

# Not Sorry Works

The Real Question

Career

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**Vanessa:** So, Casper: for four years I had a job with a lovely boss and wonderful friends, and I couldn't have cared less about the work [Casper laughs] that I did. *Could not* have cared less. And looking back, the thing that strikes me is that not once did I dread getting up in the morning and going to this job.

**Casper;** Yeah.

**Vanessa:** And like, there were certain tasks at work that I liked more than others, but I was so happy. And like, I love my life now, where I get to completely live in to all of my dreams of the things that I love to do, but those four years were also so fulfilling and fun.

**Casper:** Mmm.

**Vanessa:** And they were much less stressful. And I think that is a version of the question that Rachel is bringing today, is: are our lives better when our work is all consuming and is this huge expression of who we are? Or is there something really nice about just, like, a good job, that you kind of don't really care about?

**Casper:** And that you get to live your life around. It doesn't have to live at the very center of everything you do and define everything that you are. Kind of sounds great.

**Vanessa:** It was amazing. I remember being like, "Do you know what I can do? I can leave at 4:40 today to catch the 5:12 movie." [Casper laughs] [Intro music begins]

I'm Vanessa Zoltan.

**Casper** [00:03:36] And I'm Casper ter Kuile.

**Vanessa** [00:03:38] And this is The Real Question. [Intro music fades out]

Today we are joined by Rachel, who lives in the Bay Area and works in a sleep lab at a government agency. Rachel sings Renaissance music and has her PhD in cognitive psychology. Rachel, thank you so much for joining us.

**Rachel** [00:04:11] Thank you for having me! It's such a pleasure to be here today.

**Vanessa** [00:04:14] Is it the IRS - the IRS studies sleep? [Casper laughs]

**Rachel:** Yeah, that's it.

**Vanessa** [00:04:20] Everybody sleeps when they do their taxes

**Rachel:** Sleep and taxes

**Vanessa:** Ok, that makes sense. [affirmation].

**Casper** [00:04:24] Rachel, when I think Renaissance music, I either think, like, [repetitively singing] "Hurdy gurdy, hurdy gurdy" [Rachel laughs] - like that kind of thing. Or it's like, beautiful motets and it's floating soprano and kind of cathedral music. I like both, to be clear. Where do you land on that kind of nexus?

**Rachel** [00:04:41] Extremely the latter.

**Casper:** Yeah [Casper laughs]

**Rachel:** It's all about being super, super serious, wearing all black, never smiling. I don't know. [Casper laughs] I just, I can't be expressive with my face when I'm, like, singing for some reason [Rachel laughs]. So I found this nice outlet to, like, not be mocked for my super serious demeanor. [Casper and Vanessa laugh]

**Vanessa:** Well, Rachel, we're really grateful to have you here today, especially - it is 7:30 in the morning your time. So I would love to hear what brought you here, what question you have?

**Rachel:** Well, as you stated recently, I recently completed my Ph.D. in cognitive psychology. And specifically, I was interested in people's perceptions of math and how those develop over time. And what I really loved about my work was working with a huge variety of ages. So I loved working with the little, little kids and really just thinking about math in this sort of broad way. But then the pandemic hit when I was kind of about to hit submit on my dissertation, and I kind of had to pivot what I was considering doing. So I really - I had worked in science museums before, I had been doing work within them. I thought I wanted to be a researcher in a science museum, but those jobs kind of shut down and museums weren't exactly hiring when the pandemic started.

So I had to think a little bit more creatively, and I had to really think like: what could I do remotely that would either make use of my skills or be of interest to me? So I ended up in this sleep lab, which is very random for me. I never had anything to do with sleep before. And I do love my job - I found a really amazing boss, which was a huge priority for me. I, you know, have a - have a great lab. I'm doing stuff that *does* have immediate applications, but also getting to think about the questions that I'm curious about. There's a little bit of carryover from some of my dissertation work.

But I've been thinking so much about, you know - this isn't exactly my passion. I think it matters, but it's not what I went to grad school for six years for, and now it's actually kind of fortuitous that we're happening to have this conversation right now, because a civil servant position is opening up, which is kind of like tenure for government. And I'm being asked to apply for this and it's opening up this like: is this a permanent space for me? Or do I kind of owe it to myself to continue down this path that meant so much to me for so many years and that I really worked towards before grad school and then throughout grad school?

You know, what is a passion? Should we monetize our passions? So I'm trying to figure out really if I should consider changing my path again back towards what I would consider a passion, e.g. working with kids, e.g. math, education kind of stuff.

**Vanessa:** Thank you so much for sharing all that. And I'm wondering, besides how you *live* your life, how you *feel* about your life? What the emotional reality of your days are?

**Rachel:** Oh, that's such a nice question. I, I do really like my job. And one thing that was super important to me after having bad bosses in the past [affirmation] and, you know, experience in grad school, I wanted a really good boss. So I feel so good about her and how much she cares about me and my well-being. So I think there are things that are potentially more important than the exact nature of the work I'm doing. But I guess like I'm so - I'm happy right now, in part because I'm not thinking about my job all of the time. I'm doing stuff outside of it. I don't feel guilty on weekends when I'm not working. And there's something about grad school that really, like, seeps into your whole being. You know, you're on vacation [Rachel laughs] and you're just like, "I should be working!" So right now I'm just happy with the - I want to say balance, but actually something has sat with me that you said, Vanessa, I think in a podcast you said, I don't like the term work life balance because work is a part of your life. So -

**Vanessa:** I agree with myself. [Casper laughs]

**Rachel:** Yeah, I say that to people a lot now. And I feel like, yeah - I like my life, but I hesitate to use the word "balance." [Vanessa laughs]

**Casper** [00:08:56] Rachel, would you tell us a little bit about your, your younger self? Like what - was education or working in science museums a dream that you had as a, as a very young person? Or was it something that really developed in later years?

**Rachel:** Yeah. Yeah. So I loved math, and I majored in math as an undergraduate. And the thing that really hit me and - and possibly I mean, I was double majoring in math and psychology, so I was probably also thinking about the human experience more than other math majors were - but I was really struck by the reactions to me majoring in math, were typically "ew" or "I hate math," and just extremely negative reactions. And I always thought: if it were any other major, you would not react that way. You would be like, "Oh, cool, that's not for me, but good for you." [affirmation] And somehow it strikes this chord in people and I thought that was so neat. I mean - terrible! [Casper laughs]

And so I had a couple of jobs, but then I ended up working at the Museum of Mathematics and really thought, like: this is the environment that makes the most sense for me because it's all about shifting people's perceptions and just giving them this different type of exposure. So this, this is like the question that has mattered to me since I was in college. Yeah.

**Vanessa:** So, Rachel, it sounds like you feel mostly pretty good about your current life. You're like, "Hey, landed on my feet. This is actually pretty good," especially in a post-COVID world, right? But I'm wondering: was there, like, when you were applying for jobs, were you like, what the heck am I doing? What was that like? Because you were finishing your PhD program in COVID and looking at your future.

**Rachel:** Yeah. So I applied for some jobs that were whatever, right? That basically just used some of my data analysis skills and brought me very little joy. And I tried to convince myself that if I were to get these jobs, I would learn some useful things, get something out of it, and be able to move on. Some jobs I applied for that were pretty related - maybe designing educational games for kids, something like that - but I found myself a little bit... like, there's something that was a little bit too, like, perfect for me and my dissertation, such that whatever I did in a practical way that was someone else's design, it couldn't live up to my highest standards. So I think that sort of initiated this nervousness about taking a too-related job because it wouldn't be my own intellectual craft. And then also I applied for some jobs that were really child development oriented because I think like my probably most baseline passion here is about kids and well-being for kids [affirmation]. And there was this one job I applied for that was, you know, dealing with like child abuse, and I cried while I was submitting this application. And so that made me realize: maybe I shouldn't do something that's going to affect me in this way, and maybe that is best left for my outside of work life, and it would really - it would really hurt to do something that I cared about so much. So I feel like I really explored a lot of different areas of feeling about things and - and had trouble finding what, what might be right.

**Casper:** Mmm. I'm so struck that you describe finding some of these jobs and like some other person who's in charge, and that they were not up to your standard. That is an unusual way, I think, to encounter a passion in a job. That you're like, "I wouldn't have the authority to make this what I would want it to be." Can you say more about that? Did you feel ethically compromised? Was it about, like - "I have a vision and actually one day I'm going to make it myself in the way that I want to do it, and I'm just not quite ready yet." Like, tell me more about that feeling.

**Rachel:** Yeah, I feel that about a lot of things. And it's not 100% like an ethical quandary. It's more like: if I were to say I work for this company and we develop these tools for learning, I would be advertising them. And I just needed to know a lot more about whether I felt comfortable advertising them, which would require working in this place and really believing in the product. And, and also in a lot of these job interviews, they're asking: why do you believe in this product? And I don't know yet. [Vanessa and Casper laugh] So, yeah, I have- I do have my own ideas, but they're grand ideas. I don't really have this intention of starting my own company because I think in some ways it will never live up [affirmation] to this image I have in my mind. So even if I make the thing that I have dreamt of and I think would be amazing, it won't be good enough [Rachel laughs].

**Casper:** What do you - what do you dream of making?

**Rachel:** A few things. I've had a lot of like YouTube show kind of ideas. One is a puppet show [Rachel laughed] called The Math Tub, and it's a big giant bathtub and there's a little puppet named Archie, for Archimedes.

**Casper:** Oh my God, yes.

**Rachel:** He does math stuff, and it's a fun little show. And you go visit the math tub [Rachel laughs].

**Casper:** This show has to exist! [Casper and Rachel laugh]

**Vanessa:** So it sounds like you have a very specific idea of how to live up to your passions. And I'm wondering if you think that there is a job out there that would allow for that? And if not, where you see pursuing those passions in other parts of your life, or are you worried, like, "they'll just die if they're not part of my job"?

**Rachel:** So I think that I haven't really veered away from the science museum concept, and that continues to be the space that makes the most sense, or maybe like starting a summer camp or something. But - but in terms of my life, I mean, I spend time with kids. I'm like another primary caregiver essentially for my niece and nephew and do volunteer-y stuff. Like, I'm part of a pen pal program so I can introduce kids to STEM, so - I definitely make sure that this is a piece of my life. But, you know, I did spend - like, again, I spent this time studying and do I owe it to the world, even if I don't think anything I do will live up? Like, do I owe that to the ways that I got funding for my work, and the people who've influenced me over the years, etc.?

I mean, this is - I don't know, I was just thinking of this this morning: so my dad was kind of like my math influencer. He, he studied math and he was an accountant. And he's - he's in very late stages of Alzheimer's now. So he's been kind of declining throughout my whole young adulthood. And I always think, "I really wish I could talk to my dad about this." Like, my grad school work was the kind of stuff we would definitely talk about and he would have opinions about. And in a way, I'm like, "Do I owe it to him?" Because, like, this is something that he so influenced me on, but also he actually embodied this, "I just have a job and then I do all of this other stuff." Because he he was an accountant, but then he sat on the board for different arts organizations and played the viola in all sorts of symphonies. And he had this vibrant life outside of work. So maybe - that feels like an interesting kind of complicater to me.

**Vanessa** [00:16:57] Yeah.

**Casper:** Rachel, I feel like I have such a rich view of you and your life and these decisions that must be very real in this moment. And luckily, we have some help to think through this question. Can you tell us about the first text that you brought and why you chose it?

**Rachel:** So the text I chose is from All Creatures Great and Small, a show on PBS about a veterinarian in the countryside in England in the early 20th century who is mostly working with farm animals, some pets. And then he's given an opportunity to become the vet for the local racetrack. And he's being kind of grilled by this man who's kind of in charge of the racetrack.

[Plays recording from All Creatures Great and Small]

**Man 1** [00:17:43] You're more of a farm vet, aren't you? [Horse sounds in background]

**Man 2:** I built a strong practice.

**Man 1:** Is that so?

**Man 2:** I've taken on an excellent young vet, and my brother's about to qualify. I hope. But horses have always been my passion.

**Man 1:** Really?

**Man 2:** Belgium 1917, Army Veterinary Corps.

**Man 1:** [Inaudible]

**Man 2:** [Inaudible]. The bravery of the men who fought, matched only by the bravery of the horses that carried them there. Things those poor souls endured. And then we shot a lot of them. Cheaper than bringing them home on boats, you see. If I can help a horse in pain, I feel in some way I'm repaying a debt of sorts.

[End of recording]

**Casper:** Why did you choose this, Rachel? What - what connects to your question for you?

**Rachel:** So, I don't know how clear this is from the clip, but the person who's interviewing the vet is a little bit dismissive of him [affirmation]. That's the tone. "You're more of a farm vet, aren't you?" And then he only kind of turns to him and asks a question once this man reveals a *passion* for this *specific* work. So his passion is horses.

And I've thought a lot about this because we've been told all our lives: follow your passion. And what are you interested in studying? What do you *want* to do? And I think in some of these interviews I had for jobs, when I was asked why I was interested in doing this work or passionate, I was like, "This is kind of an unfair question." Like, why should I be? And you know, it's partly a place of privilege to be able to look past our immediate need and think about what we really want. But also it's demanded a lot of the time and expected in these kinds of things that we really want to work for this specific place where we're trying to work.

**Vanessa:** Who in this situation do you - do you respect? How do you feel about these two characters?

**Rachel:** So I, I - the interviewer is not someone who is present in the show.

**Vanessa:** OK.

**Rachel:** So - but so this one interaction with him is, like - he's being pretty unfair [affirmation, laughter]. The vet is a main character and is wonderful. And, you know, he did the right thing by talking about his passion. But like, if he hadn't had this meaningful experience, an emotional experience with horses prior to this interview, he wouldn't be getting the interview, even though - also, another note is that right before this, he had demonstrated how capable he was with a horse that walked up. So he had shown how competent he was, but that still wasn't enough.

**Casper:** Right. And that makes real sense to me. Like: you have demonstrated competence in various areas, right? Like, that's not the question here. I'm so interested that you're landing on

this word "passion," because what I'm hearing in this conversation is *debt* and *owing*, and, you know, I feel like he literally says at the end of the clip, I'm repaying a debt of sorts. And what you've said about your dad and what you've said about your own experiences as a young child, like - you were introduced to loving this thing that so much of the world thinks is dumb or stupid or gross or like -

**Vanessa:** Annoying, yeah.

**Casper:** Annoying, hard. You know? And what I hear in your story is, like: you want to help other people fall in love with this magical toolbox of math. And so I feel this like - I don't know, intergenerational connection. Like, I really understand that, that *debt* piece. And I'm curious if that feels different from the *passion* word that you've used.

**Rachel:** Wow, what a - amazing observation. You're so right. Yeah, I think... I'm saying, "should we follow our passions," but the reasoning seems to be in this debt-oriented way, not because it's what I want or something. And I might *not* want to do what I have set out to do. And maybe... maybe that's why all of this debt related language is, is coming into play. I might think that... I'm perfectly happy in what I'm doing, I'm not emotional. You know, I think potentially getting really like emotional in a work context can cause a lot of heartache and be stressful, e.g. when something doesn't live up. And, you know, I'm worried about a work environment that drains that passion from me. So I'm maybe scared also of losing the feeling of the passion.

**Casper:** Rachel, you just said a really big word, which is the "scared" word. And it's making me see this passion or this, this theme in your life, that it's like really precious. And it's sort of pure, and there's a risk of coming too close to it and I don't know, like - making it impure or something? What's the fear about? Like, what would go wrong if you... if you came too close or you wielded it or you stepped into it in a way?

**Rachel:** Yeah, I think there are a few things. So I have been disappointed in the past, you know - aimed to work somewhere that I thought [affirmation] would be incredible, and it wasn't. And that hurt everybody working in this space. And yeah, that's - that's draining. And then, yeah - and I've worked for educational companies and done a lot of research into organizations and places doing this kind of work in a more practical way, and just felt like: this isn't the actual solution, right?

**Casper:** Yeah.

**Rachel:** Like we wouldn't have a lot of the problems we had if, like, we could just not have people living in poverty. Right? And, and I think being reminded on a day to day basis of sort of the futility of this thing I care about by being so entrenched in it... Yeah, it's potentially, like, damaging of this thing that that's been so dear, I think maybe partly because of my dad, and then because I spent so much time thinking about it and convincing people that - or trying to convince people that this was cool and useful. So maybe - yeah, maybe it's become more precious.

**Vanessa:** So you're concerned that if you *work* in the field of your passion, that you'll lose your passion for it? But you are also, due to Casper's great question, worried that math education

isn't even your passion and that it's just coming from a sense of indebtedness that you want to work in math education. Are both of those things true? That you're not even sure it is your passion, and if it is, you're not sure that working in that field would be good for you?

**Rachel:** Yeah. Yeah, I think. I think yeah. I feel conflicting feelings and have conflicting thoughts and don't know how to translate my thoughts into feelings a lot of the time, or vice versa. So yeah - so I think if I distill my passion a bit, I discover that I just want kids to have amazing lives [affirmation] and it's okay if they don't like math, and I would like for them to be comfortable with all the ways that they are. And, you know, I didn't discover that, I think, until I was deep in grad school. And I definitely don't want to be a like "everybody should love math" kind of authoritarian. So, yeah, so maybe I - maybe it's not about math education and, and then at the same time, I think, you know - I love kids so much that it might be too hard to have a job that really fits into that space.

**Casper:** Rachel, I just have an observation before we move to our second text, which is that when you were talking about the vision you had for Archie and The Math Tub - like, you had said that your face is not very expressive. You were *extremely* expressive in that moment. And so it pains me a little bit when you say you're not sure it's your passion, because from what I know in this hour and a half conversation: absolutely you're passionate about that. I don't want to say that it necessarily has to be a job, but I wouldn't want you to leave this segment of the reflection thinking like, "am I really passionate about STEM education, math, kids?" Like - I see that passion very, very clearly. So I don't know if that's helpful, but I just want to reflect that back.

**Rachel:** Thank you. Casper. I do want to say that I think I have an expressive face, except while singing [Casper and Vanessa laugh]. That's like my weakness.

[Transition music]

**Vanessa:** So Rachel, what is your second text?

**Rachel:** So my second text is from a novel called *Ammonite*, a science fiction book from the early 2000s by Nicola Griffith. And it's about these people from Earth who are traveling to a planet that had long ago been inhabited by people from Earth. And they've evolved in such a way that there are no men left on the planet - there was some virus that killed off all the men. And yet these women can still reproduce, and they're living this interesting life on a different planet. And our protagonist, Marghe, is an anthropologist who has been studying and preparing to come to this planet and learn about the customs and figure out how they're able to reproduce. And she ends up assimilating into the culture. They get sort of stranded there, and she's being probed about her profession because this is way more of a culture of like subsistence and less about intellectual pursuits.

So there were a lot of passages to choose from, but the one I chose was: "She was not sure she wanted to do that anymore. Suddenly, she was not sure about anything anymore, and that was frightening. If she did not want to do what she had set out to do, then what did she want? Something had changed. Some part of her was gone."

**Vanessa:** So the obvious question is what part of you is gone?



**Rachel:** [Sighs] I don't know yet. You know, I haven't - I haven't made this particularly clear, but there is a lot I get to do in my current job that relates to what I did. So, for example, a big part of my research was about metacognition - so thinking about thinking, people's perceptions of their abilities in math, and I'm now translating that into a sleep context. So that's really neat. And I'm getting to design studies and do things that I sort of loved to do in that context. I'm just not working with kids, so that's a bit of a bummer. I guess maybe the concrete piece that is gone is that. And I'm trying to figure out too if it's a wound that heals. So grad school hurts and maims [Rachel laughs] - I needed glasses because of my qualifying exams. And there's something that I feel like I can't touch necessarily right now because it mattered so much, e.g. working with kids and exactly the research that I was doing, but I don't know if it'll heal. So it might not be gone, it's just currently - currently healing.

**Casper:** I am struck by the question that always is present in our conversations, which is, you know: is this choice forever? And Marghe, Marghe is like really cut off from the rest of, you know, the world that she's known in a really serious way. Taking a job or applying for the civil servant role could be two years - you know, it isn't forever. And I'm really struck by you saying, like: maybe there's just a little bit of time of healing that's needed after grad school for whatever that comes in the future to, to take shape. It doesn't have to happen right now.

**Rachel:** Absolutely.

**Casper:** Yeah. One of the things that strikes me from the text that you've chosen is the way in which Marghe - like, her identity is so anchored in the work that she does. And as she's cut off from the world where that work was who she was, like - she loses part of herself, or at least a language, like that, that identity piece. And you know, the further you go into this new career direction and you become the sleep person rather than, like, math children's education person, your identity changes, at least in the eyes of others, if not also in yourself. And I'm wondering if that hurts or if it feels sad or fine or...? Like, do you like being the sleep person? Yeah. Like, how - how does all of this interact with that bigger identity question?

**Rachel:** Yeah. Yeah. I have a lot of - I have a lot of reactions to this. So one is that I think re: some of our earlier points, we're taught that passion is the way forward [affirmation], and I think that's hard to let go of.

**Casper:** Mhm.

**Rachel:** And you know part of having this conversation is just the meaning of work I think has come up so much in my conversations with friends, in the media, since the pandemic. And yeah, it's like a grieving letting go process to maybe not have work be the strongest identity [affirmation]. But also it's true that I have been, quote, "the math person" for so long. Like, in college, I was always known like, "look at this person who doesn't seem to embody my, like, idea of what a math person looks like." And, you know, for as long as I can remember, random people send me articles. And it's kind of nice. It's like, "Oh, this professor just thought of me because they saw something about math education in the news." And like, that wouldn't happen to most people! It's just that it's such a strong identifier - or it has been for me, and it's nice to be thought of that way. So now that's maybe coming to somewhat of an end.

And the thing that's cool is I think - I think sleep is so important, and sleep is also going through this cool transition right now, too, of people realizing it's important and not trying to be sleep deprived as like a marker of being a hard worker and important person in society. So I think there's a lot that sleep has to offer our lives. So yeah, so maybe, maybe it's okay to find this new thing. And, and I will say one thing that I really appreciate about my job right now is that I'm both learning a ton about a new field -like, it's so new that nobody expects anything from me. So I'm kind of just like, "Oh, questions, answers." And then because I'm a senior person in the lab, I have a PhD, I'm getting to mentor a lot because I have all of these research skills, and that's something that I love to do. So I get this really cool balance where I get to feel like an expert in some ways and be a total learner in other ways, which is part of why I ended up in school for like 20 bajillion years [affirmation].

**Vanessa:** The only thing I'll say in trying to think about these two texts in conversation with one another is that they are both positioned from a negative point of view. I don't mean that they're negative about the world, but it's like -

**Casper:** Yes!

**Vanessa:** "I have to do this because I owe a debt." And then it's "I don't know if *that's* what I want to do anymore." Right? It's about *rejecting* something. And so I'm wondering if there's a positive version of this - what is the thing you want to opt into?

**Rachel** [00:35:14] Yeah, I guess what I want to opt into maybe is this continuous learning. And also... even though I've left some things unfinished, like some papers I haven't yet published from grad school, there is more of a finality because I'm in a different field. It's a bit more like: I did this. And that's, that's a different feeling [Rachel chuckles] from a lot of the feelings for many years. But yeah, I think, yeah - I *do* like learning, and it's okay to lean into that maybe.

**Vanessa:** Well Rachel, I think the thing that I wish you as we wrap up is, in the knowledge that maybe there isn't a bad decision, is trying to - trying to start to transition to choosing things that make you happy rather than spending time in the doubt and fear space. But like - stepping into, stepping into joy, for lack of a better term.

**Rachel:** Thank you.

**Casper:** Rachel, I wish you all good things in this decision, but also just in life. And I'm also very excited about that YouTube show and seeing Archie in The Math Tub. I don't know what shape it's going to take, but I think it is going to take some shape at some point. And as you make sensible adult decisions, I hope you keep alive that love of learning and children and the things that make you come alive, whether that's in your professional or personal life. I just think that's beautiful.

**Rachel:** Thank you so much. I have been really looking forward to this conversation and investigation into these thoughts. And I'm so grateful that the two of you do this with strangers like little ol' me. [Casper laughing]

[Ending credit music begins playing]

**Casper:** Our maxim this week comes from Dallas Capels in Oregon, who has this wonderful quote, which I love so much and feels very apt for this conversation: "Have patience with everything that remains unresolved in your heart. Live in the question." That's from Rainer Maria Rilke in his Letters To a Young Poet. So thank you, Dallas.

**Vanessa:** Dallas, patron forever.

**Casper:** Best one. [Casper laughs] So thank you, everyone, for listening to our show, The Real Question. Please check out our Patreon at [Patreon.com/RealQuestionPod](https://Patreon.com/RealQuestionPod). And if you love the show, you can leave us a review on Apple Podcasts or wherever you find the show. You can follow us on Instagram and Facebook at RealQuestionPod and on Twitter at the RealQPod. A special shout out to those patrons at the BFF Tier level. Laura Lauber, Amanda Schramm, Effie Howe. Ashley Maile, Elouise Fehring, Mary Margaret, Stephanie Federwish, Jenny Cruz, Kristen Hall, Becky Boo, Bitty, and Ari.

**Vanessa** We are Not Sorry Production. We are executive produced by Ariana Nedelman and mixed by Erica Huang. Our music is by Nick Bohl and we are distributed by Acast. A special thanks to Rachel for joining us today. And of course to Julia Argy, Nicki Zoltan, Lara Glass, AJ Jamaraz, Gaby Iori, Stephanie Paulsell, and Casper. Thank you!

**Casper** [00:38:38] Oh, and you, Vanessa. Bye.

**Vanessa:** Bye. [Casper laughing]

**Casper:** Bye, everyone.

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