

WOC And Allies – EP89

Elaine Lou Cartas: Hey, legacy leaders. I'm excited to have a new friend. We met a month ago, right? Keely? I think so. Can it's, been a month. Yeah, a month ago. And we were just like checking each other out at the HR retail conference. I just did a talk on psychological safety and then it was one of those coffee breaks and Keely came up to me and then Keely had a wonderful talk on Gen Z.

And we're like, we need to do a podcast episode. I was like, let me be the big sister millennial with, little sis Gen Z here. So I'm teasing a bit, but let me brag about Keely for a bit. So Keely is the co founder for Feel Swell Experiences, an expert in the Gen Z workforce integration and future of work innovation.

I remember the thing I told you. During coffee, Keely, it was like, it's so nice to meet a Gen Z specialist. Who's actually a Gen Z specialist, like who is a Gen Z as opposed to a lot of people saying I'm a specialist. I'm like, actually, but you're not. It's anyways. That's another topic for another day.

But what I really love about Keely, it's not just the strategy and the integration, but also having a background in somatic therapy and EFT and Keely being so young. Look at her. I'm so proud of her. She's already been. CNBC and the Today Show and more shows in the future. Keely,

Keely Antonio: welcome. Thank you so much for having me.

I'm excited because what I love doing is sharing that real experience. And like you said before, there's so many people that will talk about Gen Z, but they may not have that lived experience of being someone that. grew up as Gen Z and I can really speak to what it's been like in the workplace and what I've seen in other organizations.

So I can't wait to dive into all of it today. Thank you so much for having me.

Elaine Lou Cartas: Yeah, I remember this was early, this was like in the 2010s when I was working for a company and there was a DEI workshop on how to work with minorities and the two people that led it were a white man and a white woman. And I'm like, I am more qualified because I am a person of color.

I don't understand. And I think that's what's happening. For. These Gen Z experts, but I just want to say, I feel like I've dated myself having this podcast episode. I remember when millennials were so cool and we were the ones that like, oh my gosh, millennials are so entitled and lazy. And I'll be honest, even when I started off as my coaching business, I was like, I don't want to work with Gen Z.

They just don't get it. And now it's your generation being entitled, lazy, the quiet quitters. And like I said, as a millennial, I remember having this perception 10 years ago. So I would love for you to debunk that. And I think explain to people how it's different, because I think what we can learn from different generations is that we question the way things work and it should be questioned and it should be changed.

So tell us why those stereotypes are horrible. You

Keely Antonio: know what? Let's get it. Cause it's just, it's true and I think one of the things that I want to call out here is why I've positioned myself and brought up the aspect of Gen Z is because in our society, if I come and I'm really talking about leadership and human skills, people do look at me and they say, what do you know?

Like you're 25, what do you know? And so we've almost had to use that angle to get this point across that we're all actually very similar in a lot of our values, but we did grow up in different eras and I think when we

talk about generations, we look at Gen Z and that's anybody who's listening right now that wants to know anybody at this point in time, that's 12 years old to 27 years old.

And when we look at how we grew up in some of the recent events of COVID, right? Many Gen Zers who were entering the workforce, they were graduating college at this point in time where COVID had put us in isolation and we have more technology and social media than ever. And so looking at these different aspects of Gen Z specifically, people have seen us as lazy and entitled.

You called that out already. And many of the challenges that happen when those stereotypes occur is that they create an action and how people treat Gen Zers, right? all about stereotypes. If there is a belief that leads to an action, it's going to create this behavior. And we see this time and time again with managers who think that Gen Z is lazy and maybe feels like they have to micromanage, right?

This can manifest in so many different ways. And We really want to break it down and help people see that we all are very different, regardless of our generation. And it's more about giving people the human skills to meet people where they are and to understand them as humans and having the ability to really ask those hard questions of, what is it that you need?

We say hard questions because Not a lot of people ask that these days. It can be really challenging to have those conversations bring us together because it's intimate.

Elaine Lou Cartas: I like those questions. What do you need? How do you process information? I have to remind myself and put myself in check. when screens and social media came in for me, I was in my teenage years, but you're the first generation that was born into screens and that's not your fault.

Like you were born into it. And not just your generation, but even our generation, like any negative feeling or anxiety, we pick up our phones to, numb ourselves out. Like it's a horrible drug to go into. And what I've noticed with Gen Z and feel free to correct me if I'm wrong. It's learning those communication skills because like you said, COVID happened.

So that's what probably two or three years, depending on where you're living, where you don't have that social interaction. So that sped up working remote where then you don't have those water cooler talks, those conversations that you naturally learn when you're in office. So how do you learn that communication?

When majority of companies are expecting you to respond to emails, respond to Slack or Teams messages. Always be on, and then there's no time to integrate and do work and to get to know people.

Keely Antonio: Yeah, definitely. That is one of the biggest challenges that we see is that you're right. We're not having those natural conversations on the way to a meeting, right?

Walking together, whatever it may be, getting lunch, It's just not happening the same. And tell me if you believe this too, if you get on a zoom, there's an agenda, right? There's something to talk about. A lot of people are zoom fatigued. They don't want to just be chatting about everything under the sun.

they want to talk about whatever they're meeting about and then they're moving on, but we lose that natural. Learning that experiential part where you get to pick up in person. And so it is something that we're looking at and trying to provide solutions for, different companies that want to take a new approach.

That want to be more intentional about the ways that they gather. we're in such a dispersed workforce. Many teams are hybrid. They may even say, Hey, you can come in, two days a week and people don't come at all. And I've heard this many times working with different organizations.

So how do you create? And we have to go back to basics. This is what we're looking at because if you look at anything about Gen Z, we're actually the loneliest generation. And that leads me back to the connection. All right, we've got to have that intentional human connection. So what we're really looking at is how do we go back to bringing people and teams together intentionally in person and creating those spaces that are really meaningful, maybe over two days, three days.

Giving them that experience to be together, to learn from each other, and then go back out into their dispersed teams. But those experiences where they actually got to be together, you're going to feel so much closer. You're going to feel like you can ask the questions that maybe you were afraid to ask before.

And you can understand people a bit more. I'm going to tie in one more piece here. Let's just talk about even making friends as an adult. How much time do we have to go out and hang out with friends and get to know people? Probably not a lot, right? We've maybe have one to two hours that we'll dedicate for a week that we'll make friend plans.

And they say that it takes about a year span. To call someone, even your friend. So it's the same thing. Imagine if we're just talking to people at work about work things, and we don't actually ever get to know people. It's going to take a long time for us to feel really comfortable for us to start working together in a really productive way and have that growth.

And so I want to consider all of that as we move forward, that things have changed and we have to be a lot more intentional in order to have that human connection that we really need.

Elaine Lou Cartas: Yeah, I think a couple of things. I know one cup, one of my clients companies, is it right? Where every year they have a conference where people could connect.

So that's one. And then within the different departments, there's an in person meeting. So those connections are really big. This company has tried to do coffee virtual chats, but what has happened is that there's, it's not mandatory. It's people who choose to, but it's the same people and it's people are canceling on it.

So there's one piece what you're talking about, like getting to know people. Something that we had millennials, Gen X boomers is that third space. I remember that. And what that means is. After work, let me go grab a drink or let's play ball after, and let's just talk about stuff. But because companies are a lot more, it's not so localized, it's globalized, different states, different countries.

It's what can we do? But then what can you do locally? So I know some companies have a local coffee meetup, right? It takes away time. So finding that at the same time. I get it. Companies are always thinking about the bottom line. So I'm curious what you've shared with companies of I know it's going to cost money to meet in person, but this is the ROI that you get.

Yeah.

Keely Antonio: we can just look at some of the stats and I don't want to have them off the top of my head, but when people will meet in person and then what their levels of confidence, trust, impact with their teams is, even months to come after that. It's huge. think about any kind of experience that you've ever gone on, and this ties into a little bit of what I've learned about Gen Z is that we're craving an experience.

We're craving something that gives us a new perspective, that gives us a new opportunity to travel, to have fun, to enjoy time. And I think there was an article that maybe you sent over to me, Elaine, that I looked at that. Talked a little bit about how Gen Z wants to be rewarded. And one of the things that was on there was they want time off, right?

They want time and we really value this aspect of time. And I think COVID has played a really huge part into that because we realized what do we have, right? When you have all this isolation, these are the things that start to matter. You start to look at your life a little bit differently. when I talk to companies about the impact of, let's just say we create a team connection experience for them, whether they're bringing, certain members on their team, managers, they're bringing their whole entire team, if it's a small team, whatever it may be, it's let's look at the impact.

Let's measure it. How do people feel before they come on an experience like this? What are the, and can we make it intentional, right? The coffee chats may be great. But is there something about it that really brings people together and they feel like, how am I going to get value out of this for myself?

Because everyone's thinking about it. They want to know what is the benefit me and how do we bring those? And I talk about this a lot. How do we operationalize those company values and talk about. Each individual's personal values and help them connect to why they're doing what they're doing. There's got to be some sort of connection, especially as people become more thoughtful about how they're living their life and how they want to participate in different activities and even work in general.

Elaine Lou Cartas: So I want to ask because I know Long leaders get frustrated. How do I lead Gen Z? I don't get it. So I'll give you two different situations from different clients. I had one client where they're sharing Elaine. There's like a social gathering and I don't understand where I should go. this is a waste of my time.

I have work to do and it's no one from their department. It's from different departments at the same time, they need to work with them cross functionally to get work done. But I was fascinated as this person's coach, I had to explain why, going to social gathering actually helps with camaraderie, getting to know your coworkers.

I was also mindful that because of COVID, not so much social interaction learning. So that's one situation scenario. The second piece is, I remember talking to another client who's a millennial and they were sharing with me. I have two to three Gen Z workers. They want to raise, they want a promotion, but they're not thinking.

Like they're just doing their work. They're not critically thinking. They're making mistakes. So my co sharing those situations. Because they're very real. I'm sure other people could relate listening to it. What would you like to share with our audience? Who's probably primarily millennials or Gen X of what we need to do to help lead, to communicate, to explain things.

Cause I know it's really easy for older generations. Like I think about boomers, for example, you just do it this way. okay, that does not help me like explain why or the bigger. Meaning behind it. So how would you explain Gen Z wanting to be led to be communicated to be mentored?

Keely Antonio: Yeah, I love it.

Let's go back to your two situations and speaking of the one, if we look at this person didn't know why they needed to go to the social gathering, assuming Gen Z.

Elaine Lou Cartas: Yes, correct. This person's Gen Z. They had no idea and had to explain it to them and then they got it. Yeah.

Keely Antonio: and, once they got it, you explained it.

So I think that awareness piece of why certain gatherings or why certain activities or events are important, you mentioned that there, but I think that's a really big part of how do we actually create the education piece and

awareness or education piece, why, we do what we do, because no one wants to just be like, Oh, you have to go to this, but, why?

And that goes back to, again, I want to know how does it connect to me? Why is it valuable? And maybe what you know, as a leader, if you're my leader about my values, why that would be important. Oh, Keely, we know that you want to grow here. We know that you want to do this, whatever it may be, X, Y, Z. Here's who you're going to meet.

Here's what you can get out of it. And here's how it can support everything that you're doing on a day to day, whatever it may be, right? I need that mentorship, that guidance to understand. And maybe a lot of other Gen Zers don't. As well because we may not know why something like that would be important.

Maybe even two it's uncomfortable to socialize in that capacity and it's working with people and meeting with them where they are and Understanding what it is that they need in order to be successful in those situations and Into the situation number two. I've heard that so much. Gen Z is what do you mean?

I can't make 250,000 per year right off the bat. come on. And. It's this conversation of how do we co create together? And it's on both sides, right? If the leader, manager is speaking and Gen Z person is speaking, can we rephrase our questions? Hey, here's some of my goals. How can we get there together?

And then manager leadership speaking and saying, how can I support You how can we work together to co create something? That works for you. And we find that middle ground because we may not be able to get to that 250K right in the first year, but we may be able to set up some milestones and goals to work towards whatever it may be so that we both feel like we're moving forward.

We feel supported and it's that co creation bringing that back to the middle.

Elaine Lou Cartas: Yeah, I want to add to the first situation because I'm mindful, here's the couple that I will throw flowers at for Gen Z is your amazing boundaries. So I understood in her perspective of I, this is extra, I could be running because she loves running, or I could be like napping.

It doesn't have to be a doing. It could just be a being activity. So to honor that I explained exactly what I discussed earlier, why it's important. And I also told her you don't have to stay for the whole thing. come for an hour, what I've also realized with my Gen Z clients probably need to create something with this, but even prompts or scripts on how to socialize and do small talk.

And I'm going to let my fellow millennials and above know, you're like, I don't understand. Like they should know how to do it. Gen Z didn't have the same exposure and experience as us. We, and. I don't know. Correct me if I'm wrong, but I was reading up on this too, even for parents, cause I know probably your parents are maybe gen X early boomers is going to school in high school.

I know that generation not blaming them. It's just society and culture capitalism of encouraging like this new generation to not have to work, like focus on school. Okay. Do sports, but there's not a lot of like human interaction as much as well. I don't know. I might be wrong with that. I'm curious your perspective on that.

So you don't have it as much. That's what I've heard. I could be wrong. Please correct me.

Keely Antonio: Yeah. I think it's different for everybody. But I do think there's a human interaction piece. There's a gap because I know most people around me, this is just the truth. They don't really want to socialize or interact, in, in these ways.

They're like, okay, let me just like. Do whatever and close off and it's a lot of it. It's not having the tools. That's just the truth It's not having the tools to be able to Communicate or be in those situations. It's uncomfortable. And of course, our brain is always trying to protect us So anything that maybe feels a little uncomfortable We'll try to do anything we can to get out of it and I think that just comes with having great mentors having people that will guide you lead you and Support you in feeling more comfortable because when you look at Gen Z being the loneliest generation over 70 percent of them are saying they're lonely all or most of the time.

We have to look at that and say, what is it that would help? Bring that back and what could help people ease into that more comfortably or make them feel more open or like they can connect in these ways because we need that in order to keep growing. We need that in order to, I believe, utilize our full potential to bounce ideas off other people to, get feedback and.

And continue to, change and challenge ourselves. And if there's anything that COVID taught me personally, it's that my relationships are the most important thing in my life and understanding people and knowing people and just trying to take care of the people around me. That's all I want to do. and I think that's why I do what I do because I want to teach people how to take care of other people and have these conversations of growth and inspiration and ways that we can make an impact together.

But that doesn't happen when the bridge isn't there, right? When there's that wall and there's no bridge to meet people where they are, it's, it, we all, fail, it doesn't benefit anyone. So we, have to continue to educate on the tools. That give people the ability to communicate and give them practice.

Like you said, I'm going to come up with something for prompts. Great. That's a great tool. most of my day I'm using AI and that's prompting me all day, right? So practice of like really being able to bring in these different aspects of how we learn and how we're used to learning and, incorporating these different styles so that we can grasp and pick up the different ways to connect on every level.

Elaine Lou Cartas: A prompter tool I even want to share in this episode, not just for Gen C. I've been noticing it a lot more for even my millennial clients as well. And Gen X is when you're working in teams, whether. You're managing or even working cross functionally in different departments, having a table, or it could be like a messy Google doc of each individual you work with, how they best communicate, what's their motivation, inspiration.

What are their goals based off observations from you communicating with them or other people? How do they like best being talked with, or based off your observation from how you've communicated with them or other people, what should you try to avoid or not say, for example, maybe you realize with certain leaders like I'm stereotyping like C suite leaders, when you're connecting with them, you need to be confident sharing numbers and data.

Maybe when you're working with like someone who is more feminine, it's, Hey, how was your son's soccer practice? I remember it was last week, like having those notes and data. is actually really helpful. So that's an example of a prompt. You went back of what Gen Z needs. I think the reality is, what the whole workforce, these four different generations, Gen Z, Millennials, Gen X, Boomers, All need to work together.

I also want to remind the boomers who probably are not listening to this episode, but I'll share it anyways. And also to resonate with those. I know because boomers were my parents, right? And for them, it's you should stay at a job because you'll be rewarded. the reality is we're not going to have the same benefits of a pension or social security.

That's just it for our generation, for your generation, Gen Z. Like our careers are going to change five to seven times minimum. And that's how we'll increase our salary. What do you feel or know that Gen Z and all these generations need in a workplace?

Keely Antonio: I feel like this has been the theme of our conversation, but it's that human connection aspect.

It's that getting back to meeting people where we, where they are, regardless of who, how they identify, regardless of what generation they're a part of. It's All of us trying to come together to just see that there's so many people hurting. There's so many people that feel alone. There's so many people that are going through so many different life challenges and we've all just gone through COVID and it has changed us and impacted us in ways that we may not even fully recognize yet if we haven't seen it and to be able to look at that and say, how can each day I show up in a space and just ask somebody how they are.

Just to have a little bit more empathy to put yourself in someone else's shoes and give, this connection piece of conversation that can go a long way and carry into someone's day, especially for the people that live alone, work remote, don't see anybody all day, all week. Maybe you don't live close to their family, like whatever it may be, just going that extra couple of steps.

To meet people where they are. That I believe then that is what will change a lot of things in this world. I love human connection and I, think it's really powerful.

Elaine Lou Cartas: Yeah. I think when I'm hearing from you, it's the turning the, how are you? Oh, I'm good. Good. How about you? To how are you really? Yeah, exactly.

Keely Antonio: Exactly.

Elaine Lou Cartas: And I want to give like. Another tip, when I think about when I was in my twenties, what helps me was having friends and mentors from other different generations. That was so healing. Like my ex boss, who's still a good friend and mentor, who's a boomer, great friend, I still keep in touch because we go through life situations and I'll be honest, I don't want to talk to my friends about other big life decisions or choices.

I want to talk to someone that's been through it, like really been through it, because sometimes your friends in the same generation, you're all going through it and sometimes it could just be like a pity party of things. I'm like, actually, I want to talk to someone who survived it. And I was just at a family party where I was talking, it was my boyfriend's cousin, who's Gen X.

And it was just nice talking to her. I think working on having friendships beyond your generation helps heal and comes to an understanding of different people. I also, I don't know if you experienced this Keely, but I remember when I was working in person in my twenties and I, obviously I met people with different beliefs, like political beliefs, and they would share.

But, Despite them having different beliefs from mine, there was still a respect with one another. And I think that was, that's the beauty that we're we're missing from in person because we had that respect. And sure, I might think that other person's wrong, but there is still like a respect and understanding we're able to work through it together.

And I feel like now with being siloed and digital, it's hard to understand someone else. And social media algorithms play

Keely Antonio: into that too.

Elaine Lou Cartas: So I'll say that.

Keely Antonio: No, definitely. There's so many different layers, but I think it is about just having that empathy, regardless of what generation, regardless of how someone identifies, because we really don't know the whole story.

I'm someone that's a part of the LGBTQ plus community and people assume I'm straight all the time. But they don't know, right? And they may not fully be around people that are part of the community. They may not fully understand. There's people that are trying to understand how to speak to certain people in the community.

Whatever it may be, right? And it's this aspect of just trying to like, be there together, and having that shared, respect and not, freaking out if someone, doesn't understand, but being able to help them so that they can do it the next time and not feel like they don't even want to, they want to completely distance themselves from anyone that's part of the community, right?

Like my goal and job of anything that I do is. To just be really understanding and try my best to see where someone's coming from every aspect, because it goes a long way. And then I don't have to carry the anger every day with me. And I think that frees you to be able to live your life and make more meaningful relationships.

Elaine Lou Cartas: Yeah. It's what you've been saying the whole episode. Episode is being a human and connecting, and even when, let's say you're in those conversations and someone says something offensive at the same time, they probably didn't do it. Hopefully you have people around you that they probably didn't do it to be malicious.

That wasn't probably their intention. But being able to have that conscious conversation on the side, not in front of a group, Hey, when you said this, I just want to let you know that it's inappropriate. And this is why. Okay.

Keely Antonio: I'd prefer to call people in than out and, stepping aside and it means giving somebody the opportunity to go, Oh my gosh, I totally didn't know.

I won't do that next time. Or here's how, can I, could I have said it like this? Whatever it may be, it can be a learning moment rather than a scolding and shaming because no one wants to feel like they're bad. Yeah,

Elaine Lou Cartas: I love that. Keely, I always like ending podcast episodes with what is a big takeaway and reflective question you want to leave our listeners.

Keely Antonio: I think a lot of what we've talked about is how we connect with other people, but I don't believe we are able to fully connect with other people unless we look at who we are and where we are. And so the question that I would ask for you to reflect on, think about, and maybe even take back to other people that want to bring this podcast up to, is, What is something that you can do today for yourself that can support you in creating more meaningful relationships?

So taking that question fully around and bringing it back to you to understand how you can take care of yourself in order to have those meaningful relationships.

Elaine Lou Cartas: So that might include, we were just talking before we hit record, going to the mountains and walking, or if you can't, grounding your feet in mother nature.

I love that because the most important relationship is the relationship we have with ourselves before we could do that with anyone else. And then. Because people are in love with you now, and they finally have met a Gen

Z expert who is a Gen Z, how can people find you or connect with you? And also side note, I just want to let people know Keeley is not on like social media.

I know on LinkedIn, but just not on Instagram. So don't stereotype that Gen Z is always on all the social media platforms.

Keely Antonio: Yeah, you know what? It's so funny. I'll, share this really quick story real quick. I actually, for the last four years, I built an entire business on social media and we had like over 200, 000 people always watching, following, and it was a lot.

And so for the last six months, I've completely removed myself and I'm just using LinkedIn, which I don't really consider. It is social media, but it's more like work focus, work focused. So yes, I'm taking a break from social media and you can find me on LinkedIn if you look up Keeley Antonio and you can also go to our website, Keely Antonio .

com. I'd love to chat with you. I'd love to answer any questions you may have about Gen Z or any of the ways that anything that we talked about today.

Elaine Lou Cartas: I feel like that could be a different episode, but when you were saying you had 200, 000 followers, did not have that much as you, but I'm in my almost 7 years in business and I used to be online so much and then I just got burnt out of performing consistently.

Keely Antonio: Yeah, I was making probably 10 videos every single day. Going live every week. it's how I ran my business connecting with individuals, all over. And it was something that took a complete toll on me. And now it's just really nice to, focus more on quality. I think that's what it is. And, the people that, want to have those meaningful conversations.

They're more one to one. I think we totally can have a separate conversation about this, but I don't know if it's necessarily so healthy to see a million people's lives.

Elaine Lou Cartas: No, I, it ruined my psyche because I realized, even my day to day, okay, I'm having a coffee and bagel. Let me take a picture and let me share it.

And then everything I do throughout my. Day to day life was like performing as if I was part of this reality television show. And then my dopamine hits were the number of followers likes and comments. And what I practice now, personally, not professionally, it's wait, let me just be like, let me take pictures just for myself.

Yeah. I don't need to post it right away. Be present. And it's improved my relationships because I was realizing it was ruining my relationships with my family and loved ones and my boyfriend.

Keely Antonio: Yeah. I know. And when you're feeling that disconnection, I just look in like the top 10 people in my phone and my text messages and I will reach out to them because.

That is whoever's in my text message box. That's usually the most important.

Elaine Lou Cartas: I'm going to laugh because I know you said top 10, but for my millennials, you'll remember the top eight on my space. Do you know what that is? Keeley? I don't mean I've heard of it, but I never had it. Yeah. So like for my millennials listening, it's the top eight was you would listen to top eight on my space.

And then, you're a teenage back then. It's why am I number two? I thought I was your best friend. I understand why number one's your boyfriend, but why am I number two?

Keely Antonio: Yeah, they do that on I think what I grew up with was Snapchat. Same thing. You can see your score and if your score level is certain, like a height, I don't know.

it's the same thing.

Elaine Lou Cartas: See, I will say that. I will say, Unfortunately, capitalism knows to, when you gamify things, you're going to attract Gen Z millennials.

Yeah.

It's always competitive. Yeah. But it doesn't have to be. Oh, I know. Totally.

Keely Antonio: Yeah. It can be more meaningful and way more focused on quality.

Elaine Lou Cartas: Yeah. And then I guess I'll leave it with this, but it's like, what do you want to think about in your last breath in this planet? And this lifetime.

That's a great question. Ooh, I like that. I would like to think about the most meaningful moments that like really touched me and changed my soul. just being able to be at complete, I always say I like being blissed out because I live in California and I surf and just being in the ocean, like any moment that has been so blissful for me.

Keely Antonio: I would like to completely just, surrender in that and be in that and, yeah, just feel like everything in my life had led me to all the moments that it did. And it feels really peaceful.

Elaine Lou Cartas: As a dated millennial because I think it's your generation that made up this term, what I heard is creating core memories.

That's true. I created a core memory in the ocean and I hope that's how I remember.

So for our listeners, think about the core memories that you're creating and then ask yourself the hard question. Am I creating that for myself? Keely, thank you so much. If you want to connect with Keely, I will put all the information in the show notes.

But thank you. And thanks for taking a break from surfing. Yeah.

Keely Antonio: I love it. Thanks so much for having me and I, love everything that you're doing Elaine. You're crushing it.

Elaine Lou Cartas: Thank you.