

Lance Salazar: [00:00](#) What's worked for us is being open and honest, communicative and transparent with our kids about the risks of these apps in these games and what have you. And then using them more as rewards and being very clear on the time limits on it, being upfront about it. And the more we've done that initial work and having those maybe uncomfortable conversations, the actual, it's gotten easier to have them later on down the road. It sets sort of a new foundation, a new standard for them and how to use technology in the future.

Jon Vroman: [00:28](#) All right, front row. Dad's welcome to the show. If you're back for more. Thanks for listening. And if you're here for the first time, I'm John Broman and this is the show for family men with businesses, not businessmen who happen to have families. I'm joined today, my three great friends and front row dads. I've got Lance Salazar here, Seth Daley and Joshua CS. Hi guys, welcome to the show. I'm glad you're here. Let's do a solo rapid fire intro of who each of you are. So everybody out there listening knows a little bit about ya. And let's just talk about how long you've been married, how many kids you have, how old they are, where you live, and also what's your situation right now when it comes to education. Cause that's going to be one of the paths that will follow for this show. Lance, I'm gonna go to you first buddy. Anything you want to say

Lance Salazar: [01:14](#) do about a yeah, I've been married about 15 years, almost 15 years. We have two daughters. Uh, they are 11 and eight years old and we live in the Northern California, Sacramento area. And you know, our education experience runs all the way from public school to Montessori through homeschooling and now starting actin. So we've kind of done it all with both of our girls. And so that's our experience we get, we use tech a lot. We evenly use TV.

Jon Vroman: [01:39](#) Let's tell everybody, a lot of listeners are going to understand Montessori. That's a more, you know, widespread term, but actin clean that up a little bit. Tell us what, what is act in Academy,

Lance Salazar: [01:50](#) right. Well our acting journey has just started, but Jeff Sanford founded actin in the Austin, Texas area. But what we like about the act and model is that it still serves kind of a, a homeschool ish or unschooling ish sort of a platform whereby the kids are more self-starters. They kind of choose the things they want to learn, but they're also given the opportunity to work in a collaborative nature with other kids around that. And so that they have these peers with them helping them, like you have to start businesses. So their peers kind of help them, you know,

with ideas to grow the business. Kind of very mastermind ish in my mind with regard to act and we've just started our journey. The girls both are really excited. In fact, they tried a couple of days last spring and we're like, do you want to start now? We're done homeschooling with you guys. We want to start acting. That's, so that's us available to see how it all unfolds with them.

- Jon Vroman: [02:39](#) Very cool. I'm going to roll right from there to Seth because Seth, your kids have also been enact in and are now going to be enacted in Austin. So tell us about your family and your educational journey.
- Lance Salazar: [02:51](#) Yeah. So I've been married 19 years and our, we have four daughters just turned 16 this past week
- Seth Dailey: [02:59](#) and 1410 and seven and we've kind of been the gamut of public schools, private Christian schools, a couple of other environments and in the Baltimore area.
- Seth Dailey: [03:10](#) And then last year we started going into enact. And so a very small first year acting environment in Baltimore. Kids loved it, we loved it, really wanted to start one and one thing kind of led to another and we realized that we want to put them in really rich active environment. So as of last week we are starting to deliver across two cities. So I'm in Baltimore right now, I'll fly back to to Austin here tomorrow. [inaudible] traveling back and forth, keeping the business running. And yet Alice and the girls are in Austin, floating between Airbnb is until our apartment is ready and they are attending [inaudible] acting in Austin. And it's a great experience so far. It's gonna be a lot of fun this year.
- Jon Vroman: [03:47](#) It's really cool man. One of the things I love about our community is the guys that are willing to just take and make bold moves, right? I think about Lance, like you selling out of, you know, a gigantic home moving into like a smaller place on with some solid land, getting a farm going with your girls, like just the ensures that our guys have taken and Josh was actually passing through town because you know he's been in real estate, he owns some homes, he just doesn't live in them.
- Josh Macias: [04:18](#) It's difference. We can own in the main house free. You know, I'm housing,
- Jon Vroman: [04:22](#) he's on the road and you know that I think about even like what happened last night, Tatyana gets home from Russia, she gets in at 12 midnight and it's, I think it's like literally, I think she rolls as she gets into bed at like midnight and she whispers in my ear, I

think like this is the, this is so perfect. This describes our relationship so perfectly. She whispers in my ear, not what you think. By the way, after not every 16 days, she whispers, I think we should move our family to Europe. That's what she said. Three years traveling around the U S to figure out where to call home and to Austin. And literally he's like, yeah, so you're going to stay at Austin. I'm like, dude, I could never see myself going anywhere else until my weight. I think we should move our kids to Europe. And I'm like, sure baby sounds great, but when are we going to go? And, but this idea of how quickly things can change and we're all willing to do interesting things in pursuit of it.

Josh Macias: [05:21](#)

Oh, I roll man.

Jon Vroman: [05:22](#)

So Josh, tell us about your family and your path right now with education.

Josh Macias: [05:26](#)

Right on. So been married 15 years. I have three wonderful boys, a ten nine five years old, a total balls of entity that my mom gave me a swipe hex were California and she said, you're going to get three times worse than you gave it to me. And I guess that's what happened. I got three boys, high energy, high Spong leaders of themselves. I've been in real estate for 2003 when I got out of the Navy, just going full stream. That's a school of family. My background is also in it, so I have a few it degrees in MBA, this

Jon Vroman: [05:58](#)

GI bill to get after it being a nuclear power school in the Navy. So I come from a big tech background but also big real estate. No, I've been in as veterans as well as veterans transition housing program for the past 10 years. Oh. Which I started this program is that when federal, so I'm a bit of regional guy and I've been traveling a lot the past three years. I just got sick of being away from my family, you know, I said, Hey God, we're going on the road because there's a lot we need to do covering across the country. Oh. We have different hoses in different places in different as well as relationships and also to this a vacation market. Oh. So because of that we have connections and so where you want to land in places and we land there for a few weeks at a time.

Jon Vroman: [06:40](#)

I'm also doing business with these relationships in different places across the country. That makes total sense that my family with me cause that's who I want to be with as much as possible. That's awesome man. All right guys. So the reason that we wanted to get together and chat today was that uh, Josh was at my house and we were talking about, well if, I don't even

remember where the conversation had stemmed from or what we were talking about, but it might've been the fact that our boys were playing Minecraft. It might've been, was a lot of iPads out in this moment. And I was talking about my struggle with technology and some of it I like and some of it I don't, one of the questions that I keep asking myself is Minecraft educational, what is educational? And then we were talking about even cybersecurity, the conversation was evolving and it was, it was moving around and cyber hygiene, we were tied.

Jon Vroman: [07:29](#)

And so it's like we were talking about photographs with kids and how when we post them, you can know exactly where that picture was taken. And if you take pictures inside your house and you post them, they'll know where, where your home is. And there's all, there's all these things that are important to know and then we get to determine what's important and how we utilize it. But if we dialed in on something specific here, what I want to start with, and I'd love to ask all of you guys to chime in. [inaudible] let me ask a very broad question, which is how do you currently view tech in your home as it relates to education? And you can take that anywhere you want cause there's a million questions we can ask from. How much time do you allow your kids to spend on the devices too? What games do you allow them to play or you know, what sites do you like or, or services do you use? How do you, it involved tech and your kids. And what's your philosophy on it is a big open ended question. And I'm just [inaudible] Josh maybe cause the conversation sparked with us. Why don't you take first stab at this, tell us your thoughts.

Speaker 5: [08:37](#)

Yeah, right on bro. You know, checking on our worlds as it is right now for all of us. We integrate it right? Our children, uh, if they're born within 10 years as I've, 10, not at five are digital natives. We were in our generation, digital immigrants. We came into an information age shift. Oh, we're going into, uh, from a, a different shift of age of information, a digital, and these children are Oh, born and then an iPhone is right in their hands before they're one years old. So before they're one, they're already figuring out the slides they're touching, they're turning on. My son, when he was nine months old, turned on the iPhone, I was shocked. Well, the little three gene in his hand, I'm like the kids, what was going on here so that, that says that they were already immersed in it. [inaudible] ever changed.

Speaker 5: [09:27](#)

This is where we are. This is the time, you know, you go and do the total disconnect and not shut down everything. And you're just on the farm, which I'm all about, dude, by the way. 100% sustainable farming, uh, all about it. If we do that, that's the

only way it's going to happen. You're up in the woods and you're just cut off. But if you're immersed in the society and culture, technology is all wrapped around them and so what do you do? Well, you got to provide, in my world, my thoughts are the proper protection and to teach them proper cyber hygiene so that they understand, well, you know what, there's like just like there's influenza and you have to have proper hygiene on your own body. There's going to be digital, stuff like that. Those bugs are always getting around you and trying to educate them along the way and yet using the good tools that are out there and available.

Speaker 5:

[10:11](#)

And if they're not well, what's makeup? And that's what I've been about for the past 10 years, is getting involved with tech and saying, Hey guys, what are we doing? And it's Socratic method, critical thinking to really expand that are level of education that we have such a broad amount of information to boil it down into a way that really makes sense for the child and also helps them to be immersed in it. Yeah. Control and strength and not be [inaudible] controlled by it. You know, there's this psychology, uh, we understand dopamine affects, we know that they're going out there and getting these pings and great and dopamine psychological effect that they want it, they crave it. [inaudible] we don't want to create this dependency where they're just wrapped around technology, controlling them the other way around. We want them to use it as a tool and use it and the right way so that they learn, Hey, this is the right way to do it.

Speaker 5:

[11:03](#)

This is the wrong way to do it. And having that critical thinking mindset, let's see how can I apply it to my life and also problem solved and the critical thinking. So that's what I really been going after. When I build, whether it's a suite of apps or if I'm working with them, uh, with technology or video, what is the timeline? How am I helping them with their critical thinking skills? How am I helping them to advance even beyond where they are, other peers or at [inaudible] [inaudible] playing to their strengths and also helping them with their weaknesses so that they're not just, um, focusing on the Minecraft all day long and that they're lost in YouTube and being bombarded with this of garbage that's out there, uh, in the cesspool of the internet, which a lot of it is like 90%. The internet really is a cesspool. [inaudible] being one that [inaudible] Apple, my businesses in it, I can say that most definitely. So as fathers, we want to protect our children. Most definitely one of our main States, right? Uh, our protectors of our household. And so a, as a maybe warrior and guy, that thing connected and counter-terrorism account of narcoterrorism, I can tell you there's an enemy out there and

they do target your children. So if that's the case, we know that well, what are we doing to create this protection around them, but not so much that we're hurting them from being able to grow and develop in the modern age.

Lance Salazar: [12:24](#) Okay. Let me ask you a question about that. Let me, let me ask a question about who is after our kids. Like who is the real, who's the villain?

Speaker 5: [12:33](#) Matt? I mean, there's a lot of rights,

Lance Salazar: [12:35](#) but in the tech space space need to be concerned.

Speaker 5: [12:40](#) So there's a lot of chairs, cat fishing going on. There's people that are acting like children, but they're not plane roadblocks for that matter. Just running around, creating accounts, um, pulling children in to chat, talking to them that are adults that are really adults. They're not kids. How do you know, uh, the count Boulder and roadblocks is actually 10 years old as they said. You don't, unless you know the family and let's know who they're talking to. Go to Facebook messenger, the things situation there. They could be messaging on photos. I think if you're iMessage, I mean there's, there's tons of that going on just in the adult world. And if the same issues are happening for our children, against our children, a YouTube videos, you think you're on a child always, I put it in there. A regulates nine years and lower. Uh, so there's YouTube stuff we'll, they're infiltrating that.

Speaker 5: [13:29](#) They're creating videos. [inaudible] proper innuendos. I mean, look at what's going on in our public system and how they're trying to [inaudible] massage and take away the masculinity. They're pushing that there's not a sense of a Christian thought process that's going to narrow. It's quite the opposite. So there's a, a big push in the opposite direction that's happening on YouTube, Amy, of the channels, any of the things that you would normally do as an adult and action oriented in, they're attacking children right there. And there are people that are wanting to utilize those environments to pull children into their worlds and to then manipulate them or no, you don't shut your thought process. So there's a lot of that that's been going on. False accounts.

Lance Salazar: [14:12](#) Lance, let's go to you buddy. Same question like right now, what's your, let's even get more specific here when it comes to like what apps, what sites are your girls using, what are you approving of and what's working great. Yeah, that's a great question John. So I'll kind of, since we're looking at tech and

how that influences our kids and what have you all stay away a little bit from some of the positive tools we used as far as homeschooling, like Khan Academy or what's another one we used for them? Khan was a big one. Time for learning was another one that we use. But, but the idea of when you asked for things that we're not sure are the best things for them. I know you like you even asked us earlier about Minecraft, right? So our girls are kind of into Minecraft and I think there was some apprehension at first and we'll you, we can use this as a great example, but you know, some of the things we put in front of them, well first we've always been really conversational and transparent about the risks.

Lance Salazar:

[15:05](#)

Like Josh mentioned roadblocks for example. Yeah, roadblocks. They played that for a moment. We knew that there was public access to the people that were involved in that. And you know, we knew that Julio or somebody might get approached by somebody that could be a 50 year old dude, you know, it did happen. And she, she already knew. She already knew that that was a risk because we were having that conversation with her. And as soon as it happened, she's like, I'm out. And, and she stepped out Minecraft. What we do is, if anybody's, I'm not familiar, you can actually create worlds that only you can have access to. So our girls had been homeschooled for the last two years. Right. So they made friends in other schools and sports that they don't get to play with very often. So sometimes they get to face time, but sometimes they get to jump into Minecraft with them where they create worlds together that only they have access to.

Lance Salazar:

[15:53](#)

There's no outside influence. No outside access from anybody that they don't know in their worlds. What's been beautiful. Well, yeah, right, exactly. What's been a challenge in our house over all is our kids fight a lot. Our two girls, like they bicker at each other and I'm going to give a positive spin to Minecraft too. Generally when they play Minecraft, it gives them an environment to collaborate together and actually get along. It's really interesting. Watch them work together and build stuff, you know, where they're high fiving each other because that one has a strength in doing this and the other end of the strength in doing that and so that's been nice for us. But you know John, I think overall with that question is they approach us with something they want to have access to. We research it, we have an open conversation about the risks of it and if we feel as though there's an opportunity for them to learn a little bit from it, whether it be good or bad, we'll let them do that and then if it's bad we just cut it out.

Lance Salazar:

[16:47](#)

It's not much more complicated than that to be honest with you. When you research a product, Lance, what are you looking for? I'm looking for other comments from other parents, so is what I'm looking for. Let's take a, I'm going to jump aside a little. You use like TV for an example. We use common sense media as a tool to help us know whether or not something's appropriate for their age group and I don't necessarily use their own, you know, review of it. I look at all of the parents reviews. I read everything and the kids know this now, Hey dad, I want to watch this. Can you go to common sense media and see if it's okay for me to watch because we've made that part of the conversation. We've made that part of the transparency. You know, we're not trying to shelter them from anything, but we're also trying to limit their exposure to things that can be damaging to them.

Lance Salazar:

[17:32](#)

Do you find all you do when you go to common sense media as an example, do you ever go there and say, all right, look, everybody agrees that you need to be 12 by son's nine. Look, he's advanced for his age. So I'm just going like, do you actually adhere to the suggestions or how do you bet? Well that's the, I don't look at the age. I kind of look at the comments for example. Right. You know, you've got some families, you know, everybody's got a different value set, right. Some families are very much like there's no cursing in house. We swear like sailors in this house. So if some mom says this is appropriate for a 13 year old because of all the F bonds dropped, we know there's no problem for our eight year old and watch it. That's the thing. The things we value are the limit of exposure to the sexual innuendos and things like that. You know, that we don't want them exposed to that. But if it's a B, you know a B word F word S were dropped here, there, that doesn't bother us cause they can just listen to their mother. So guys, let's go to Seth real quick and get your takes on, you know, again, specifics that resources, tools that you believe in that are working for your family in the tech space.

Seth Dailey:

[18:41](#)

Certainly where we've seen tech really having a benefit has been once the kids started to go to actin. So I mean just like a few of the resources that they're using and my degree of knowledge on these things is limited at times. But uh, so for grammar, new reading, a read theory, they're using new Sela for writing and reading and then I obviously the whole platform is integrated on, on Google, a spelling city, Duolingo and Lexia, our involvement is less and less like we like the structure that they're in in terms of what we feel like these programs are, are well bedded conversations going back and forth. And it's interesting just cause we've got four daughters, we're actually



watching like the older two daughters have a little bit of, I dunno, oversight or like, like they're, they're very protective of their younger sisters and this is as far as kind of what they're doing.

Seth Dailey:

[19:32](#)

And it's a lot of stuff in our household is it's, it's very much out in the open. There's not a lot of uh, using their computers in the room, completely unmonitored type of environment. Those are some of the resources. And I think overall it's anytime we can limit screen time to have real conversations, but we're teaching them that technology is good for how you use it. Like it's good for the good it can do and it's good for the ability to be in touch but out of reach and what it allows our family to do in terms of travel and how it allows them to be productive or work on what they need to work on anywhere. And, and uh, you know, we're huge fans of just the Mark Twain quote, don't let your schooling interfere with your education. And so any chance we have to pull them out of whatever sort of rigid school structure there was to go to a conference or metric Chrissa and Laura last year to Tony Robbins and we'll, we'll take them all to best year ever. We're taking them out to a random real estate conference in a couple of weeks. We'll take all four of them and they'll, there'll be out of school and, and they'll, they'll bum around Denver for a few days. Then anytime we get them in that environment, but we want to give them the tools to be able to do not get behind while they're there.

Lance Salazar:

[20:37](#)

Makes tons of sense guys. There's a lot of places we could take this conversation and I like the base of where we're at right now. What's up? Hey, want to take a quick second

Jon Vroman:

[20:48](#)

to tell you about our next open enrollment for you to join the brotherhood. This happens twice a year and our next open enrollment is November 1st through the 15th I you might be asking what is the brotherhood that's currently a group of about 120 high performing hard charging entrepreneurial men who've decided that they not only want to keep growing their business but that it's more important to grow their life at home as husband and as a father. Our group of men gets together and they have valuable discussions around five key areas of family life, thriving relationships, which is really your marriage, intentional parenting, which is consider that education integrated living, which many would call a work life balance, emotional mastery, your self awareness and awareness of your family, a consciousness and then of course vibrant health for all. A couple of times every month our members hop on a video chat.

Jon Vroman: [21:34](#) We have active conversations on the most important subjects relating to family life. Guy shared their best ideas, they asked their most pressing questions. We cover all the ideas that help guys that are new families and guys that have teenagers that may be finishing high school. The conversations are real and raw. We challenge each other to grow. We have challenges throughout the year for our community. In fact, as I record this, we're just in the middle of one where we're doing something amazing for our wives every day for the month of September and we've created a space to have conversations that aren't happening anywhere else in our lives. You know, many of us have business masterminds that were a part of, but only a few have family masterminds that they're a part of. We even have a membership area where we host all the replays from our calls, which is accessible from an app so you can listen on the go while you're working out on a walk in the car, whatever you're doing.

Jon Vroman: [22:23](#) We have small groups within the brotherhood called bands, usually four-ish guys per band and we also have two retreats per year that are around 40 or 50 guys. You can see a few of the videos on our retreats and what a band is about. You can read about all that@frontrowdads.com the brotherhood is designed for men who wants to be family, men with businesses, not businessmen who happen to have families. It's designed for men with wisdom who are also wise enough to know that there is more to learn. And you know, one of the things we say in our brotherhood is it's not always about new, it's about true. It's about reminding yourself and others about the core principles that make it all work. This is for men who value the benefits of working on their business versus in their business and they understand that the same rules apply to our family.

Jon Vroman: [23:10](#) Like I said, the next open enrollment is November 1st through the 15th. We'll be posting about this in our open Facebook group, which you can get to by going to front row dads.com/facebook connect. You right to the group and also we'll send out notifications through our weekly insights email. If you're not getting that, you can sign up for that@frontrowdads.com guys, I just want to say this group isn't for everyone. We know that this is for high-performing hard charging. Entrepreneurial men who want to invest in their family is like they would anything that's important in their lives. This is a unique community. There's nothing like it anywhere in the world. And uh, if it feels like it's the right brotherhood for you, then join us in November and I'll look forward to talking with you on a future call or meeting you at a future retreat.

Jon Vroman: [23:51](#) Part of me wants to have a conversation just about Minecraft right now because my boys are so into it. Seth, are your kids into Minecraft? They are not, are not. I will work. All right. Yeah. So, well and I think that you could apply this to just about anything. I want to make it relevant to everybody. So let's talk about this as it relates to games or online tech that could have something to do with let, let's see, Minecraft fortnight or even more specific like a prodigy or any of the ones that you recommended, Seth. So like part of me says, all right, look, Minecraft that are building things. They're collaborating. I get it. I've heard the same argument for fortnight prodigies. Like you're doing math problems, you're battling these villains or you're battling. But in order to, you know, swing your sword or whatever it is.

Jon Vroman: [24:39](#) And I could be totally misrepresented prodigy right now. But in order to become right, yeah. In order to attack and if you do it wrong, yeah. It's a mess to do the maps. Right. So I want to know from you guys, how do you regulate time on that? Because part of me wants to say, Hey, if he's doing math and he's playing prodigy, let him play forever. Right? And then there's part of me says that's not good. You know, there, there needs to be a limit. There needs to be a cutoff here. Where does, you know, yeah, my kids are fighting during Minecraft. They're arguing, they're debating, I'm going, Hey, that's actually kinda cool because they're like, you're in my house. You got this. Like learning how to be a roommate, right? Like you can't spawn chickens, chickens and tigers killing them. And then there's like, you can't kill chickens if you don't ever mean as much as I know.

Jon Vroman: [25:33](#) I'm so grateful that they're actually like learning to get along. Like a little bit of that rub. It'd be like saying, Hey, in a marriage you should never fight. We know that's not the case. Lance, you're a pro at this. You wrote a whole book on the subject, but it's like, you know, listen, there should be some arguing, there should be some fighting, there should be some struggle with it. But then again, times I see like [inaudible] after playing 30 or four 40 minutes of Minecraft feels like a different kid. Like I go to take the Minecraft away, he has a total meltdown and I'm going, maybe this is not good. So how do you guys regulate time and addictions and whether or not it's too much play or whether they're learning. I can chime in real quick on this. Yeah. And we take, we look at things as you know, educational tools and games and even though they might be learning some things as like you said, like with Minecraft Johnny, that's still a game for us. So when it comes down to them getting access to Minecraft, we're just, again, it's transparency and

communication and clarity with, with them. So in order for them to get access to Minecraft for X amount of time, and we'll say with that X amount of time, did you want 30 30 minutes of Minecraft, then you need to do these

Lance Salazar: [26:44](#)

with your homeschool journey before you get onto Minecraft. That just ended. And then we say exactly the amount of time, you know, in fact, our eight year old has gotten really good at like Alexa 70th timer for 40 minutes, you know, and then she knows Alexa, how much time is left on my timer. So she knows because we've also run into the trap of like, time's up. Hey, I'm in the middle of getting this and you know, and I just need five more minutes. And it's like, no. So she knows I've got five more minutes. I better either cap this project off at Minecraft that I'm doing or what have you. So that's, but my short answer to that, yeah. Seth or Josh. Josh, you got something?

Speaker 5: [27:19](#)

Yeah man, I totally agree with you. I thought that one dude, what I do is I have them do a specific amount of time on their education every day. So they're locked in that this is your focus time. So all three of them are separated. They're in their specific level. We also utilize a seller, uh, I don't know if you guys know about the sell. It splits a pretty good suite of apps in there. [inaudible] [inaudible] in a very solid way where they're coming in with videos and they're educated with science. I'm gonna have to go through and take midterms and finals, uh, in order to complete the course here. Killed was really excited because in your house he did his final exam for the whole year of previously because I let them extend out through the summer, but he was already working on the next year. But you want it, I wanted him to finish this really long course in science.

Speaker 5: [28:06](#)

So yeah, that's sense of completion. He took all a hundred question final and aced it and he was so excited and I did not that all gentlemen coach him through that whole year and he tastes his whole year of science. So all through that Astellas program he was self taught self. They went through the program and learn a ton of information that he was talking to me about. And as we're traveling he's telling me the stuff that he's learning, man, I didn't even know that. I'm like, are you smarter than a fifth grader type of situation, you know,

Speaker 5: [28:39](#)

and even being inside. So that really surprised me. So there was a lot of things that he was learning that I was not privy to that the education was bringing it to him. There was cell. So I said, Hey, you have to have this amount of time in a fellowship. Do you have this amount of time with adventure cademy which we just added on. It's a pretty cool one. [inaudible] built alongside

the prodigy zone, a maybe by the guys@abcmouse.com that's a really good one for the younguns ABC mouse.com and it's grown from there and that sort of venture Academy's about where they're virtually immersed into this world of education where they're doing games but their education games assault is kind of the same way. If there's, if it's like [inaudible] okay, full-on gaming environment like Minecraft, but it's still pulling that side of the psychology where they're getting that dopamine effect.

Speaker 5: [29:26](#) They're getting a positive response, um, like prodigy is doing as well or they're giving them that positive reaction for doing the education, but they're immersed in a virtual environment. Then they are all like, Hey, wait a minute. Hey brother, I see you in the same area of the world I am. We're both worried about the same thing and so, and realtime environment, they're in separate areas but they're not a virtual world being educated on the same conversation. And so then that gives them a chance to then how around in their day if you checked out this, no I haven't. Have you looked at this? No, I have. Yes I have. And then they just keep moving on at their own pace as the education is pushing them. But there, and I'm also regulating that. So I'm saying, okay, you can have a venture cavity cause a really dig in it.

Speaker 5: [30:10](#) They're getting into it and I'm using that as a positive learning tool. And I'm saying this is your amount of time of focus now, Hey, you've done a great job on your work, your handwritten skills are getting better. Go ahead and venture cademy and decompress for a while and learn around and therefore, and then from there I may then take them to another suite of apps. And so I'm always watching, seeing where their psychology is, where their mind is, where their spirit is with one another. And that's what you were talking about, John, where those are spirits learning educational opportunities within gaming world where you can get into there how you can help them with their social skills. And so that's so important. But I think that needs to be on the tail end of their education though. Right? So that's a, that's a bit like Ethan Cook, right?

Speaker 5: [30:56](#) It's like, Hey, I want to go, so shout out on some cookies right now, but that's not your main meal, dude. That's not what I'm going to give you all day. So, uh, when are you able to do that? All depends on the child. I mean, for my sons, three hours of education for them focus, right [inaudible] in it. It's hard for, it's for an hour solid for them. They're doing nothing else. And then they take a break, then they go right back at it again. It's hard for, for them and then they need a brick. And I'm okay with that

because when you're in the public system, yeah, you get 15 minutes of focus time in an hour, you know, there's all this other activity going on, you know, so we can really say you, you boil it down to three hours of focused on a day. You're getting way, sometimes more education than in the public system in that focused on, we talked about that with our own businesses, right? I'd rather have three hours of just hard for press business deals with my business during the day, then eight hours of on productivity. So they're being very productive when I'm getting them in that focus time. So then I give them that opportunity to use Minecraft and other games like that.

Seth Dailey:

[32:02](#)

Seth, any thoughts on this? Yeah, I'm not going to add much to that. [inaudible] this is great. We're on the same page when it comes to like the gamification of learning like in any, any chance we get to kind of merge those two concepts is great. I liked the comment Josh was making there as far as you know, he even the cookie we're always looking for is what is the detox environment like when they actually get away from the screen. And I think that's how we measure the health of what screen time does or doesn't do to the kids is like, okay so pulling away and I'll see what the reaction is like and see how long it sort of takes to reset. And I mean, as dads as family is like are we having conversations to

Lance Salazar:

[32:40](#)

figure out what sort of impact this is actually happened on the kids. That's where we noticed if it was, if it felt healthy or if it felt like it got to the spot of being toxic in terms of either length of time or just sort of how immersed they were in it, et cetera. So these are great comments. I would be interested, Seth, for you and Lance specifically with your kids at their ages, what's your take on the phones and their freedom with phones? Do they have them, are they allowed to have them? Can they do anything they want on those phones? Right. What's your take there? Yeah, I'd love to get some advice on that one, Lance, we'll have those answers in a second year. So we've got sort of 16 1410 and seven and I feel like we've graded through like how much access they have.

Lance Salazar:

[33:25](#)

Obviously once they start to travel, especially with the traveling solo, they've got more access to a phone and it's always interesting, right? Like the firstborn, it feels like always gets access the hardest for them to get access. And then their younger siblings like yeah, what they had at 15 they get it at 12 and they get more of it or you know, whatever it is. We're struggling with that balance right now. We're definitely monitoring the amount of usage and looking for, I'm actually looking for apps to monitor what exactly is being done. Uh, I

mean approving apps, et cetera, and spend time. I think the biggest thing for me is still like as often as we can be in the family environment, the better and minimizing [inaudible] them going into the rooms for hours on end as a focus that we'd have. Yeah. Linda Lancer. Yes. So I'll start by saying this real quick.

Lance Salazar: [34:15](#) If you are not modeling healthy phone activities in front of your kids, then they're going to do what you do. So if you're on damn Facebook scrolling all the time, they're gonna want to do what you do. Right. So we've gotta be really good and vigilant about making sure that, Hey, I'm setting my phone down for the night. It's over here. You know, I'm with a family, I'm not going to be looking at my phone and we're not perfect at it. In fact, I wouldn't say we're super great at it, but we've recognized that if we're not modeling that healthy behavior with our phones that they're just going to do what we do. Second really quick. Roe 11 year old has a phone. It's mostly for emergency purposes and you know she does text her friends here and there but you know Brandy is very vigilant about looking at what she's doing on there.

Lance Salazar: [34:58](#) But Hooli our oldest, she's a good kid and she, because of the communications we've had with her, she's pretty thoughtful about her use of that phone and her sister does not have one yet. Although like Seth was saying, her eight year old daughter wants one now because of her older sister. And we even, you know with that communication we have who we are all just kind of listened to podcasts. Things where adults and even kids are talking about, you know, cell phone usage. I mean, when we listened to recently with Cal Newport, you might be familiar with Cal Newport now even said that, you know, there's an addiction to these phones and we've all heard this and we know this, but what I thought he said was very interesting was that teenagers are now starting to recognize this and they're going through like their own self inflicted rehab programs to get themselves off of tech, recognizing some of the negative detriments that it's having on their psyche and their psychology. So we're just, again, we just communicate, we're open with Julio about it and we do our best, which could be better at modeling our own phone behaviors so that, you know, she follows the same path. Josh, you had some thoughts on this.

Speaker 5: [36:03](#) Yeah, big time last. That's great stuff, man. I totally agree with what you're saying as well.

Speaker 5: [36:09](#) The, uh, my kids have had pretty much on the iPad since there were two. You know, I established that regimen, uh, setting the

restriction requirements in there immediately, uh, as well as the iCloud login. I know when they're on it, I have the screen time check. So again, I utilize and I download the apps that I know and they have a suite of apps that are child development related. Then they have a little quadrant for gaming, right? They have activity games and then they have their own games and our [inaudible]. I lead the lawn there and I say, when you're done with this, you can take a break. Now if I find them, Oh, I'm done. And they're really not, then they get disciplined for it because this is more about a character issue. They're realizing, Oh well I'm, I'm fine, I'm actually not done. So I'm jumping over here and I'm okay if they're needing a mental break after 45 minutes and they say, dad, can I do that?

Speaker 5: [37:01](#) Sure, yep. 15 minutes on that. And then you got to go back and then they know that I can see everything. So I'm like, Hey guys, I see everything you do every time you watch time dad, the oversight, remember this? And that keeps that some security tool for them as well that I'm aware of their activity. I'm not just going now. I bought a Chromebook for my son and I gave them access to his, a user control and then I have my own, well, a lot of times it's just left [inaudible] so the master use, because there's certain sites if you have to get through with a cell, it's [inaudible] that it shoots them too for education and I don't want to be there always pressing a button when I'm in a phone call. I'm in a business meeting kind of having to approve it every time, so I gave them that flexibility, but that has to be monitored big time.

Speaker 5: [37:47](#) We rolled into some issues there. We have to do better at that as well. Also, that tied in with the roadblock stuff that I was talking about, but@thesametimeiwasgettingamonthcode.org I highly recommend that to everybody where he did an hour of coding and he goes, then our recoding, I put it on Facebook, people were cheering me thing could go and Josh, I was like, it wasn't me. It was my son that was doing it. It was a, he's the one who's doing the coding at that advanced level. You know, I could but that's not the point. It's that I'm helping him through coding when he was in second grade. So kids at a very young age can do block coding. Now there's a bunch of [inaudible] gang naps that are using that to teach block coding, which I highly recommend people look into. So there's times where I gave him the iPad, I restricted it.

Speaker 5: [38:34](#) Uh, they know that it's restricted, they know that they have a certain amount of time on it that they can utilize it for schooling. And then for gaming and I set that regiment according to their needs and according to who they are



[inaudible] that will shift into the phone environment. We had some phone, which we practice doing. The iPad is one thing, phone is another, don't worry, we're mobile. We can have them do some mobile stuff where they can share it. That didn't go too well with the younger ones. So you ended up having to take it away because it just became to unrestricted, have access to your using YouTube too much. So we just had to trust the reset on that. I encourage fathers to do a bit of both. You know, set the restriction, set the opportunity for them to have some on not unrestricted access, but you still monitor that because that's really badly. It's dangerous if you give it fully wide open because again, going back to that previous statement about proper cyber hygiene, 90% of the environment out there is assessable. So we want to keep them that straight and narrow. Right? Do you want to utilize technology for it? So that's my thought law says it's usable for a tool. Set the restrictions, monitor the screen time, give them specific goals and tasks that they can utilize it for and then give them their opportunity to have free time and use it freely.

Jon Vroman: [39:51](#) Thanks Josh. Appreciate that man. Kind of final words from Seth and Lance, anything you guys want to add to the conversation here before we sign off and say goodbye?

Lance Salazar: [40:01](#) Oh go ahead. You know, I, I'll just reiterate what I've kind of said is, is to be, what's worked for us is being open and honest and communicative and transparent with our kids about the risks of these apps in these games and what have you. And, and then using them more as rewards and being very clear on the time limits on it, you know, and just being upfront about it. And the more we've done that initial work and having those maybe uncomfortable conversations, the acts, what's gotten easier to have them later on down the road. It's that sort of a new foundation, a new standard for them on how to use technology in the future.

Jon Vroman: [40:33](#) Great stuff, Lance. Thanks man. Seth, any final words?

Seth Dailey: [40:36](#) Yeah, I just think it's about the, the conversation is, is the relationship and, and having these conversations away from screen time makes every conversation during screen-time easier and the continuing to teach them like these things can be used for good and these things can have really, really powerful positive effects and negative consequences. Like depending on how it's used. Uh, I'm, what I'm inspired by by this call is like, I need to up my game as a dad in terms of like some of the oversight in and this technology is constantly changing. Like, like I've got some responsibility in that and yet that's going to be our

life, right? Like this is constantly going to be happening. So the question is what conversations and what habits are we setting aside to actually be having these conversations with the kids on a regular basis?

Jon Vroman: [41:19](#)

Yup. Guys, this has been a great chat and I can see that we're just opening up a lot of doors here for some other great chats because there's a lot to this. Um, I think we've covered some real basics and kind of beyond the basics too, but the idea of, you know, what I see as a theme, you know, having done this right, right out signal for three years and talking with amazing men, like you asking a lot of questions and looking for the patterns, right? Like what do you hear all the time? And one of them that keeps coming up is like most things. It's, you've got to know your kids, right? You've got to know your kids and you've got to know where their maturity level is, what they can handle. You've got to notice them enough to notice their energy. How are they as a person when they play that game?

Jon Vroman: [42:04](#)

How are they as a person when they spend that much time on a device? When we really know someone, we can make better decisions. You know? It's not even just enough thing to say, Hey, I heard about ABC mouse on a podcast. I'm going to download it and hand it to my four year old and say, have fun. Like you got to sit with your kids and play the games with them. Watch them. Right? It's a, you know, last night I'm watching a movie that I'm trying to debate whether or not I want tiger and ocean to see, so I said I'll watch it first and then all decide if it's going to be okay, right. It's getting involved at that level and it's paying attention to know your kids, right? To do it with them and not just get a resource and hand it to them.

Jon Vroman: [42:44](#)

So I think there's a lot that we could continue to chat about here clearly. But we've gotten some great stuff rolling here. I'd like to continue the dialogue within our Facebook group so anybody out there listening wants to join the conversation. Just go to front row dads.com/facebook join a conversation of 1200 family men with businesses and their conversations around, you know, whether it's intentional parenting, marriage, all right, if it's work life balance or anything that relates to you being a stronger leader for your family, with your family, uh, we want to have that dialogue. I want to thank Josh, Seth and Lance for all being here today. Guys, thank you so much for the conversations. I also tell everybody out there listening that we will, uh, gather up the resources and the links that we said during the show. You might not have caught some of the names specifically.

Jon Vroman:

[43:33](#)

We will put all those links in the show notes under this episode@frontrowdads.com so you can just go and browse and click and we'll try to give you a short description of what all these sites do in these apps and the resources that are available. And if, uh, if guys, if you enjoyed this show, please pass it along to some other dad out there who would benefit from this. And I'll also say that if you're interested in joining our brotherhood, we're opening up enrollment in November. We do live monthly trainings where you can ask any question, get support from the guys and also invites to future retreats that we have, which are in person three day events. Our next retreat guys, October 23rd through 25th, is going to be awesome. San Diego. I'm really pumped about it guys. That's it for today. Thanks so much for being here. Appreciate all of you. And, uh, to all the men out there, go be engaged with your families and make it happen. See ya.

Jon Vroman:

[44:25](#)

Hey guys, if you haven't already done so, go right now to front row dads. Dot com slash Facebook and join the conversation that's happening right now on line. We designed this group for guys who are entrepreneurial in their thinking that are high performing guys with low egos. We're looking for the dads that believe in teaching their kids how to think, solve problems and be real leaders. We're looking for guys who believe in being family, men with businesses, not businessmen with families. We're looking for the fathers who have great knowledge but also believe that they have so much more to learn and we're looking for men who want to add value by sharing their wisdom and those that are willing to ask the questions that we all need and want answers to. That's front row dads.com/facebook or simply go to Facebook, type in front row dads and you'll get to our group and what we put in there links to all the podcasts and videos and other resources that you can't get access to anywhere else except for in this group. We want to give you the best ideas to help you with your marriage, balancing work and family life communication strategies with your spouse and also your children, travel ideas, and even suggestions on the latest gear that would save you time and help you be more effective. We've got updates on upcoming events and so much more. Go right now to front row dads.com/facebook and join the conversation. I'll look forward to connecting with you there. [inaudible].