

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh



**Episode #: 44**                      **Title: Moving past labels and overcoming fear**

**Guest:** Doug Foresta              **Guest Title:** Co-Host

**Date:** February 22, 2017      **Guest Company:** n/a

---

Debra Ruh:                      Hello, this is Debra Ruh and you're listening to Human Potential at Work. Today, I'm joining you from a chilly Virginia and my lights have gone off. Got to love electricity. Excuse me if you hear a little beeping in the background. My battery is saying, "By the way, the lights are off." I know. Excuse the little beeping if you hear it.

Today, I'm once again joined by Doug Foresta, my partner. What we're talking about today is labels ... Labels and fears and there's a lot of fear going on right now in the world. It feels like this is a really good time to talk about this subject. I'm also going to tell you a couple of stories and some experiences that I've recently walked with my daughter Sara Ruh that was born with Down syndrome, who is 29 years old. Doug, welcome back to the program.

Doug Foresta:                      Hi. This is ... Debra, it's so great to be with you and really looking forward to discussing this topic.

Debra Ruh:                      Yeah, I agree. I think it's a timely topic, especially at a time when so many of my friends and colleagues are still ... They're so afraid, Doug. I was talking to a really dear friend of mine the other day. She's a fifth grade school teacher. We were talking about ... I had not talked to her since the election. We were talking about the media and some of the meanness that we're seeing and some of the

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

comedy shows on social media and just media in general. We were just talking about what's happening in the United States in early 2017.

She was saying to me Doug, I thought this was so interesting, as a fifth grade teacher and a really good teacher ... She's been a teacher for many years and she's one of those nurturing teachers that the parents love to death. She told me the kids are really acting out and really [inaudible 00:02:13] displaying aggressive behavior. She said she can really see it in her classroom, the fear coming out. She is not a special ed teacher, but she is a parent of an adult child, an adult with a severe disability.

She's a lovely woman who is just ... It's so interesting getting the different perspectives. She also voted differently than I did, but I love her. It was interesting listening to her grounded explanation of why she went the direction she went in. We had a very nice conversation, even though we don't agree on every single political point.

It's being seen, it's getting to our children now, Doug, this fear that we're living in. I think us parents don't realize sometimes as we're watching this really scary news, that as a commercial was saying before we elected, the children are watching. The children are listening, Doug. I don't know if you've seen it in your own son, Sam.

Doug Foresta:

Yeah, I think he tends to live in his own world. He's 11. He's more into Minecraft and Harry Potter, but I do think that the other piece about ... The thing about fear, and we're talking about fear and labels today, I think fear can always be with us and we don't have to, it doesn't have to be anything particular that's going on in the world. There's always something that we can be afraid of. In fact, I know that Debra, we were chatting a little bit before we started and you were talking about experience that you had with Sara, right, that I think kind of illustrates this idea of; we don't have to, it doesn't have to be about necessarily

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

what's going on in the news right now. We can always have fears that we live out of. I was thinking maybe you could share that with us.

Debra Ruh: Yeah, and you know Doug, I was listening to ... I bought an Audible book. I think I mentioned it before. It's called The Urban Monk.

Doug Foresta: Yes, you told me that.

Debra Ruh: I had a gentleman ... Yeah, and I forget the gentleman's name, but the message just really speaks to me. It's like, maybe if we go and we can meditate in an ashram somewhere we can be very focused. How do you do it when you have a full-time job and you have a husband and children? How do you do it Doug? You have a fiance, a baby on the way, a son, you have your own business. How do you do it in today's hectic world with so much coming at us? There was an episode, that I was listening to the podcast. He had on J.J. Virgin, who is a well known ...

Doug Foresta: I know who she is.

Debra Ruh: Okay, yeah, dietician and things like that.

Doug Foresta: Yeah.

Debra Ruh: She walked this path with her son who has bipolar who ... She's putting out a book about it and everything. Her son ran in front of a car and had this terrible car accident.

Doug Foresta: He almost died. I remember when it happened.

Debra Ruh: Yeah, it was terrible, and how she walked in, and pretty much after she decides she was going to, obviously she was going to fight for her son. She didn't want anybody coming in that was bringing in their own fears too aggressively because she didn't think it was in the best interest of him. She at one point, somebody

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

said, "Well, how in the world are you getting over this fear?" She's like, "Um, well you don't get over fear. Fear ... Reality is, fear is part of our lives."

Speaking of the story about Sara, you know Sara is an amazing woman, but she is a woman that I've talked about before with Down syndrome that's trying to understand her place in the world when she sees other people around her actually living very different lives. She's thinking, not because, I don't think we've told her this, but she watches television and she sees her friends. Sara has decided that, air-quote, normal life for her is; she gets married, she has children, she has her own home. Even though, there are a lot of people that are living very normal lives that don't do those things and whether or not that is in her future, at a certain point that is up to the universe or God or whatever you believe.

She's been acting out a lot and I've talked about this. One thing I decided, and Doug, you are a certified counselor, a licensed ...

Doug Foresta: I'm certified, right.

Debra Ruh: I always say that incorrect.

Doug Foresta: Yes.

Debra Ruh: That's right, a licensed clinical worker, is that the correct way to say it?

Doug Foresta: A licensed independent clinical social worker in Massachusetts.

Debra Ruh: Thank you and I always say that wrong. I've been talking to you about it and I've been saying; I know that over the years I've gone to counseling and it's been very helpful for me. There's been a few times in counseling when a counselor ... I'm very grounded. I know exactly where I'm going and I'll say, "Oh, I know this about the situation." They'll say, "Um, that's very interesting. Have you ever

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

thought about it like this?" They'll give me another perspective that I've never thought about. I found it to be very helpful.

I thought that, if I find it helpful, I think it would be helpful for Sara as she's trying to figure out her place in the world. She has parents that love her. She has a tribe all around her; her brother and his girlfriend Emily, and aunts and uncles, cousins and friends. We socialize Sara, all those things that you would expect us to do. At the same time, I thought it would be helpful.

We went to this one counselor who spoke to Sara and the woman was really lovely and wonderful. It was good for Sara, but it was a really long way from our home. It took us almost an hour to get there. I thought that was probably going to be problematic for my husband. We decided to get a counselor that was a little bit closer to where we live.

My doctor recommended this counseling service. The counselor contacted me and said ... First of all, she said they weren't taking any more patients. I said, "Well, it's not because my daughter has Down syndrome, is it?" I wasn't saying it in a mean way. I was just questioning. She said, "No," she said, "It's really because her insurance is Medicaid/Medicare and it's very difficult for counselors."

I know once again, you're a counselor Doug and you took the time to explain that the reality of the paperwork associated with it. I don't know if you want to just talk about that, just for a second. I think it's hard for families that have, that are on Medicaid/Medicare that ... We have the ability as my family to pay out of pocket, but not everybody does.

Doug Foresta: Right.

Debra Ruh: ... And so I was ... Do you want to talk about that just from your perspective a little bit?

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

Doug Foresta: Sure, just the math of being ... If you're in private practice as a therapist, or psychologist or counselor, the math of taking Medicare and Medicaid is not good. The repayment, the payment rate is usually substantially lower and the requirements for documentation are significantly higher. It's really difficult to take any level of ... I mean, you might be able to take one or two, but to have a full practice of Medicare or Medicaid clients, you really, the math isn't there to make a living. The people who can take them are usually the larger clinics and hospitals and places like that because they have other sources of income that can offset that. If you're a sole, solo psychologist or solo clinical social worker out there, you're really making your living from client hours. The math is not there to really make that happen.

Debra Ruh: Yeah, and when you told me that, I thought, boy, that's very problematic. People with disabilities also sometimes need counseling because first of all, they're people. I was surprised to hear that. I said, "Well, could we pay out of pocket?" She said, "Oh sure." She gave me a very good hourly rate and I thought, let's just see how this goes. I explained to her a little bit about what was going on with Sara and that I actually just wanted Sara to be able to sit down and talk to somebody that didn't have the emotional strings that the rest of us do.

We went to the appointment and it was interesting because the first time we had gone to the appointment, it's attached to group homes and things like that. Sara looked at me at one point before we went into the counselor and she said, "Mom, please don't. Please don't send me away." It really made me say because, I know, I'm not going to send you away. I want to help you have somebody to talk to other than a parental figure.

I know that Sara had been nervous about that, even though she had a good experience. I'm probably thinking about going back to this other woman. It's a

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

long drive, but at least she sort of gets Sara and say, "Well, wait a minute. What happened with the counselor you're talking about?"

We go in there and I fill out the paperwork. I ask Sara to pay for the visit, because Sara has money in her bank account. She's been working at Nordstrom's. This is for her. She looked at me. She said, "No. I'm not paying." Here we are in front of this woman that's watching, this woman checking us in and Sara's like, "No. I'm not going to pay it." It's like, "Sara, come on, you've got to pay." "No, I'm not going to pay."

Before it got too awkward, I pay. I made a little comment like, "This is why we're here." We go upstairs to the counselor's office. The counselor comes out. She introduces herself. We all go in; my husband and I and Sara, because I want to sort of help set the stage again. The counselor starts off and she says ... She gives us a disclaimer. Everything you say in here is confidential. The only exception to that is if somebody's hurting you or you're going to hurt somebody or you're going to hurt yourself, do suicide or something like that. She said to Sara, "I'm sure you don't want to hurt yourself. Nobody's hurting you, right?"

Sara looks at her, doesn't blink an eye and says, "Well, you know, I've been married a long time and my husband is hurting me." The counselor's eyes get real big and I think; here we go. Sara has this ridiculous, wonderful imagination. She'll tell people she's married or she's engaged or she's pregnant. It's just part of Sara and what we're working on. Some of her autistic friends are like, "She's a liar." I'm like, "It's not really that she's a liar. She just, the way she works in her own world, part of it ... Sara's high functioning, but part of it is that she makes up stories to make her world work the way she wants it to. It's not lying." I don't know, obviously above my pay grade as they say.

Sara proceeds to say that she's married and everything and her husband has been hurting her. The counselor's like, "What?" She's like, "Yep." She's like, "Well, how long have you been married?" Sara's like, "Seven years." She asked

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

questions and boy, Sara's got the answer, boom. I interrupt and I say, "Okay, let me help set the stage here." I said, "Okay, well, this is part of the reason why we are here. Sara mixes her imaginary world with the regular world. She isn't married. She's never been married. She's not engaged. She's not pregnant." The counselor looked at me and she said, "I'm not the right counselor for you." I was so stunned.

Doug Foresta: I was stunned when you told me that, just as a therapist. I'm stunned by that.

Debra Ruh: Yeah, and she said it in front of all of us. We were ... I said, "Well, the reason why we're here is because Sara is a person and she just wants somebody to talk to that will maybe help her understand her feelings and why it's problematic to go into the fantasy world."

Doug Foresta: Right.

Debra Ruh: She's like, "No, no, no, no. I'm not the right person for you. No, no, no. I'm not." She charged us for this visit too, but [crosstalk 00:14:49].

Doug Foresta: She charged you for that, to tell you that you weren't the right person?

Debra Ruh: Yeah and so, she was sweet about it and everything. We left, but it felt so discouraging to my husband and I. We're like, "Oh, so if ..." I know this isn't true. I know what I'm about to say isn't true, but our thought was, "Oh great, so if you have Down syndrome ... You know, counselors are for people that don't have disabilities. Counselors are for people that are in major crisis that are freaked out because the political situ-"

Anyway, my brain of course goes in these weird directions. Then, very quickly I think; well forget it, we'll do this ourselves. I thought that was very sad, Doug, that immediately she got dismissed because either ... I could add so many things there, right? She's not worthy of counseling? Is that fair Debra? Anyway, as we talk about the labels and the fears come into play, right?

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

Doug Foresta: Yeah.

Debra Ruh: Of course, that's fine. Obviously this counselor isn't the right one. I thought; how many families have walked this path and how discouraging?

Doug Foresta: As we talk about labels, the other piece to talk about is the story. What story do you take away from that? It's hard to say. I honestly am so stunned by that whole situation. I just don't understand what ... That's not developmentally far off, if you know you're going to be seeing something with a developmental disability. It's like, not that you want to compare people with developmental disabilities to children, right, but if you were going to see a child and a child told you, "I have an imaginary friend," and you say, "Yes, I see children." Then, all of a sudden a child says, "I have an imaginary friend," and you go, "That's it. I can't work with you."

These are not things that you would not expect. Yeah, it's hard for me to understand what that's about. I don't think that it's ... The thing is, I think it's about the counselor and her own internal fears that she has about seeing someone with a disability is my guess.

Debra Ruh: Right.

Doug Foresta: Of course, you're heartbroken and stunned, like, "I just want to get help for my daughter. I'm willing to pay out of my pocket and you're telling me you can't see her because why? Because she's trying to make sense of the world in her own way?"

Debra Ruh: Right. Yeah and it's discouraging because it also felt like; oh, here's this spoiled little girl that her parent ... Yeah, you know what it, so then ...

Doug Foresta: You see how all those are stories. You don't really know that that's what was going on, right?

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

Debra Ruh: Yes. I know. I was thinking that. I thought; be careful about adding the rest of the story. You don't know what it is. I'm not sure how helpful it is for you Debra, or your husband, or Sara. I was ... Yeah. I was sort of bummed to hear that. At the same time Doug, and I haven't talked about all this on the program, but I want to be very authentic on this program. My life is so amazing and so wonderful and a lot of people look at me and think I've figured out so many things. Of course, if you ever listen to the program you realize I definitely haven't and I'm just like everybody else, touching my way along to figure it out.

My husband has walked into some difficult times right now, too. He actually is having some processing problems with the way he's thinking and stuff. I suspect it's because he took this drug, the statin drug for a long time and the FDA has put out a notice saying that in a small minority of patients, it can cause memory loss, amnesia and cloudy thinking. My husband was on this. He's very healthy, but he was on this for a long time.

I'm walking that path too, plus my father-in-law just passed away. It's interesting. There's a lot happening. I want to focus on the difference that I can make, instead of being afraid of these labels. Now, a label could be slapped on my husband, which I'm going to fight tooth and nail. How we're responding to it is we're eating more nutritiously and taking vitamins and stuff like that.

I understand I can't control the world. I can't control whatever is in store for us. All I can do is face it as authentically as possible. It's interesting to me in a way that as we're talking about labels and fears, that this is, I'm also walking this path a little bit with my husband of 35 years in September. I absolutely adore this man. He's wonderful and he's not broken either. He's just walking this path that we're trying to figure out.

It's, how do we stay balanced as we walk our lives, we walk all the different steps and all the different processes of our lives? How do we not let these labels get in the way?

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

- Doug Foresta: Right, and not add to the story.
- Debra Ruh: Yes.
- Doug Foresta: I think just dealing with ... There's enough to deal with what is. What is, is that it's very difficult to get counseling for your daughter. It's difficult to get mental health access. The reality is, it's difficult to get mental health access for anybody in this country.
- Debra Ruh: Yes.
- Doug Foresta: It's even more difficult to get access to mental health services and good mental health services for someone with a disability, right?
- Debra Ruh: Yeah. Yes, I agree.
- Doug Foresta: That is true. I love that Byron Katie thing. What is true? What's true? It may be so cutting through labels and fear is going to like; what's true with your husband? What's true with Ed? What's true with Sara? There's enough that's true without us needing to add the other stuff in, if you know what I mean.
- Debra Ruh: I do and it's so easy to add the other stuff in.
- Doug Foresta: Yeah.
- Debra Ruh: I think, and your helpful friends and family are happy to help you fill in the blanks of the fears that you hadn't even thought of yet.
- Doug Foresta: Yes.
- Debra Ruh: Then, meanwhile, my mother, who has a mental health diagnosis of her own, my mother has been bringing out all kinds of things that I hadn't thought to be afraid of yet. As I'm walking this path, I'm trying to ... I'm really in full care of

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

myself Doug. I'm eating right. I'm making sure I sleep. I'm meditating now, consistently.

Doug Foresta: That's good.

Debra Ruh: I'm exercising. I understand that even though I'm just an individual, I have to be there for my family. I'm walking that path, which I think a lot of us are. How do we be authentic to ourselves and caring and nurturing of ourselves as well as our other family members and friends that need us? I love how you're saying it Doug. How do we stay away from those stories that others or ourselves are telling each other that actually make the walk scarier and make it scarier. How do we not do that and we honor the walk and we don't run away from it and say, "Oh, well, I'm not going to think about that today." Which by the way, I've used that before. I'm just going to not think about that.

Doug Foresta: Right.

Debra Ruh: By the way, what is it the old, from Gone With the Wind? I'm going to think about that tomorrow.

Doug Foresta: Exactly.

Debra Ruh: Yeah, and I've done that in my life. Sometimes it's helpful and sometimes if I do it too long I actually make the situation worse. I see a lot of people struggling with their life right now and the fears. Once again, interesting how it is unfolding in certain situations all over the country and all over the world. It's not just about the US and our politics. The world seems to be walking a lot of paths with labels and who we're afraid of and why. The labels and the fears are so aligned. Actually, we've talked about this a little bit on the program. Actually, there can be good uses for labels at the same time.

Doug Foresta: That's right.

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

Debra Ruh: Labels allow us to see who people are and we hope that you don't look at me and decide I'm less than because, even though I know in the past, I've actually been judged by people that don't know me because I have a daughter with a disability. I've actually been ... I've had people say, "Oh, well you must have done this to cause that." It's very common with autism. For years, I forget, I was interviewing John Donovan.

Doug Foresta: I was going to say, people should go back to the interview with John Donovan, talking about the history of autism in America.

Debra Ruh: Yeah, and how we absolutely blame the parents, the cold mothering syndrome. It's interesting because, so labels can be sort of helpful for us to identify the world around us, but they also could be hurtful if we're not really vigilant about it. Don't you agree, Doug?

Doug Foresta: Yeah, labels aren't just the labels we put on other people but the labels we put on ourselves and the boxes we put on ourselves. If I was that counselor's supervisor, I think if she had come to me and told me that story, you know, "I had this woman that came to me and I said, 'I'm not the right person for you.'" I would have asked her, "Could you tell me more about what made you so certain of that? You just met her two seconds ago."

Debra Ruh: Right.

Doug Foresta: You already told yourself, "I can't do that. This isn't right for me."

Debra Ruh: It was a short interview. Yeah.

Doug Foresta: I'd want to know that. What made you decide that? There's got to be in there that there's some labeling of one's self and what one is capable of and how you can function in the world. Labels are definitely ... There's the labels we put on others and then there's the labels and fears that we put on ourselves.

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

Debra Ruh: You know what, Doug? Something else that happened this weekend, on Friday we went to that counselor and had that experience. That experience with the counselor actually made us a little more fearful. Instead of it helping us feel like we are doing the right thing by our daughter, it just made us feel alone and made our family feel alone.

Friday night, Sara had been invited to a dance. It was called, The Night to Shine. It was put on here in Richmond Virginia by, I think it's the West End Presbyterian Church. It's part of the Tim Tebow Foundation.

Doug Foresta: Oh, nice.

Debra Ruh: It was incredible. They had red carpets. They had volunteers for every single one of the participants. It was for, I'm not sure what the ages were, but it was adults with disabilities, mainly adults with developmental or physical disabilities and wheelchairs and stuff like that. Very focused on intellectual disabilities and everybody dolled up and put up their hair, and put on their tuxedos. It was quite a beautiful experience.

I was watching that, contrasting that with the counselor experience and thinking; what is Sara's role in the world? Is Sara's role to help all of us? Help me become a better person? Help me grow? Is part of it helping another person definitely makes me feel good ... It's like, and she probably, all of these different things.

She was paired up with a young woman that was a junior in high school. This young woman, she gives me such hope for the future. These millennials, these young millennials, the ones that I meet, they're these precious souls that I just feel so grateful for. This young lady, she's once again a junior in high school. Again, I've had other millennials on the program like Emma. You want to just really sit and listen to a great podcast, listen to the podcast with Emma Claire while she talks about her journey with stage four cancer at the tender age of 24.

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

I saw the beauty in that. Tim Tebow, he's a young man himself. He just wants to make sure he's doing his part in the world. It was a beautiful experience, just beautiful. My daughter loved it. At the same time, my brain gets a little confused. It's like, is Sara, is her only purpose in life to help other people feel better about themselves? Which of course, I know that's not true.

It's interesting because I have two children. I have a son who's, Kevin's 27 years old, maybe he's 28, sorry. He's this amazing man who lives on his own. He actually works with me and my business. He's a social media, just guru. He is so smart on social media so he runs that division of our company. He lives with a woman, Emily Ha, who also is part of our company. She's a creative director and so talented. They live together. They have a home. They pay their own bills. Kevin needs me in different ways than his sister Sara needs me. We're there to support Kevin, but we don't support him as much. Kevin actually supports us.

Our lives are not these tight little neatly wrapped packages, I understand, but the labels ... How do we use labels in a way that supports somebody else's path and doesn't actually make them more fearful on their path? Which I think is very interesting and I'll tell you Doug, sometimes I worry about being so open and honest on my podcast. At the same time, if I'm walking this path Doug, who else is walking it? What if you really want to help your adult child with disabilities or your child with disabilities, no matter what age they are and you just think that, for example, mental health services, maybe that could help. Then, you walk this path and you're like, "Oh, I guess that's not for us. Our families don't get that because we have disabilities." I don't know what story to insert, but I know to be careful with the story, right Doug?

Doug Foresta: Yeah, but at the same time I think it is good Debra, that I think people who are in similar positions will really appreciate your honesty and I don't think we're ... We're not saying that just because, whatever story it is, there clearly is a

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

problem and there is an issue about access for mental health services for people with disabilities. There is a real issue and I don't want to minimize that.

I think that your telling your story helps to, as Marianne Williamson says, "As we liberate ourselves, we liberate others." I really appreciate your honesty and willingness to share this today. I think we should continue this conversation about labels and fears. My God, there's a lot.

Debra Ruh: Yeah.

Doug Foresta: There's a lot to talk about.

Debra Ruh: There is a lot to unpack. Speaking of Marianne Williamson, who I've been just a real fan of her authentic work for years. She recently wrote a book. I believe it came out in late 2016. It's called Tears to Triumph. She's talking about a lot of these issues. She's talking about the depression in the United States. She's not speaking at it from just ... She's not speaking at it from the perspective of disabilities. She's speaking about it for all of us and how the depression is up and the mental health and what's happening with our health services.

I'll tell you. I listened to this book on Audible. I love Audible because I process information better. My brain likes to be read to. Some of the content, it's troubling and it's actually hard to listen to. As we're walking the path together, as she's reading the book to me, I start feeling almost so afraid because the problems seem so big and insurmountable. At the same time, I do believe that knowledge is power.

When is it ... Well, I need to hear everything that's happening on the news about our current president, you know what, because I want to be informed. It's like, where I realized, oh no, for me to be mentally healthy and be there for my daughter or my husband as we walk this path, I can't listen to all the negative press. I can't listen to all the comedy shows that are making fun of people's hairs

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

or their [inaudible 00:32:29] or their wife or their children. I just can't be part of that noise because it really makes me sad and depressed.

Since that's something that I always struggle with anyway, not being depressed and wanting to make sure that I'm leading an authentic life, I do not believe all the noise is good for me. There is some content, like this book with Marianne Williamson that's very powerful and even though some of the data that she presents is troubling, I still think it makes me a better person, mother, wife, whatever label I want to put on, because I'm listening to this data and I believe she's a really powerful teacher. I really enjoy her work.

Doug Foresta: Amen.

Debra Ruh: Yeah.

Doug Foresta: Absolutely.

Debra Ruh: Well Doug, thank you so much for having, continuing this conversation about labels and fear. I'm really excited about continuing this journey with you and with my family to see where we come. I do believe the walk is worth it and the more we walk and talk about it and really support each other in helping us all heal and use labels in a way that supports a person as opposed to detracting from a person. You know, you are bad because you love the wrong God. You love the wrong person. You have a disability.

Doug Foresta: Lot of that going on in the world, absolutely.

Debra Ruh: Instead of going that path ... Lot of that, yeah, lot of that. I don't want to be part of that. I want to be part of the light in that; how do I help Sara be the best person she can be, understanding that Sara of course is responsible for her own soul. I'm just there as her guide. How do I walk with my husband as we walk, whatever our paths are, in as authentic of a way as possible? I think that's what

# HUMAN POTENTIAL AT WORK

Host - Debra Ruh

the goal of this show is about and I'm very grateful for you joining me Doug.  
Thank you so much for your time today.

Doug Foresta: Thank you Debra. Look forward to continuing the conversation.

Debra Ruh: I agree. Thank you.

Doug Foresta: You have been listening to Human Potential at Work with Debra Ruh. To learn more about Debra and how she can help your organization, visit, [RuhGlobal.com](http://RuhGlobal.com). If you've enjoyed today's episode and you want to make sure that you don't miss any future episodes, go to iTunes and subscribe to the podcast Human Potential at Work. Thanks so much for listening and we'll be back next week with a new episode.