Ep #17: Raising Playfully-Rich Thinkers: A Father-Daughter Money Conversation

Full Episode Transcript

With Your Host

Jess McKinley Uyeno

[Fun Money with Jessica McKinley Uyeno]()

Ep #17: Raising Playfully-Rich Thinkers: A Father-Daughter Money Conversation

You know how people say we inherit our parents' eyes or their laugh? Well, we also inherit their money stories. And I think that this part gets a really bad rap because most people, even the ones that grow up wealthy, say that this is something that they have to overcome. And fortunately for me, it wasn't. This was one of the greatest gifts that I got from specifically my dad.

And today's episode is really special because my guest isn't a founder or an investor or a millionaire from being an entrepreneur, although he is a millionaire from being strategic and smart with his money. This person is my dad, the original Fun Money King himself, Scott Manning. And here's the thing. I didn't realize until much later that so many of the ways that I think about money and generosity and joy didn't actually come from the business books that I've read. They came from how I watched him live.

This conversation is about the legacy of money beliefs that we pass down, the ones that we outgrow, the ones that we keep, and the ones that ultimately make us who we are. So grab your coffee, pour something fun in it if you want to. I know my dad would definitely approve of that. It's 5:00 somewhere. And come eavesdrop on a father-daughter money talk about how to raise unbothered, playful, confident, and rich thinkers, not just earners.

Welcome to *Fun Money*. This is your host, business mentor to the most interesting women in the world, Jess McKinley Uyeno, and this is episode 17. Let's play.

Jess McKinley Uyeno: Hi, Dad. Welcome to the show. People who are longtime listeners of my old show, *Sincerely, Future You* are already fans because I dedicated an episode to you and I read the letter that you gave me when I went to college. It was so special and so personal and really rooted in just the values that you wanted to pass on. So I know that this is going to be really exciting for those listeners who said that that episode was a fan favorite and I understand why because not only are you really thoughtful about your lessons that you gave, but you're a pretty fun guy.

And so it's easy to teach lessons when you are embodied and when you practice what you preach. So I had to have you on and I wanted to give the people some understanding of what makes me such a fun money expert. And I really do think that it's because it's all I've ever known. So can you tell the people what fun money means to you and was money something that was always fun to you? Give us a little origin story.

Scott Manning: Money, I mean, I don't know why it would be for anything but fun. That was always my philosophy. I started early on when I was probably 10, 11, having a paper route, not to pay bills because my family was middle class and was doing fine. But I got the paper route so that I could have money to do the things that I wanted to do, right? While I didn't have to worry about having food on the table, we didn't have money to buy extravagant things or do extravagant things. So I learned early on that if I made money, I could do what I wanted to do.

Jess McKinley Uyeno: That's such a driver right there when you figure out that money right from the get-go was literally just for fun. And we talked about this in the early episodes about how I don't undermine the fact that money isn't fun when you are paycheck to paycheck. And I know that I was there in a moment in my late 20s and really actually in my early 20s as well, but I obviously had that safety net of knowing that I had family and a support system if I absolutely was in a dire straits that I would never be homeless, which allows us to have more fun.

But can you also talk about, so you had it right from the get-go, you had the desire to have more money so you can have fun. And then can you talk about a time when maybe you were more strapped for cash and paycheck to paycheck when you had me? I've never talked about that on the podcast about how I was born when you guys were in college and that you both had to drop out and make some decisions about what do you sacrifice and how can you still think about money as something that's fun even when the stakes are pretty high?

Scott Manning: An interesting part of that is just how you think about things. And in general, I don't know where I got it from, but I never worried a lot. To me, I did learn from some of the audio business books that I did about success that worry is just basically a waste of time and really it's just deal with the cards you were given and how do you best play them to have success? So if you don't worry a lot, then even when you are strapped and don't have money, you still will choose to have fun with the money that you have.

So I do remember one of the vacations that probably 15 to 20 of my long-time friends will talk about as an epic one in our lives was when you were 2 years old and we did our first trip to LBI and your mother and I and eight other people got a beach house on the ocean that I had no real business renting at that time because I had a child. I was 24. I had just changed jobs and moved to Connecticut so that I could coach college volleyball again, which doesn't pay a lot at that point. And I had my main job as a recruiter in the high-tech world for computer software and I guess at that point it was communications software too.

But realistically, it was one of the times where I had the least amount of money in my life, but it came up with my friends jokingly one evening and then I did all the research, got them to commit to the money that we needed for it and spent money I really probably shouldn't have to rent a beach house and have an epic vacation with all of my friends that we still talk about 45 years later.

Jess McKinley Uyeno: And it's so interesting because I mean, I remember obviously the stories, I was two, I don't actually have memories from there, but I see all the pictures and still to this day all the people that most of the people that went on that trip I call aunt and uncle and they're still people that are in my lives. But is there a balance between fun money and of course wealth building?

Because I think that growing up, my philosophy and parenting is more is caught than taught and that's something that I gained from experience from thinking about my biggest core values are all things not necessarily that you were preaching with your words, but that I saw you guys live and the way that you lived. And so for me, I know watching you guys, I always knew that money was important, but I didn't think that it was the point. I knew that money was just meant to be the vehicle. It was meant to be the thing that supported your most interesting life.

Which is the entire brand that I've built and it's how I've found the drive and the motivation to build the business that I have right now. And I am always trying to explain to people that yeah, both and when you're thinking about creating your most interesting life, when you're thinking about having your big life, that money has to be a part of it, but it's not just all about the spending. Did you think a lot at that time about wealth building and about your future long-term or were you really just pretty reckless then and then you just learned? I know you were always hardworking, so what was the balance then and what has evolved?

Scott Manning: So at that same time, when I was transitioning in that job, a year later, my career was taking off as a recruiter and I started actually making decent money. And when I was working out, which would typically be running 3 or 4 miles, I listened to tapes at that point, it was actually a tape on a Sony Walkman about how to drive success. And one that is still out there is called Lead the Field and it's 10 tapes, but it talks about the fundamentals of success and part of that is managing money. But a bigger part about having money that you can manage is really about planning.

So I learned early on about how to plan for success and build short-term, mid-term, and long-term plans. But writing out plans is not a key part of it, but it's taking that plan and actually saying, okay, if I'm successful with this, I'll make X amount of money and what do I want to do with that money? How is that going to benefit me? How's it going to benefit my family? What are the things that I want, whether it was a nicer house, a car, a boat, or vacations, or whatever you wanted that money to be spent on, seeing that vision of the things that you would get allows you to internalize it and builds drive to then build the money. And then you have to choose what you're doing with it.

Jess McKinley Uyeno: Yeah, and I know we mentioned that you were really young when I was born. Mom was 19, you were 22, and you both had to drop out of college and didn't finish your degrees. So I also know that there were probably a lot of opinions that were coming in. There were a lot of people that had thoughts about the ways that you guys were living your life and the ways that you were spending your money. And you're not a shy person, you're not a private person even really. And so you, I imagine you were pretty open and outward about the decisions that you were making.

I think that's so relatable for a woman especially in business who is an entrepreneur who has to take a lot of risks in the earlier stages of business. And even if you want to be successful, if you want to get to those seven-figure stages, you have to just continue to put yourself in those uncomfortable situations. And in my experience, even with you who has always been my biggest supporter, there have been moments where your opinion was to do the opposite of what I was doing when it came to finances. So how did you overcome that? What kind of opinions were there about what you and Mom were doing with your money?

Scott Manning: I'm sure there were lots of opinions and people thought we were crazy and were saying other things behind our back, but another gift that I got at a young age is I never really cared about what people thought about what I was doing. I was confident that I was doing the things that were best for me and my family.

And again, if you're not happy, then what are you doing in life? So you could have all the money in the world, but if you're not enjoying yourself and you're spending all your time working and not able to take advantage of the fruit that you're bearing from all the hard work, then you're just spending time versus investing time in your life to be happy. And happiness is a choice. So even when I was 24 and didn't have money and was on that vacation or not on that vacation, I was still happy. It's just when do you choose to determine that you want to make more so that you can do more?

Jess McKinley Uyeno: Yeah, it's so good. I mean, I think that's something that I experienced and I remember probably more than Chase, my younger brother who for the listeners who's about 3 and a half years younger than me. When I was little, we moved a ton and it was really apparent that whatever you guys were going after, whatever you wanted, it wasn't a big decision. I think that is something that has really been - I caught more than you were teaching me. I watched you guys buy a house and then 6 months later be like, okay, cool, this is no longer a part of our vision. We have to go here for that part. And you'd sell the house, you buy another house and you'd be like, oh, okay, actually we're going to move here.

And we moved around so much that people ask me when they hear about that if I was an army brat. And I'm like, no. And then when I try and explain it is unique, but I do think that we were following the fun, the joy, the happiness, we were following the future that you were more loyal to than the past. And I think that is such a gift when it comes to money. I think that people often think they need to take a long time to make these decisions because they've “invested” in this future. And then, what would you say to someone who just takes a long time and who is like, okay, this is a big decision with money. Do you believe in big decisions?

Scott Manning: I think fear of change is one of the drivers of what causes people to say this is a big decision, because they're afraid of adjustment. And to me, one of the parts of planning is I said short-term, mid-term, long-term, it's because when you make your plan, you have to constantly be checking where you are on your ability to attain that plan and make adjustments. And there may be minor adjustments.

One of the things that I had as a vice with that I invested a fair amount of my money with that brought a lot of joy and fun is boats. And I always tell the story that life is like having a boat, right? You start here and you say I want to get here, and you have these navigation tools, but 95% of the time you're off course and you're just making minor adjustments to make sure that you get where you want to go and get the things that you want, which again, typically costs money.

You want a better life, a better house, more things that you enjoy to do, whether that's traveling and vacations or I want the boat, which was something that we spent a lot of time on the water and had a lot of fun on. But I also remember people looking at me crazy about that when I wasn't using the boat and your mother happened to be one of them who felt guilt. We spent all this money on this big boat and we weren't using it. And I'm like, well, I don't care. I already made that decision. I'm going to make the decision now about what I want to do with my time. And so to me, money just allows you to use your time the way you want to use your time as much as possible because you’ve still got to work and you’ve still got to put in time to make the money.

Jess McKinley Uyeno: It’s so funny, I feel like people listening that don’t know you are probably like, “Okay cool, so wait, so you’re saying work really hard but also spend all your time doing all this fun stuff? Where do you have the time?” And I would be curious to know where you feel like you made a lot of sacrifices earlier on in your career.

I mean, I do remember you working a lot as a kid and I think that is one of the things when you think about wanting to learn from your parents and improve on the way that they do things, I think for me, I always knew that I wanted to do something that was a passion of mine. I know that for you, you were so good at sales and you love sales, I don't know that you're passionate about computer software. And so when I was like, when I'm working lots of hours and late nights, I felt in alignment at all times, which I feel like is such a blessing.

But I think that at the end of the day, yeah, there are some sacrifices that have to be made with time. I mean, I can tell you from the outside it looked like the thing that you and mom sacrificed if anything was sleep. You just never sleep, even still to this day. Anyone who knows my parents is like, when do you sleep? They don't. They don't sleep. I mean, my dad's now retired so he sleeps a little bit in the mornings, but still not very much and not always. And I think that that is a funny thing to observe.

But was there anything else in terms of time, I always say the goal should be as you're making more money, more money and more time should be the goal. While I say that I remember you working a lot, I can't think of a single time that you missed an important event of mine or of Chase's in our childhood. Was there something, a point in the career where you did see the money, you saw, oh wait, you gain more wealth and you chose not to do it because time was the priority?

Scott Manning: Yeah, 100% on that last part. But I think one term that people say all the time is work-life balance and the problem with work-life balance is it's saying that something's out of balance at all times. Like you're either working too much or you're not working hard enough, right? One of the two, to make the money side of this. But it's really more work-life integration. And that's how I always took it, but that statement I think I heard it for the first time, even though I had been doing it for years, I think it was said by Jeff Bezos in an interview maybe 10, 15 years ago. And that really stuck with me because I had been doing that naturally.

It's like I was head of worldwide sales, and that was probably when I was working the most hours. And you're right, I didn't miss anything of your shows or sporting events and I was coaching your brother in basketball and soccer and I was sleeping four hours a night because I was running a start-up software company and running global sales, right? So there just was not enough time in the day to sleep that much.

But after having that success, to answer the second part of that question, was there a time that I pulled back on that, and yes. After my second startup, I had a moment in my life that you probably don't remember other than me saying it in some stories where you asked your mother, "How come daddy doesn't smile any more?" That hit me hard and it's not that I wasn't happy. I was. I was just very intense at that time because I was taking a company from three million dollars to 150 million dollars in two years and taking them public while coaching two soccer teams and not missing a play or singing event that you were doing at that time.

But it did strike home to me and I didn't then probably move forward in what everybody thought I was going to do in my career, which was go to be a CEO of a startup software company and I pulled back and actually called an old boss of mine and talked to him about a regional job so that I could be more with the family, which was definitely going to sacrifice some of my career goals on my side, but you know again, why are you making money, right?

I'm not making money for titles or to be in the newspaper or to have somebody say, "Oh, look at that successful person." I was doing it so that myself, my wife, and my kids could have a great wonderful life and do the things that they wanted to do. And ultimately, really just be happy and drive happiness into our lives. So I stepped back.

Ep #17: Raising Playfully-Rich Thinkers: A Father-Daughter Money Conversation

Jess McKinley Uyeno: It's something that I think about all the time and again, something that I probably caught more than was taught from you, and just witnessing and seeing, I knew that you were always very present with our family, and that that was the priority. And I just always felt that the goal was fun, like the goal of everything, the goal of money, the goal of time, the goal of having anything, hitting any milestone, even the goal of work, was fun, in a sense, right?

I mean, we're a fitness family, and even all of that, it was about competition and everything was gamified to be more fun, which is something that I teach my clients as well, of how to integrate games into the way that they work with their employees, into the way that they do their own back end, the way they motivate themselves in their morning routine. Games. So do you have any money games that you play with yourself, or even now, now that you're retired, is there a way that you think about money in a game?

Scott Manning: I think I always thought about, how can we make it fun? But I don't know that I gamified everything. I know that was a trend sometimes, and we would have marketing and HR talking about gamifying things, but at the end of the day, I was responsible for revenue. So it's not a game. It is about, how do you provide value to your customers? And if you provide as much value as you can to your customers, then you have to receive the equal amount of value in return, right?

And that leads to more money, and that does make it fun to do, because when you're helping people, and you're really helping somebody have more success in their life and their career and their jobs with whatever you're providing as a solution or a service, it is rewarding, and that is why you play games. Typically, everybody says you play games fun. My daughter said recently, when I was playing soccer a year or two ago with my grandson, her son, out front, she's like, “Oh, who won?” And I said, Well, Calvin won this game and I won that game. And she's like, What do you mean? Calvin won? You never let me win a game. And I'm like, oh, that's the difference of when you're parenting and grandparenting. But my thing was to have fun, but to always win, you know, or winning was fun to me, so having fun meant I needed to win. That doesn't mean I was a sore loser and didn't want to just have fun. But you know, if I didn't win, I had fun and learned something to make sure I won the next time.

Jess McKinley Uyeno: Yeah, I think that that is, for some reason, a controversial topic, but it's not for me. But I think nowadays, right, it's like, oh, it's not all about winning. Like, why not? Who cares if winning is fun for you? That's just another way, again, to gamify it for yourself, so that you can have the life that you want, so that you can provide the legacy, so that you can show up to your purpose. It's all intertwined, and when you make it all one thing, that's when I do think it gets toxic, right?

If it's all about winning without that integration piece of making sure that it's aligned with your life and with your purpose, then yeah, maybe that's the problematic thing. But no, it's not a problem to think about your career in terms of wanting to win at it. Yeah, that's a beautiful thing. So what is one lesson about generosity that you think that everyone should be aware about? Because I think growing up too, that was something that was always really apparent to me, that you were very generous with your friends. You were very generous with gifts. You always kind of didn't even hesitate if someone needed something, if someone needed a loan, if someone needed anything, really that you thought of yourself as someone who wanted to be wealthy enough to be able to give without hesitation.

How do you know? I think that something I see, especially in women, is this concept of either over giving or under giving right, like giving beyond your means or not giving enough because of the scarcity of. I'm worried that I won't have enough for myself or for my future. Do you feel that you always gave within your means? Or how do you make the decisions about being generous?

Ep #17: Raising Playfully-Rich Thinkers: A Father-Daughter Money Conversation

Scott Manning: So I usually gave more than I probably had the means to, but not to an extreme right where I would put myself or my family at risk, but my initials are Scott Thomas Manning, STM, and I always joke that my family thought it was ATM, and the joke was, “Don't worry, dad will just make more money.” And I kind of just had that philosophy, you know, okay, I have this. If somebody needed help, and I had it, I was going to help, and then I'll figure out how to make more money to replace that that I needed to do. And again, it gets back to providing value.

And as a person, you know, if you're providing value to your business, that's one thing. But I have a very close friend who, father, who now passed away, said something to us at our early age that he judged success by the quantity and quality of the friends that you have, and if you have a lot of good friends, then you are successful in life, right? So I take that to heart.

And you know, I have a lot of good friends, is you are a good friend to a lot of people, right? And I don't worry about what people think about me, whether they like me or not, but I do focus on having fun and making sure my friends are having fun, and if my friends are unhappy or having a problem, I was always there to help, whether that was talking about it or financially, to give them the boost that they needed at that specific time, to get them through that rut or situation and then help them more from a support standpoint, non monetarily, to make sure they didn't get themselves in that position again.

Jess McKinley Uyeno: Yeah, that sort of give a man a fish or teach a man to fish philosophy, right? And, yeah, sometimes you need to give a man a fish first so that he can be stable enough, or she can be stable enough in order to learn how to fish and to do that sustainably, but yeah, I think that that is really something that I am constantly thinking about, this battle between helping my clients and giving them the answer and also asking them the right questions and making sure that they understand what is at The core of this, and what is the point and what matters the most to them?

Like, what we've talked about is this idea of advanced decision making with money, that it's fun and that it's light and that is playful, and that there's more of it. I mean, you didn't say that right here, but it's the subtext of everything that you're saying. You just go make some more. You could just figure it out. You could just find a different way to add value, which is what I think is the underlying beliefs that make money so fun at the end of the day. Yes, it's fun to buy boats, and yes, it's fun to go on vacation, but it's actually not fun to buy a boat, even when you have the money if your thoughts are this is kind of a big decision. This is this could backfire. And I just had never seen you have any underlying beliefs that you could make a mistake with money. Do you think that there is a moment where you feared you made any mistakes when it came to money?

Scott Manning: I mean, I made many mistakes when it came to money, but you know, people think of mistakes in the wrong way, right? To me, a mistake is when you do something over and over and you don't learn from it, right? You make decisions, and you pay attention to what happens. Sometimes the decision was the right decision, sometimes it was the wrong one, and if you pay attention to that consistently, you'll do less wrong decisions and more right decisions. And that ties down to financial things as well. Again, doing something over and over and expecting different results is the definition of stupidity or insanity. You choose your word.

But to me, I always paid a lot of attention. You know, it's funny, I've had people tell me in life, I'd say, “Oh, do you play cards?” And they're like, No, it's just a waste of time. Why would you play cards? And I'm like, well, playing cards, especially strategic card games, you know, Trump games and games where you had partners and played against other partners. To me, taught you how to think strategically and deal with getting the most out of what you were dealt, right? And you don't control the world, right? The world happens around you, and it's how you respond to the things that are happening and affecting you that will determine your success and happiness in life, right? And again, that thought process about not worrying, right? Because if you can't control it, why worry about it? Just that's what it is. How do I address that? What do I do different to affect that outcome? You know, in another way than what just happened.

To me, I know I made lots of mistakes, like I should have been able to retire earlier than I did, but I spent more frivolously, but that's okay. I don't have any regrets on those things, because I have a great life, right? I've enjoyed my whole life, and I have very few regrets, and the regrets typically that I have was not doing something and being more conservative and appropriate than going to do the thing that was great.

You know, I go back to an early one when I was in college and I was on intercession, and I was working two jobs. I was painting and doing maintenance stuff for a school system where I grew up during the day, from seven to three, and then I came home and ate and I went to load trucks from five to nine at UPS. And you know, you made a lot of cash loading trucks at that time for me, and I had to make all my money that I was going to want to spend to have fun when I was in college, in my intercession so that I didn't have to work during school.

And I remember one of my buddies who I was working with in the morning job called me at four o'clock when I was just getting ready to go out the door to my second job and said, “Hey, I scored tickets to Pink Floyd at the Garden and blow off work and come." And I'm like, "Ah, they don't give you second chances at UPS because they'll just find somebody else to load the trucks" and pay 12 bucks an hour back then was a fair amount of money, so I didn't go. Then six months later, they broke up and never played together. So it's like, “Ah, that was a regret, because I'll never be able to see the original Pink Floyd,” but hey, c'est la vie. Move on. It's not a big thing in life. But people that regret so many other decisions, you know, it's like, that's no way to live. You made a decision, something happened. Move forward based on the new circumstances and learn from it, and that's all you can do to make better decisions.

Jess McKinley Uyeno: I love that example because it's often that we do think that the regret we're going to have is the thing about doing the responsible thing when it's actually the opposite. More often, when we get to the end of our lives and really think about what actually matters to us, like, what are the important memories, the important experiences. That said, I do think that the stats are really staggering to understand the amount of debt that the average household carries versus the amount that they have saved in retirement. Speaking as someone who has always prioritized fun as number one, how did you and what do you recommend for someone that wants to live this amazing fun life, but like, don't be an idiot?

Scott Manning: That gets back down to planning, right? So you have to know your finances and know what your minimum is that you need to take care of yourself or your family, depending on whether you're single or married and whether you have a, you know, kids or not, right? What's my cost for my housing? What's my cost for electric? What do I typically spend in food? And you got to have those details. And there's my minimum. So the minimum which you want to try to keep somewhere around 50% of what your income is, and when it's not, that's when people struggle, especially when you're young and you're just starting something off, is that amount is 80% of my earnings, right? So then it's harder to have more fun, and you got to balance those things.

So do I have a nicer house, or do I enjoy my life more, right? Do I buy the more expensive car or not? You'll make some bad decisions around that. When I was young, I remember buying a car that I really liked, and it was too expensive for the situation that I was in. And then my situation got a little worse, and I got to where, literally, I couldn't afford to make the payments on the car. So, you know, you don't worry, you don't panic, you don't ignore that. I'm like, okay, well, how do I, you know, get rid of this car without ruining my credit? And I actually did research and found a way to get somebody to take over the payments of that car and sign over the -

wasn't a lease, because it wasn't a lease at that point. It was actually a debt right that I had right I financed it.

And I had somebody take over, you know, four years of that payment, and I got out of the car, right? But I didn't panic about it. I had to find a solution, because I couldn't afford a $600 payment for a car when I was 25 years old and had a wife and a kid, right? So, learn, improvise, adapt. I always take the Marine motto, which is, improvise, adapt, overcome. You know, you get thrown into a situation. Don't be fearful about it. Just think, pay attention. Improvise, adapt, make other adjustments is a better way for adapting in today's real world, and overcome, which is find a way out of it, or, you know, fix the situation or drive the success that you know wasn't happening on your initial plan.

Jess McKinley Uyeno: Yeah, I think that's such great advice to leave people with. I wanted to ask you the question of how do you help parents especially pass down confidence in money and not just knowledge because I think that there's that. I know being someone who is an expert in money, I live in two camps constantly. It's this entrepreneurship camp where people are taking risks constantly and talking about the infinite possibilities and they're looking at the ceilings and breaking those open.

And then I have this personal finance world, which I'm also very intermeshed in and I really love all of those philosophies which are really about raising your floor and being smart and leaning on the power of compound interest, all of those things. But I think that the knowledge camp lacks the confidence and sometimes the confident people get overconfident and they lack the fundamental of money knowledge that would make it so much easier.

It's like I think money is so fun because I am constantly looking for the little hacks, and I know that maybe that's a cheap word. I think of this as a long game, hacks maybe sounds like a shortcut, but I'm looking for ways to be sustainable. What are the rules that will help me win this game?

When you were talking about cards, I love that analogy because we're a setback family. If anyone plays setback, that is our card game of choice growing up. I played in a tournament with my parents and all their college friends when my brother was four and I was seven and we kicked their asses and we sent them to bed. It was like we wanted to play and my parents were like, no, you guys got to go to bed and their friends were like, oh, come on, let them play and when they lose they have to go to bed and we kept winning. We sent my dad to bed, we sent my mom to bed with her partner. It was so fun. My dad's really not glad that we only have one mic and he can't give me a rebuttal to that, but yeah, really fun. Would you add anything in terms of how to pass down real confidence in money instead of just knowledge?

Scott Manning: In passing down knowledge, it is way more effective to do it through action and showing them and then trying to just teach fundamentals. If you focus on driving continually the basic fundamentals and then just doing the right things, they will end up being confident because again, it's what you see that when you're later on is ingrained into you.

And what you say is less important, because when you're young and you're kids, you're not listening as much. It's why you have to repeat things over and over, which I had people who worked for me for years that would say I was repetitive and I'm like, well, in sales, I had to teach you like you were children and repeat things three times so that you actually heard what I said. But it is much more of what you see and the work ethic part especially and how you handle stress and how you respond in situations, especially when things are not going the right way.

So to me, your true character comes out when things are going wrong, not when things are going right and how you respond. And I specifically use the word respond because respond is having a thought process when something happens before taking action versus reaction is just taking immediate action without necessarily thinking and sometimes that usually comes off bad and also comes off as panicked when your kids are there and they're watching you and learning from what you're doing versus what you're saying.

Because you could say things but then if you don't react or respond in that way when that same situation that you were talking to them about occurs, they'll remember how you responded or reacted much more than what you said to them. So to me, stick with the fundamentals, don't worry so much. They are absorbing, they're sponges, and do the right things and they will typically be confident and learn and be more effective when the time becomes to be effective when they're older.

And I will say one other thing about money and the fun part. I was never a bad student, but I certainly when I was young didn't focus my energy on my grades. I got decent enough grades so I wouldn't get in trouble from my parents because there was repercussions, but I liked sports, I liked having a good time, so I really put my energy into those things. And when I went to college, I got into trouble for that. I went and played basketball initially and got kicked off for grades, my second semester of my sophomore year and I had to go sell cars to get back to college 'cause my father said, “Hey, I'm not going to tolerate that.”

So again, a life lesson and I still can't say I focused hard on my grades when I went back to college, had a great time still. But then, was dealt the cards like you said, had to leave school early, we started a family, but now all of a sudden my actions were supporting a wife and a child and my focus became towards that than just having fun and that money allowed me to provide for them and then still have the fun that I liked to do naturally. So I would have done much better in school if they paid me to go to school, then when I got into the real world and money now became the ability for me to have fun, so my focus and tenaciousness got turned towards making money, but still for the reason of providing a great life and having fun.

Jess McKinley Uyeno: That's so funny. I've never heard you say that you would have been done so much better in school if you got paid to go to school. I mean, it's so interesting. I feel the same way. If somebody gives me the incentive that I care about, I'm going to do a better job. I'm going to show up. It's so good.

You weren't the person who taught me spreadsheets or investing strategies and I love that stuff now too, but what you did teach me was that money should move, that it should be generous, it should be joyful, and never the main character, that it's something that's meant to come and to go. And that it's everywhere really. You didn't use the word abundant, but that was the overall message of what I saw and the way that we lived our lives with money that even when we didn't have a lot of money when I was really little, I never knew that. We always had fun with the amount of money that we had and we were always generous with the amount of money that was had.

And I think that's really what fun money is all about. It's building wealth that feels light and powerful and alive so that the next generation doesn't have to unlearn the heaviness that we carried. So to you, thank you for being the original Fun Money mindset and to you listening, may you spend, earn, save, and give in a way that your kids one day say that is what freedom looks like. We'll see you next week, my friends.

That’s it for today’s episode of *Fun Money*. But if your brain is buzzing and you want more, come hang out with me over on Instagram, @JessMcKinleyUyeno or visit us at FunMoneyPod.com because that’s where the real magic happens. Until next time, stay bold, stay interesting, and for the love of God, go do something fun with your money!