

**All quotes are from Michelle Myers or Somer Phoebus unless otherwise noted.**

M

1. How can I still make my walkers on my team feel loved and valued while focusing my work time on my runners?

The biggest mistake you will make with walkers is try to turn them into runners.

Encourage walkers in the walking activities.

Don't waste time converting a walker into a runner.

Encourage them and love them - do that in the group.

S+M

2. Can you give an example of your morning routine (on your most productive days)

Somer:

- pray
- go

Bible study time comes in the afternoon.

Michelle:

- gets up 2 hours before her first kid wakes up
- bible time, workout, prayer time

M

3. How do I disarm an insecure boss?

Choose humility.

If they are insecure, they are probably not going to treat you the best.

The flesh wants to flex.

Support.

Be patient.

Insecure people got their somehow - someone who burned them, they think they aren't qualified. It takes time to build trust.

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S

4. Somer, what's the flow of your discipleship group meetings?

It has taken two years to get to where we are.

- talked a little
- read bible
- discussed
- prayer

Now it's less structured. We know what we all need.

Freedom to have the conversation and not rush.

Discipleship is as simple as opening your Bible and reading together.

M+S

5. I know you both have fitness backgrounds, I'm struggling with motivation more than ever before. How do you make your workouts happen?

Michelle:

- I do it first thing in the morning.
- I refuse to do a workout that I don't enjoy.
- Let your workout be something that you enjoy.

Somer:

- If it doesn't get done, it doesn't get done.
- People are the priority right now.
- Get outside and walk.

S+M

6. You both write & teach a lot... What is your process for preparing a new training? (i.e. scribble notes, research, outline, final prep, record, write a workbook, etc)

Somer:

I am a worse teacher when I over-prepare because I need to be quiet and let the Holy Spirit lead.

What do I want them to takeaway?

Michelle:

I have probably already "taught" it.

I am not for practicing to a blank room. Talk to someone who can talk back to you.

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Have the conversation before.

It should be natural because you've done it so many times.

M

7. You have said before you're not a big fan of shopping – but you also have to buy clothes. If you are forced to shop, give us 2-3 places you're looking.

Amazon - search for similar styles.

S+M

8. What's your favorite part of your job at SWHW?

Somer:

- class
- talking to our members
- relationships with the women part of this community

Michelle:

- multiplication of the mission

M

9. My boss told me it's time for me to hire an associate, but I have zero experience managing anyone. Do you have any advice for me before I step into being someone's supervisor?

Hierarchies mess everyone up.

If you try to be their supervisor, it will not work out well long term.

Book recommendation: Ideal Team Player by Patrick Lencioni

Be on the same team.

If you will work together, leading them will take care of itself.

S

10. I've been married for 7 years and I love my husband so much but we're both starting to do more on our own and I'm not sure if that's okay? We both love having friend time but how much is too much?

Somer:

I love hanging out with my husband.

A girls night out will always get put on the back burner for my husband.

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You need to be spending more time with your spouse.

Husbands should be priority.

M

11. What's the difference between trying to control something vs planning something that I know needs done. I'm great at details and organizing and so many times I don't know where the line is between the two? Any help/thoughts?

Planning is about the work.

Control is about the outcome.

Be willing to be flexible.

Adjust the plan and results/outcome is God's job.

S+M

12. We're looking for a new church after the pandemic. Can you share your 3 non-negotiables for a church?

Somer:

- inerrancy of scripture
- loving community
- thriving disciple makers

Michelle:

- the gospel is preached
- the gospel is demonstrated
- discipleship + serving

M+S

13. Somer, where's the volume come from in your hair? Michelle, how are your teeth so white?

Somer:

- Round brush
- Blow-dry forward
- Dry shampoo

Michelle:

- brush teeth after every meal

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S+M

14. I started working from home during the pandemic and it doesn't look like we're going back to the office. I loved the remote working for a little bit but it got old fast. How does the SWHW team handle working remotely? I don't want to quit my job but I'm miserable.

We have a weekly team meeting.  
Quarterly we try to get together in person.  
Get out of the house.

Communicating about not work related things too.  
Having access to people makes friendship easier.  
In person community

S

15. Can we see a picture of the planner layout with the 3 steps one more time? Still trying to decide if I need this but want to make sure there's room for alllllll that I have in my brain.

For product description + images, please visit:  
<https://sheworkshisway.com/shop/the-three-step-planner/>

You are always welcome to reach out to Michelle + Somer:

instagram.com/michellelmyers // Michelle@sheworksHisway.com  
instagram.com/somerphoebus // Somer@sheworksHisway.com