



Podcast Episode 226
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“Are You Just Raising Great Kids, or Great Kids Who Will Become Great Adults?”

David Loy: Hi and welcome to *In the Loop* with Andy Andrews, I’m your host David Loy. Andy where are you in the world today? Are you at home?

Andy Andrews: I’m in Orange Beach. Yeah, I’m at home. I got up early, early this morning and came down to the office. And I’ve been writing and then like, couple or three hours later, everybody gets up and the boys are gone to school. So Polly is, I’m not really sure where Polly is right now, but she’s somewhere great I’m sure.

David: Wherever it is, it’s better because she’s there, how about that?

Andy: Yeah, yeah.

David: I just knew, I asked only because I know that in a last several weeks, you’ve been Charlotte to Salt Lake, to Boise, to Oklahoma,

Andy: Las Vegas.

David: Yes, the list goes on and on.

Andy: I got to stand on the Blue turf at Boise State

David: Oh no way, the Bluefield.

Andy: My boys said, hey dad, make sure you see the smurf turf. And we were doing a thing there, in that stadium. And so I got to, I took a picture of it like really close and send it to the boys.

David: I bet they love that.

Andy: Oh it's awesome. You know, that game, the Oklahoma fans are probably, na na naaaa, but a bunch of years ago in the Fiesta Bowl, when Oklahoma played, I was like, who's this, who's Boise State, I don't even know who they are. And we kind of half way watched the game and as the game got going, got to the end, and those over times and then Boise State ended up winning on those trick plays, it was like the greatest college football game I've ever seen. And we've kind of been aware of them ever since.

David: Exactly. And now Oklahoma fans you can join the conversation again. That's great. Andy we've got a fun topic to cover today. A lot of people have been asking recently about how do you balance this crazy travel schedule that you do, the writing that you do, you do a lot of consulting, talking with companies, coaches, teams, all of that stuff. There's a lot on your plate. And a question that I know you get asked very frequently is, how do you balance all that? Because you are also, I shouldn't say also, but you're first and foremost a husband and a father. And I'm not projecting that on you but I've been around you long enough to know that those are your top priorities.

Andy: Yeah, that's the main thing.

David: And so people hear you talk about the things that you do, the projects that you're working on, content that you're creating. And inevitably, you feel this question, we get emails about it all the time, so I thought that this will be a great

opportunity to address it. But how do you go through those priorities in your life, frequently it's called life balance. That's kind of the catch phrase in the world today, but how do you balance your schedule between your works and family? What are the secrets that you use to make that happen?

Andy: That is a great question. And I think I can answer it. The experience and a lot of thought, a lot of conversations Polly and I've had. And that we had with the boys, have helped me to be able to understand and maybe to be able to explain to you how to do this. And I think one of the first things that a lot of times when people are looking for balance in their lives, that they, actually two things that they overlook. One is, to get a balance in your life sometimes you have to be out of balance for a little bit, right. I mean, if it's out of balance, you're going to have to go over to the other side a little bit to get that thing to tilt to get it balanced. See what I'm saying?

David: Right.

Andy: So don't be afraid to move swiftly and to make things happen quickly. And the other part of it that I think people forget is, to a lot of people, the life balance, work, is kind of a dragon, puff the magic dragon, it's a mythological creature. And they've never really seen it, they've never really kind of experienced it. And it's just kind of out there and something that they say because they know they should say it. And yet nobody ever sits down and says, what are we wanting to happen? Because for some people, you know, balance in their work and family, you know, Polly and I have friends that we were with not too long ago. And they made the comment to us that in 40 something years of marriage, they had never spent the night apart. And get this, they work together, ok. And so anyway, to that couple, they have achieved a balance.

Now that balance, my wife would like, she'd kill me, she would kill me. If I was there all the time, that wouldn't balance to her, you know. And so what I'm saying is, I can go on and on about that, but what I'm saying is, you need to define what you're after? You need to figure out, what does this look like? What are we doing, how many nights a week are we at home as a family. Because I got to tell you, you know, a lot of people talk about work, you know, knocking their families out of balance, I see just as many families knocked out of balance with little league, and basketball and soccer. I see as many families thrown to the wind because of that stuff as I do dad working. I mean, dad working is not keeping everybody from eating together but I'll tell you what? When Austin was playing baseball, good grief, I mean, it's like, it was hard to get together. All four of us getting together. And then we know people that got several kids and several different things. And so, I would really urge people to sit down and say, what are we wanting this to look like?

And one of the first things that everybody is gonna kind of come back on and say is, oh gosh, are we, like, not gonna let them play this. I mean, all their friends are playing and that's first thing they're going to say, well everybody is. And let me remind you what your mama used to say, you ain't everybody. You want to be everybody. I mean, because if you look at everybody and what the end result and what everybody's doing, it's a pretty average result there. I mean, is that what you want? You want an average life, you want to raise average children, you want to have all kind of an average of all the challenges they have? Or would you like to accomplish something really different in your life? Because you're gonna have to choose. And choosing is not tough. Because choosing means you have choices. Choosing not to play baseball or not to play football anymore. You know, one of them played football for a while, one of them played baseball for a while. Look, let me tell you something about our boys we knew pretty quickly. Is pretty quickly

we knew that our boys were not gonna be playing major league baseball or the NFL. We knew that, ok. Now I think that if Moses have had more time on the mountain, he would've come back with 11. And I think there are a lot of mom and dads out there who are violating the 11th commandment. Because they look at their kid and they think, oh college scholarship here, college scholarship here. And the 11th commandment is, thou shall not kid yourself. And so I'm not saying there's kids that don't get them and I'm not saying that there's not opportunities and all like that, but I wanna tell you something. If you think that allowing a sport and one child with one sport, is worth sending your family, scattering it to the edges of the Earth, you know, for the majority of the year, you're not doing anybody any favors. You know, presently or generationally.

David: And that's a tough pill for a lot of people to swallow. But there's a lot of value there in, I mean, it's a priority for sure. Just getting the priorities in line.

Andy: And when I said that you get to choose, I'm saying that when, we didn't go and tell the boys, you're not playing any more. We didn't say that. We just started making sure that there are other things that they like and making sure. I remember when Adam said, dad, is hunting season always during football season? Um yep, yep, it sure is. So like, it's always during hunting season? Yes, sure is. He said, well I guess I'm not gonna play in the NFL then. I said, you're not? He said, no sir. Because I just like to be at the camp too much, I like to do that too much. So I'll find something else if that's ok.

David: That's a mini Phil Robertson right there.

Andy: Yeah. But you know, there are other things. And there are other things that can involve everybody else. So that's like your number one thing. Speaking at what you want to do, and I'm saying, where do you want to be? Are you wanting

to raise a great kids or you want to raise kids who become great adults? Ok, because raising kids who become great adults is gonna require family time, ok. Now your coach in town can either be your “go to” guy for your kid or you can be your “go to” guy. The child can either get a job and his boss will be the “go to” guy or we could figure out how to create a business, a little entrepreneurial thing going on here. And then the “go to “ guy is you. And there’s so many parts of that, that will allow you to discipline in a way that it makes sense to your child. Meaning that you want to make more money, you act this way, you want to make less money, then act that way. Do whatever you wanna do, I won’t tell you what to do. You wanna buy a car, then act this way. And it’s not that I’m not gonna let you to buy a car, you’re just not gonna have the money. Because you act that way, people are not gonna take part in your business.

And so I would urge you, there’s a lot to this, ok. But figure out where you want to be because when you figure out where you want to be, you can get clear on your priorities. You know what your priorities are but you just need to be clear with them and make sure your family knows what that priority is. Now let me tell you this, there have been times in our lives that because my family knows that my family is my priority, that for a time and I’m not saying for a long extended, extended time but that because my family knows that they are my priority, that for a week or so, the priority for dad had to be, to lock himself in a closet and write. Right? But because the family was the priority then for a period of time, to get something done or to make a situation happen, work had to be, had to bump up in there. But that is only a means to an end. That is not the end. So you want to get clear on your priorities and how you achieve them? All those expectations that the family has, that you might have, it’s going to be a communication thing. It’s just a community. In fact, everything is communication. I’ve talked to my boys a lot about this. Because I want them to see that in almost every area of life, almost

every area of life, financial, relationships, it's the communication that is the key. It's the communication that is such a key because if you can communicate and everybody knows what everybody is expecting, everybody knows what everybody is doing. And get this David, everybody knows why they're doing what they're doing. Not that they're just doing it, ok. Ok, I knew you're going to be there, I knew you're going to be there tomorrow, you're going to be there next day. I knew you're gonna be there for three weeks. But if you could also communicate why you're gonna be there for three weeks, then you are there for three weeks and they are not resenting it, they're praying for you.

David: It flips the whole thing.

Andy: Right. See what I'm saying? But just communicate. The why is so huge. Just manage all that, you know, with that why. And you can also, there are also times that you can jump in and you know that there's gonna be, like in our family, we don't answer the phone when it's meal time. And when we're together, you know, people don't keep their heads down doing their text and this kind of stuff, and so when we get together we say, alright, we're together. Then Polly might say, hey I'm expecting a call from Melanie, and I need to take the call from Melanie so when that comes in, that's the only one I'm after. And I'll say, that's cool. And guys I might have a call from uncle Bob or from David, and we'll take that and go, is that good with everybody? Everybody's good. But they know that dad's not gonna just go on the phone and stay on the phone.

David: Yeah, and everybody's on the same page upfront.

Andy: Yeah, upfront. Because see, they know that my job is kind of an odd thing. I don't go in at 9 and come in at 5 and then I don't think of it anymore. It's kind of a 24-hour thing and so I have to kind of. But when you call David, and you have

a question or you have a decision that needs to be made or Robert calls and has to inform me about something or has a decision or something like that, they also know why, they know why. They know it's not gonna be long and they know why. Ok now why? Well you know how we get to go as a family and we get to go traveling and do that trip like that and you know how we get to go and camp there, and we get to go and do that, well this is why. You know, David and Robert are keeping an eye on the future. And they're watching this calendar and guys you know spring break is coming up and we got all this stuff planned for spring break. And you know that cost money to do that and it cost money to take time off, so you know that call that time that daddy had to say, hey this is David calling I need to step away just for 5 minutes and I'll be right back. Ok well, we're taking care of spring break.

David: And that makes it so clear in their mind. Ok so you've listed a couple of things. You talked about getting the priorities in line, making sure that you're clear on those, you mentioned the importance of communicating those priorities to the family, including the kids, and explaining the why, what else?

Andy: You know, really the last thing I would say, is you want to create memories and traditions really by intentionally engaging with your time, with your energy. If you listen to people talk about their families and you listen how they talk about how they grew up, yeah, daddy was always, oh mom used to so and so. See those are the things that happen all the time. And nobody really was probably intentionally doing it but there are families that say, yeah, daddy always used to come in so tired, he was always, yeah, I remember we had to stay away from daddy for 2 hours. Well, I mean, you know, there is something that went on. And so is that what you want, is that what you want for. So I'm saying you can't intentionally engage your time and energy to create who you are to your family. And to create what they remember. And because you can create who you are and

because you can create what they will remember, you're creating what they will become. Ok, because if daddy comes in and everybody has to stay away from him for two hours, well that's the only thing they know. As far as they know, that's the way the world operates, that's the way dad comes home, dads come home. So you can bet, as my wife so aptly puts it, we always laugh when something you know we'll see and some kind of generation and they did that and gosh, like look at here, this is happening again. And Polly will look at me and go, and the beat goes on. And so, it's something that you can create, you create what beat goes on.

David: I love hearing the behind the scenes a little bit here. Like I said at the beginning, this is a question that we get so frequently. And this is not theory for you, these are not things that you.

Andy: I'll tell you something happened this morning. You know, we lapsed into a habit in our house, our boys are like anybody else, our boys like to sleep. And I know that kids, teenagers especially, need more sleep. And so I understand that. But I also understand that I'm raising these boys, I'm raising children to be great adults. Now I can make them act, like I want them to act. I can make them do it. Because I'm bigger than they are and I got all the money right now. I can make them act however I wanna make them act. But I'm also smart enough to know that, that not only causes chaos and resentment in my family, but as soon as they get away from me, they're gonna act the way they want to anyway, ok. And so there's got to be a reason, if you want people to change, there's two things, what's in it for me and proof beyond a reasonable doubt. So what's in it for me means a reason for them, and also, well that makes sense. Ok, that makes sense. And so we had gotten into a habit in our family because they like to sleep, of the boys going, five more minutes, five more minutes. Ok, alright.

Well at some point I realized that number one, they got up better for me than they would for Polly, right. Polly has to call them more. She has to, you know, you take advantage of mom, she's sweeter, you know. And she has to call them more. And so mom's trying to fix their lunches and get them ready and get herself ready. And all this other kind of stuff too. So not only does she have to call them more to get them to answer her to tell her five more minutes, now she's got to come back in five minutes and do it all again. And watch all that stuff. And so I just made an executive decision a while back. Hey that five minutes thing, yeah, you can do that if you want to but that's on you, that's your alarm, that's your deal. We're gonna call you once and I want you to wake up and give me a good answer and then, you know, come on. So anyway, I, like this morning, it's like, most mornings Polly wakes them up on school mornings. But I monitor this because I want them to get up in a certain way and because the old thing, if momma ain't happy, nobody's happy. Well you know, mom should not have to deal with this, ok. And so we don't have to do these things. And so I know how they do not like to get up, they do not like the light being flipped on, they don't like loud voices, they don't like, you know, covers slipped off. They don't like all that stuff. And so, I went in this morning just for a little tune up baby, just a little tune up. And so I go in and I open both doors and say, hey guys time to get up, ready to go. And nothing. Hey guys, everybody, Austin, Ad, time to get up now, ok. Let's get going, momma's got everything almost ready and so, time to get to showers and get going. Nothing. Ok, lights on, hey everybody, here we go, let's get up, let's go. Come on Aus, Aus. You know, I'm pulling the covers and come on, hey, Adam, Adam, good morning buddy. Now all you gotta say is good morning dad. Just say good morning dad. Dad what are you? All you gotta say is good morning dad, hey I'm up, I'll be there in a minute. It's a pretty easy thing to say, just say, good morning dad, I'm up, I'll be there in a minute. Good morning dad, I'm up, I'll be there in a minute. Hey that was easy, see you in a little bit. And I'm out of there.

So then again I'm in my office later and Austin comes in and Austin said, what was the happy dad, the energizer bunny waking us this morning? And he's smiling. And I said, oh I don't really like to do that that much, I know you all ask me to do it. And he said, sir? And I said, well, I mean you asked me to do it, when I say hey guys get up, you don't say anything. And I say, guys, hey, come on, time to get up and you don't say anything. What you're communicating to me, life is communication guys, so what you're saying is, daddy please turn the lights on, please start talking really loud, please lift the covers up. Dad could you go get one of those cold things out of the freezer and rub it on our backs, dad could you please take. I mean, you're just asking me, I ain't gotta do it, I just, it's more time for me. But I love you guys so much so if you want me to do it, I'll be glad to. And they're looking at me, yeah, ok.

David: But tomorrow will be different.

Andy: And you know, it wasn't too long ago that they had asked me, they said, and here's the thing, I talk to parents and they say, you know, I have to tell them ten times and I have to absolutely come unglued for them to pay attention to me. And I'm like, no, no, no you don't. You only have to tell them once. What you have done, is you have trained them to understand that they don't have to do anything until you come unglued. You know everything is parenting David, everything is parenting, ok. And so when you say to a kid, ok, take the garbage out and I'm not going to remind you, it's your job, taking the garbage out. You got it done, great, and if you don't take the garbage out, you're gonna clean the garbage can with the toothbrush. Well that's not fair. No wait a minute, you don't ever have to clean the garbage can with a toothbrush, you don't ever have to. Just take it out to the road. And so, you know, you're trying to say, if you guys have weapons of mass destruction, here's a red line, you cross this red line, then you're gonna deal with me. And then they cross red line and you don't do anything, that's all parenting.

David: Well and the good news is

Andy: You know I've got to have a come apart. No, you don't have to have a come apart.

David: And if you trained it to get to the results you've got currently, the good news is you could retrain, you can fix that.

Andy: Let me tell you this quick story. And this is the last thing and then we'll go. This is so funny to me because, you know, they're usually so great and over Christmas vacation, have I already told you this?

David: I'm not sure, I don't know it yet.

Andy: Christmas vacation, one night they had said, dad can we stay up late, can we sleep late tomorrow? Yeah, you can sleep late, absolutely. We're not doing anything, going anywhere, sleep late as you want to. Oh great, oh great. And so we get up, and well I'm up at 7 o'clock, I go by the playroom where they've been watching TV the night before, watch a movie or something. And man, the couch and the table right in front of the couch, was like potato chip bags and empty ice cream stuff, coke cans, whatever, all these kind of junk. And Polly like takes a breath and starts to clench her teeth, and I said, well, no, no, this is great. She said, I can't believe that. I said, Polly hang on, just wait. I said, see, they left us a note. And she looks at me and I said, just wait. So I go in the rooms and turn on the lights and say, come on guys. You said we could sleep. Oh wait, I did, but come on, get up, I know you all want to get up. No, no. Come here, come here. And man I get them up and I march them in there. And I said, I thought you wanted to sleep, good grief I had plans for this morning, mom and I were gonna do some stuff and let you all sleep, didn't know that you all want to get up. But you left this

note here and this communicated to me, you said right here, you said, daddy, we thought we wanted to sleep in the morning but we decided that we didn't want to clean this up tonight and we would rather clean it up in the morning.

So if you would, please wake us up in the morning to clean it up so momma doesn't have to deal with it. So ok buddy here we go, clean it up. And they're like, oh. So they clean it up. And they say, can we go back to bed? I don't know, that was the part of the note too. Don't you remember writing that part? Dad is there other things we can do, are there other things we can clean up while we're up in the morning? So let me show you a couple of the things you can get done, this will be great. Now we appreciate it, I just didn't know that, I thought you wanted to sleep. And so, I didn't decide to wake them up, I didn't punish them. It was their choice. Do whatever you want to do.

David: They dictated it because of the communication you already set up. So that's great. Andy thanks for your thoughts on that, we're out of time for today, but I do think that everybody would benefit from, I know you've written about this topic previously, go to andyandrews.com and check out the blog post that Andy wrote on the topic of balancing work and family. He lists out tree tips and goes into detail about kind of his process. So make sure that you check that out, I think you'll benefit from it. And Andy thank you as always for your time and insight on this topic. We will talk to you next week.

Andy: Alright buddy, thank you. And when you get home to Stephanie, make sure you claim that stuff up.

David: I'm going right now. Alright, talk to you later.

Would you like to run something by Andy? Contact us and your question might be featured on the show!

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