was, I had read Tiffany Dufu drop the ball book at that point. I was like, listen, if I'm going to give him drop-offs I have to let him do his thing and stay out of it. , and you emphasize that in here too. So it reduces the nagging it, ,

Eve Rodsky: Well, I wanted to say something about that because I actually think though that if it's a value to you, that your kids go to school on time and it's stressing them out to be late. , what I like to say is that this is not about lowering your standards. Right. This is not about raising your standards because sometimes that's me, by the way, I am Billy.

Billy. I see you. That's your husband's name, right? Um, my kids are fundamentally late. Uh, we, I get tons of parking tickets or parking in the red when they go to school. My husband's like 20 minutes early he's on Marine time. Cause his father was a Marine. , so Billy, I see you. I am you. , but for my kids and Seth went during one of our check-in Seth sat down with me and said, you know, The kids are really stressed out on the days you take them to school and it makes our mornings really shitty.

And then I have this sort [01:06:00] of cortisol hit where like my heart's now pounding when I have to start my work day. And like, what is it going to take to get you guys out of the house 15 minutes earlier? And when Seth was able to say like that, as opposed to shit, you know, Eve you suck and you're always late.

Right? I didn't feel attacked. It was during our check-in. Our emotion was low and our cognition was high because I was probably drinking some tequila. And I was able to hear Seth and say, you know what, you're right. You know, I was like growing up and it was really stressful to me. And that's what a minimum standard of care is.

It's have being able to have conversations to say, no, I'm not accepting. However you do it. You know, my friends was husband was commuting her kids, and he's a chef. He had a knife in the car seat. Like, no, I don't think you should deserve to have a knife in your car seat, but it's also, we don't want to give feedback in the moment.

That was the number one most toxic. Communication tool as a mediator. I talk about feedback in the moment because people can't hear you, but that's why the check in is so important because if you can hold weight for bite your tongue and deliver that [01:07:00] feedback in a time when emotion is low and cognition is high in a check-in, , your partner is so much more likely to hear you.

And I know that you could probably say to Billy, just like Seth said to me, right. That there may be reasons why you want your kids to get there on time.

Jill Stoddard: Right. Well, yeah. And I loved that you covered this in the book. It gives you a way to talk about that minimum standard of care and for things where there isn't that like, just because you and I load the dishwasher differently doesn't mean my way is right, or your way is wrong. So I'm going to leave you to do your thing.

But if we agree as a family, that timeliness is important, then we do something different. And if we don't. I don't actually think it's that big a deal, you know, like I'm just like Seth and we joke in my family, my dad, if I tell him I'm at the airport and my flight's at 4:00 PM, he'll say so you're leaving by 11:00 AM.

Even though it's, you know, 40 minutes away. Cause I grew up in that really high pressure, high tension, super anxious. Like if you're not early, you're late kind of [01:08:00] mentality.

Eve Rodsky: sad. That is

Jill Stoddard: Right. So that, so, so part of me was like, Oh my God, nine tardies. And I didn't say anything partly because I was being avoided because I didn't have MSC or a way to talk about it.

But also because I was like, well, maybe I'm not right. Like. I want my kids to be respectful of other people's time, of course, but also I don't want them to be complete punctuality freaks who get completely anxious, overwhelmed. Anytime they're running 30 seconds late.

Eve Rodsky: I just got chills when you said that, because it's such a beautiful, you did exactly what I asked people to do. It's to recognize your own internal value for something and whether or not you can do that, work on yourself to see whether it matters to you still or not. Because the beauty is that if you said to Billy, what you don't know about me, right.

, you know, that I get like to get to the airport early, but let me just tell you about all the stress. That I had growing up. Right. And, um, it's been conditioned in me since birth that if I'm not [01:09:00] early on that lead. So I do feel triggered when I see those nine tardies. And what would a reasonable person do?

Right. A reasonable person. Wouldn't be at the airport at noon for four o'clock flight, but maybe they would be there an hour early. Those are the minimum standard of care

conversations. You know, a reasonable person maybe can expect one or two tardies, but, , a reasonable person would probably not. Expect nine.

And so I think we can work towards one or two, right? That's that's how the law does it. That's how the law decides whether or not McDonald's can be sued for the, for the hot coffee. And I figured that if it worked for a trillion dollar towards system, it can work for the home. Right. And so the question of the minimum standard of care is what would a reasonable person do.

And if you don't know, then you can. I have some tools on the Fairplay life website there trigger conversations to ask these questions because typically, , most of the minimum standard of care fights are actually over time. , the time it takes to do something for me, it was over garbage, [01:10:00] Seth, completely own, own garbage.

He'd got that. I wanted the liner back in and I needed the bins out before trash day. He was great at that, but he would leave the garbage to overflow. And it would get really close to the top. And Jill, just like you. , I was very triggered. My heart was pounding when I'd see that. And so in one of our check-ins, I finally had the courage to sit down with staff and say, okay, you know what?

We've actually never had a conversation about garbage and, you know, you know, I grew up in a single mom household, but did you know that I didn't have a garbage can growing up? Did you know that my mom left me nights to work? And so I would put my brother, my disabled brother to bed and he would ask for a water and I'd go into the kitchen, turn on the light and there'd be hundreds, hundreds of cockroaches and water bugs that would scatter because of the light.

, that's what I think about when I see garbage overflowing from the garbage can and. and then Seth was able to say to me, well, I housekeeper growing up, but they don't really give a shit about garbage. And so what happens right when you're so diversion over something that has to get done now every day?

Right? Well, [01:11:00] 30% of people divorce over these issues, shoes, , as we said, but more importantly, , you know, you get stuck, you ended up saying, well, I might as well just to it my way, but if you have these reasonable person conversations that said, okay, we know it's reasonable to me. Um, the garbage going out once a day, And I'll put it in my work calendar, like as a work appointment and it'll get done before we go to sleep.

And that was it, Jill, it was like, sort of, it was like Moses sort of parting the red sea. It was the first time in our relationship where the accountability was there. It wasn't reminding and nagging him to do something he was happening. And, , it felt really good. And because I knew it was going out once a day, I wasn't really worried about it.

I wasn't sort of stalking him in the kitchen, like his garbage shadow, because I knew that it was going out. And those are the conversations we have to have.

Jill Stoddard: Well, I am excited to keep moving forward here in our house. And maybe I'll check in with you in the next few weeks and let you know how it's going. We can report back

to our listeners and, , I encourage listeners to grab this book. It's re it [01:12:00] really is awesome. And I would love to hear from people to see how it's going if they try it out.

So Eve thank you so much for your time. This was such a great conversation. I really

Eve Rodsky: And can I talk to Billy? Billy? We love you. Your, your wife is radiant and important. And so the more you are, , stepping up in the home in such a beautiful way that you're already doing the more that she gets to keep thriving outside the home. And so I just want to thank all the buildings in the world because it's not how we've been raised.

It's not how we've been conditioned. And so that work that we're each individually doing is actually making our collective society a better place.

Jill Stoddard: A hundred percent and I can't wait for all of the women out there to start reclaiming their unicorn space.

Eve Rodsky: is what you do every day. Thank you, Jill, for sharing yourself with the world.

Jill Stoddard: Thank you.

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