

Brandon Miller ([00:02](#)):

Gentlemen, welcome to the Front Row Dad podcast while it's common to hear men say family first, most guys are working long hours and finding it really difficult to juggle all the priorities on this show. You're going to hear unscripted conversations, guys, who are as committed to winning at home as they are to winning at work each week, we're going to share a new conversation, digging into the strengths and the struggles of guys, just like you and me to help us level up our dad game, strengthen our marriage, succeed in business and stay healthy along the way. If you're new to the show, I'm John Vroman, married to the free spirit known as Tatyana father of two boys tiger and ocean and living in Austin, Texas. Let's get right into our next conversation.

Brandon Miller ([00:47](#)):

Brandon Miller. Welcome to the show buddy. Thanks John. It is great to be here today. So to what are we going to talk about being dads? How about being great dads? I like that, man. I like that. You know what I wanted to ask you was eight weeks now or 12 weeks or however long let's cut. We say we've been in it in this new world. What's changed for you guys, man. What's evolved. You know, how is your family shifting as a result of all this? It's interesting having lived through what felt like I already had the COVID-19 experience, personally, just being out, traveling and coming home, getting this really weird virus, telling my wife I've never had anything like this. So that experience was humbling and transforming. I did not do the verification, but I checked every box. And so the ability to go through that and start asking, okay, family, we're going to make the adjustment that is being asked of us.

Brandon Miller ([01:47](#)):

So we're going to be a part of a solution. And so that rolled into just how we think about our time with our children. And we think about our businesses, the shifts and changes we want to make. So on a personal level, you know, spending 120 nights a year on average in hotels and on the road and made a decision to, with our business, that we're going all the way to a digital platform and I'm going to be home. And that was 10 weeks ago and not looking back. So as a family, we were adjusting, cause they're like, who's this guy and why is he here all the time? Because they're not used to seeing me consistently in their presence, but I think it's been one of the best changes that we've been allowed to make. And thankfully business adjusted. And we were able to do a shift and get things situated. So that's been pretty exciting for us as a family that was a father of seven spanning two generations. I mean, I would argue, you know, a lot about parenting. I mean, you've written books about developing strengths in your kids and this new book that's helping parents. And I would look at you as an expert, I would say, all right, this guy's dialed in on his family. He's totally like a loving, caring, powerful business leader and family leader. And yet, do you find that, do you know

Jon Vroman ([03:00](#)):

Your kids differently? Do you know them better now that you're, I mean, they're saying, Hey, who's this guy is around all the time, but are you kind of looking at the saying, Hey, you know what? I was really dialed in and I'm really grateful that I was so dialed in that nothing much has changed. Are you saying God, even as, as engaged as I was, I still know my kids better because

Brandon Miller ([03:20](#)):

Absolutely. I mean, having a 15 and 16 year old daughter in their dating time and being around, I mean, I'll just say, just getting to know my six year old daughter's boyfriend and spending time with him and getting to engage at that level was something that I went, this is great to be back in the scene and

around this situation that I very much want an influence in very much, want a say in how this goes. And then with the, the other daughter who's I tell her you're prettier than you need to be. She's so pretty attracts so much attention. And you know, for all the dads out there with teenage daughters, you know, my chagrin, you know, the gosh, I love that. You're beautiful, but I don't love all this attention that I see. So that's been a really awesome part grounding my little boys.

Brandon Miller ([04:05](#)):

So my 10 and 12 year olds that are at home and, and being able to be out playing ball with them on a regular basis or, you know, cause they, right now, I think one of the greatest challenges, some of us dads are facing is all the extra curricular that your kids are used to. And my boys are very into their sports throughout the year. And that's been a real challenge setback to adjust to. So being present and being able to engage with them, putting on training regiments and have them thinking about whatever the next season is, which is now looks like it's going to be football because summer sports probably will happen out here in California. So that has been a massive change. And I would say absolutely for any dad that is serious about being a great dad, you're constantly in growth mode. You're constantly in progress over perfection. I'm looking to, how can I become a better dad, better husband, you know, all the way around.

Jon Vroman ([04:56](#)):

Yeah. I feel like I know my boys so much better now. I feel like I know our family dynamic better now because I'm here so much and I love it. You know, actually I personally, I don't miss the travel at all. And I'm not saying that it's bad. If somebody misses travel, I don't think that makes you a bad person because there was a time of my life when I loved to travel as much as I was, but 10 years on the road, 50 keynotes a year. Like I just think I just ran that course. And I'm so happy to be home. I'm so happy that I've got all this time. One of the things I've struggled with Brandon is that, you know, my boys do thrive in these environments where they get to go play the does fire Scouts, which is like the Austin version of boy Scouts.

Jon Vroman ([05:40](#)):

And then ocean loves his school bloom school where he goes and he plays outside all day with all these little kids and he loves it. He actually was like, when do I get to go back to Bloom's school? Because he loves it so much. So one of the things I've struggled with is I wanted to go all in for front row dads. I wanted to give more value than I've ever given to the dads who I felt were being faced with these interesting scenarios in their lives. And we tripled the amount of calls that we had, right. To support them. And we just refined all of our processes. So I felt the calling to go all in on work also where I did have like 10 keynote speeches that basically are all getting canceled. There was a loss of revenue there that I needed to think about.

Jon Vroman ([06:21](#)):

So I needed to be focused on my business to some degree I felt. And then I had the boys home all the time and they were used to going and doing all these activities as much as I wanted to say, just go play outside, just go be busy, go it's okay. If you're bored, go invent a game. Like you have tremendous resources here. There is still a struggle for my wife and I about helping our kids to be self motivated, to be driven in a way where I think my wife would just be so grateful if my, if I'm kind of laughing as I think this out to myself, if they wake up in the morning,

Brandon Miller ([06:58](#)):

Oh mommy, can I surf

Jon Vroman ([07:01](#)):

To see how I can start a business at age 10? Can I, can you lock me away in a room with an encyclopedia? And just let me learn about whatever I want to learn about. And as much as we want to give them freedom to learn what they want and do all this stuff, and we're really struggling to give them what we feel they need, right? How are you doing that, man, being a business guy and having all the, you know, lots of eyes on you, how are you doing that? I know that's kind of a lazy question cause it's kinda like how do you get it?

Brandon Miller ([07:30](#)):

Right. Right. I think managing the reality of the situation with a 10, 12, 15, six year old at home, and then the three older ones that bring their children over. So we, you know, we, we definitely broke the gathering number that was allowed just with our immediate family, but being able to lean into resources. So for us, one of the tools that a large family will comment on is you have to use resources around you 10, not only be parental dependent, right? So you know, that tribe, that community that's, that's involved, but engaging at a high level with all right, kids, what, what are we about? What are we doing? How much should I regiment your schedule? How much should I give room to function and work within the schedule? Where do I build reward systems? Where do I find a place for you? You're going to groove at your best.

Brandon Miller ([08:20](#)):

And then you throw into the mix distance learning, right? So we've done homeschool in the past, but not four at the same time like this. Right? So that, that created its own scenario and its own challenge. So a lot of it, John had a Ted to do with not overwhelming ourselves, being okay with some of this, we're gonna have to figure it out as we go, because we haven't been here, we're drawing up a new playbook and we gotta be aware that that's part of the reality that we're going to go through together. And I think that's when you know, I've heard the term, we're all in this together. The truth is we are all transitioning that is going to happen with this situation, how we do that. We could do that with clenched fists and with anxiety or stress or all right. Some of this we're going to plan, we're going to, we're going to lay it out. And some of it, we gotta be flexible and let things roll, let some things happen. So then we can course correct as we go.

Jon Vroman ([09:12](#)):

Yeah. I'm better in my business of remembering that it's an evolving thing and shifting and changing and I can be really flexible in the business. I sometimes put pressure on myself. Like I'm supposed to have figured this out as a dad. And if I haven't, I'm like, why have I not figured this out yet versus approaching it with the same type of curiosity and flexibility? And it's an evolving team, just like, just like my business, it's an evolving thing. But yeah, I don't get as frustrated. I mean, I get frustrated in my business and at home, but I think I get more frustrated at home. I don't know. I mean, I can do my own psychotherapy about why all that is,

Brandon Miller ([09:52](#)):

But think about it this way. So as our kids age, you're parenting a different child. Yeah. I mean, they are literally changing at such a fast rate that what worked at nine is different at 10, but worked for the, you

know, the boy at 12 is different than the girl at 13. And so just understanding as a parent and for those who have multiples, then you throw in just the mix of how intricately unique, you know, have two girls side by side 15 and 16. And if I showed you their pictures, they could not be more different physically. And then you put every other element in there. Totally opposite girls. So what works for McKayla at 16 does not work for Madeline at 15. And so I think as parents, if we understand there is a, you know, for every book written and, and I would include mine in this, you are growing with your children. And I think that's part of the, I like evolving with her growing with her or you're changing with them. And that's a big part of being a great parent is no, you be responsible for what you're bringing and be aware of that. Learn with things, grow with them is a big piece of what we found to be very successful. So on that note,

Jon Vroman ([11:05](#)):

Parents type book, family books, play to their strengths. Is that your first right? That's right. So play to their strengths. Right. Great book. Loved it. Talked about it before that was out June of last year, right?

Brandon Miller ([11:16](#)):

Yeah. When you're

Jon Vroman ([11:18](#)):

Three weeks from now, you're at, uh, roughly, well, no, not even that you're coming. You're like a week away from your one year anniversary. That's right. Hey, congratulations, man. That's exciting. So when you're after that book spin out there impacting people, what feedback have you gotten on that book? What's making a difference to people? What part of the book or chapter or idea has grabbed the most attention?

Brandon Miller ([11:42](#)):

This experience? I was doing a talk in Seattle and, uh, I had brought some books as a way to give back to some of these folks in this specific business community. And over the break, one of the gals in the room walks over and she has my book in her hand. She goes, Oh my gosh, you're that branded Miller? And I said, what do you mean? She goes, I refer your book. I've been giving it out to all of these people. I've been buying them and passing them out. And you know, whether it's people in her community or people in her mom groups, or what have you. And I said, Oh cool. And since you started to talk to me about just this idea of frustration to fascination, just really shifting how she thought about kids. And she said, you know, I think every new parent needs to think differently about the fact that you're beautiful, babe is going to grow into a toddler and they're going to assert themselves.

Brandon Miller ([12:35](#)):

And they're going to tell you no, and they're going to push back because that's what toddlers do. There's nothing broken with your toddler. This is what toddlers do. And she said, it's just, but it's almost shocking to some parents what in the world happened and they become disheartened. And so there are concepts in that book like that frustration of fascination or maintaining discovery mode. And I think that the one that we hear often is just wow. Really finding the brilliance in our kids in a practical way to think about them from we're not advocating for raising flighty kids that only do what they want to do. We're advocating for building into your child, their greatest brilliance, their greatest potential. And that seems to have resonated with them.

Jon Vroman ([13:18](#)):

Your books made a big difference for me. And did I tell you about my photo idea that I do? No. No. Oh, you're going to love this man. So your book combined with an idea I got from our front row, dad, fellow brother, John Bergoff, I mixed,

Brandon Miller ([13:34](#)):

And also my friend, Larry Hagner

Jon Vroman ([13:36](#)):

The dad edge community, great guy, great community for dads. So anyway, every single week Grennan, I started printing a picture and I just happen to have one here that I'm going to print. So I'm holding one up for anybody listening and it's me and tiger and ocean tigers.

Brandon Miller ([13:52](#)):

I've got our fishing poles and we're going fishing. And I've been printing these pictures every single week now

Jon Vroman ([14:00](#)):

For many months. And I write on the back of it, a personal note. And what I do is I might challenge is to call out a strength in that in my kids that I saw that week. And I write it it's

Brandon Miller ([14:13](#)):

And I try to be super niche because I realize I'm writing a lot of these. So I want it to be

Jon Vroman ([14:17](#)):

Specific to that moment. And I've got a ton of them there and there, it just doesn't have the notes.

Brandon Miller ([14:24](#)):

I just gave the other ones for

Jon Vroman ([14:27](#)):

As an example, I come blended tiger on his fishing, right? This picture is a fishing picture. And I'm like, he was, he had met this guy

Brandon Miller ([14:33](#)):

And he was asking what the guy was fishing with.

Jon Vroman ([14:36](#)):

You got to be friends with them. And then

Brandon Miller ([14:38](#)):

I have a picture of him holding up like this gigantic, you know, this guy had just caught tiger was inquiring. So I wrote a note to tiger. I said, Hey, I'd so fun for me to watch you learn your willingness to ask your

Jon Vroman ([14:52](#)):

What type of bait do you use? And I said, and not only that, but then you further solidify your friendship by telling the person like, Hey, good luck, right? Like,

Brandon Miller ([14:59](#)):

You know, you're going to catch the biggest one today or something like, he's very complimentary

Jon Vroman ([15:03](#)):

To the person that he connects with. I write this on the back of the card. Well then Brandon, I started doing it for my wife also. And I started giving the cards in front of the family. So one of the things that I'd always had as a goal was to help my kids love and respect mom and see the beauty in her that maybe I happened to see that maybe they don't see yet, or maybe I haven't articulated it well. So I started giving one to mom and now it's become a Sunday morning tradition. So thanks to your book, thanks to this idea of how can I catch my kids doing the right thing. And now we have literally 150 of these pictures on strings hanging in our family room, just all there. And my goal is to somehow I haven't figured this part out, but put them in a photo album, put them in a shoe box. I don't know. And then have all these little nuggets for them all through their, their life.

Brandon Miller ([15:54](#)):

And that's it, man. I mean, every one of us has occasion to think through how you're going to leverage what, what you do best. Right? And so what you found as a group, right? You got in your group and now it's become routine. So the habit overtakes the willpower because you don't have to. Now it's just become part of the process, right? It's on the checklist. And those are the memories. I mean, think about tiger at 18. Think about how he's thinking about his future. Where do I go? And he can look back and see this treasure trove of, well, I was, you know, I could see this one and those memories will pop in his mind. That's awesome, man. That is awesome.

Jon Vroman ([16:32](#)):

Do you, man, I told you, when I read the book, I was really a big fan. I loved how you gave me a pathway to be able to catch my kids doing the right thing, to notice the strengths in them. And it changed the conversation I had with my wife. It was, it was very, very powerful. I mean, I think that if we do that, I mean, honestly, it's so funny. The book was written about how I can play to my kids' strengths, but it was actually made a difference to how I saw my wife too. Because once you're applying that principle, you can apply it everywhere. It made a difference for my team, made a difference for my marriage. So yeah, it was really great, man. Tell us about the new book, man. I started, I started listening to it. Oh, because you sent me the PDF and little, little hack out there for anybody there's PDF readers that you can download on your phone. I downloaded voice dream and it's totally free. I downloaded your PDF to voice dream. And while I was out walking, I was listening to it and it was awesome. So props to you, man. It's a, it's a fantastic book. Tell us a little bit about the book and what you hope it does. Why you wrote this one.

Brandon Miller ([17:35](#)):

Yeah. So the core of this book titled incredible parents is that we believe every parent has what it takes to be amazing. I mean, to be the best parent they could possibly be, which is what you just illustrated with your story with tiger and ocean and the pictures. I mean, that's a great example of you in your space, the way you function, being a great parent. And that's what we believe there is a gap there. I

talked to parent after parent after parent and just feel like they're on the back foot. They're not sure what to do next. They're confused. They have conflicting advice, quote unquote, from great influencers in their life, from family members to experts. They listen to. And so they keep trying on new pathways and new styles only to be left in this state of frustration. I can't sustain that. I can't do that.

Brandon Miller ([18:20](#)):

So the default comes back to, well, I'm just going to do whatever it is I do. So we wrote this as a build on, from play to their strengths, which really was geared toward, see the brilliance in your children's see what makes them unique and what makes them feel strong, help them discover that. So in this book, it's well, let's find out what makes you feel strong, mom and dad. What makes you amazing as a parent? And let's try to help you get away from this cult of comparison. This need to try to imitate that virtual Instagram person that you're trying to be like, are these these great voices who will give great advice, but you gotta take the pieces that fit you and your child and your context. So we thought long and hard through pieces. We would take from the first book built this one to really allow a quick read because it's, it's a smaller book. It's the first book is 165,000 words. This one's 40,000. So I mean it's quick read and it comes with a builtin parents, strength assessments. So we wanted a way for mom and dad. What makes you strong? And let's give you some words to use associated with that.

Jon Vroman ([19:27](#)):

So let's talk about that for a moment because there's so many questions this brings up for me, you know, even like the cult of comparison, I immediately have all these conflicting thoughts when I hear that, because on one hand, it's like, I know I don't want to compare myself against somebody else, but yet I want to keep my eyes open and look at other people and what they're doing, because it's how I get new ideas. I recognize that there's nuances to this. There's nuances to how we think through noticing other people doing things. We're like, that's a really good idea. And it's hard to not say, why the hell have I thought of that yet? Why are they doing it? And I'm not, might just a loser, right?

Brandon Miller ([20:07](#)):

The healthy part of comparison is what a great idea, your exact comment earlier John was. I took this book and I took from this idea and combined it. And I came out with the JV version of here's, how I'm going to do it. And that's exactly the healthiest way to describe, but if it was, I'm going to take this author's idea and I'm going to try to be that person. And that's, I mean, if we think about how common that sentiment is communicated, either intentional or interpreted it's, I've interpreted it that way. That I am not doing enough. I am not who I should be. And so we addressed this issue of just imposter syndrome. I don't feel like I'm ever enough. I'm now over competent. And I just talked to a mom with three beautiful children. She had twins a few years back and literally said, I am suffering under this delusion that I'm not doing enough.

Brandon Miller ([21:04](#)):

I'm not being liked them. And then them to her was, was not as specific targeted. It was broad. And it was helping that mom realize you already have what you need. You already have it, your processes. Let's discover that now let's build your unique track for those street children and how you're going to parent them. And that's the shift. And in some ways it's subtle because you're not eliminating expert voices and wonderful influencers. It's filtering it accurately to where the emotion isn't, I'm not good enough to, I have new ideas. I have new resources, new proposals that I hadn't been exposed to before

Jon Vroman ([21:44](#)):

Trying to take these big ideas and simplify it for myself. So I remember it so that I can remember what's true. And what I just heard, which may, I haven't thought this through. So I'm testing it out loud right now, but it's this idea of looking for new ideas, not new identities, like in other words, like I'm looking for an idea, but I'm not looking to be that person. But then again, at the same time, maybe I do need to shift my identity or how I see myself because maybe at the same time having a new identity is the thing that allows me to carry out new ideas. You know, it's like how we say it's a being a family man with a business, not a businessman with a family. I'm arguing my own idea back and forth.

Brandon Miller ([22:25](#)):

Well, I'll give you a personal example. So in joining the front road, dad community, there were many aspects I was drawn to, but I really appreciated the emphasis. You've put on health and I missed the pushup challenge, but it was a,

Jon Vroman ([22:38](#)):

You can jump in, man. It's still, there's still time.

Brandon Miller ([22:41](#)):

It wasn't my time quite yet. But it has been sitting in the back of my mind since I joined, you know, what about a year ago? And just sitting there as a K, I need to address this. And so part of my experience, my silver lining from this season that we have been in is I'm going to attend to help. It has to be a priority and my kids need to see me do it. But I needed to discover the pathway that worked for me to get to that place of health, to undo the habits that had led me down a path and to adopt new ones. And right now I can't really articulate all the way, the place where all land, but I know the process that I'm in and why it's working well. That was an influence from this community that I couldn't adopt one for one, the pieces that I saw happening, but I could take the premise and go, yes, that's a great idea.

Brandon Miller ([23:31](#)):

That's important. And I need that without needing for me to look like you, right? I needed to, I got to look like me in that run. So I'm starting to Covance on, I've dropped 40 pounds and I'm in a much healthier place with a bunch more energy and looking to, you know, the next challenges, right, where I get to be more engaged and more part of them. I had to start with. I can't beat myself up. When I see some front row dad retreats with all you do is with your shirts off looking like you walked out of a magnet. Dang. I ever taken my shirt off for those dudes too. One day, I'm going to have my shirt off in front of you do is I feel pretty good about it. Cause I'm going to go down that path. But I got to sort that and get that to where it needs to be.

Brandon Miller ([24:13](#)):

What's up guys. I want to take a quick break to talk to you about our private mastermind that we call the brotherhood. Now we created this unique community for a very specific type of man. And you may just have found your tribe if you believe in the power of relationships. And perhaps you're always trying to out-give everyone around you, you crave ideas that make you effective and efficient in all areas of life. You resonate with the idea of being a family man with a business, not a businessman with a family, by joining our brotherhood, you'll have access to weekly interactive training calls. You get to join as many or as few as you like. Our guys commit to one of these each month, optional, small groups designed to

create meaningful connections and higher accountability, a private resource library accessible to only our members. And we have challenges throughout the year to help you push your limits.

Brandon Miller ([24:54](#)):

And we even involve your family in a few of them. The brotherhood is where I'm connecting every day. I'm asking questions when I need help and giving support wherever I can. Our brotherhood was created for men with wisdom, but also those who are wise enough to know there's more to learn. And the guys who value investing time to work on their families so they can make the best of their time when they are with their families. Now, of course, you're a badass. You can do a lot on your own. You likely have for many years, and yeah, you probably don't need front row dads to have a great family to love on your kids and have a great relationship. But one thing I know for certain is that men for years have done better in tribes versus trying to brave the world in their own.

Brandon Miller ([25:30](#)):

Here's what one of our members has to say about the brotherhood, the message of what you're doing. And putting out there resonated with me at such a high level. I knew I had to be a part of it. And because I didn't know that this existed, I didn't know that front row dads was there and that community existed in that way. I mean, family men with businesses, not business men with families that changed everything. That one line shifted my entire thought on what you're about, what this community is about. What's brotherhood is about and what this group is about. And I would say, if you are a dad or an entrepreneur or a father or a husband, and that resonates with you, this is a great community to be a part of because it's unlike anything else I've seen. If we want our kids to have great relationships and learn from others, we should lead the way and model the behavior.

Brandon Miller ([26:15](#)):

We want to pass along to look guys, the time is now to pour into your family. I read an article by Tim Urban that put everything into perspective for me, but how important it is for me to get parenting. Right, right now he wrote that 93% of all the time he'd ever spent with his mom and dad happened before he was 18 years old. And it's crazy to think that I've got only eight more years before my oldest son is an adult. I feel confident saying that, no matter how old your kids are, the time to go all in on your is right now, we have members with newborns and we've got guys with kids that are grown adults members with only one child and guys with 10 people with blended families and everything in between. But by joining our brotherhood and choosing to invest one to two hours each month, we can help you make the most of your time that you do have with your kids to no matter how great you are at fatherhood, marriage, juggling your work and your personal life calendar. We can help you be better. If you're ready to take the next step, go to frontrowdads.com and click join the brotherhood today.

Jon Vroman ([27:15](#)):

Hey man, I appreciate you saying that so much. What's funny is we got on the call earlier. We're on a video chat for anybody listening, right? I was like, damn, Brandon looks good. And I totally forgot that you had told me that you had this transformation with your health. I mean, congratulations, man. God, that makes so much sense. I was like, what looks different about Fred? That he looks good, man. That's great. I appreciate huge inspiration from this community, from the band I'm in to just thinking about this is an area that I'm not, and I just turned 45 this year. I'm not leaving 45 without being in the best shape of my life. And so, but if I had started with, ah, you know, I'll never get there. I'm not enough. I can't look

like that. You know, the whole, well, they must have they have advantages or there, you know, they have the genetic wildcard that I don't have, whatever it is that we place in there.

Jon Vroman ([28:09](#)):

I wrote this book with the idea that look, mom, you know, mom, dad, caregiver, foster, parent adopted her, whatever your context is. Let's think about what it is that you do now really well. And then let's start, you'll add pieces on as you go. Yeah. Let's talk about your story with developing strengths. So this book, this book is about parents developing their strengths so they can lead the strengths in their kids. That's right. And let's look at your journey for a minute. And so I want to ask the big question, but then I want to dial in on a specific element. I'd love for you to touch on. So the big question is just, what's your journey been, right? Like how have you developed your strength for you personally? But I also want to talk about how you've been managing, like, Hey, I'm going to triple down on my strengths, figure out where my zone of genius is and just ride that wave versus, Hey, that's a real weakness of mine and I need to improve that also.

Jon Vroman ([29:10](#)):

Cause I think I get conceptually that we need to focus on our strengths. I get that we all have gifts and that we can put extra fuel to that fire and that you can obviously make, that's how we build teams. Right? That's how I it's always Hey right person, right seat. Right. How do you get that person in their zone of genius? Are they doing the wrong job? Maybe they're the right person. Maybe there are, they're supposed to be in your team, but they're doing the wrong job because they're just not on their strengths. So talk us through a little bit of that and how you've been able to juggle the fixing of weaknesses and the development of your strengths.

Brandon Miller ([29:42](#)):

Yeah. So here's a concept about weakness. There's really two types. There's not enough strength to really become excellent at a thing or there's too much or misused strength. So our premise is that, look, you are not given a pass in this philosophy to not address your weaknesses. Our premise is that the weaknesses that are born of too much of the strength to, uh, you know, we call overuse or the struggle of your strength, that's your job. You need to focus there, just spending your time, trying to become something you're not, you are missing the boat on the place where you're actually probably causing more harm, which is these, you know, I like to think of it this way, our brain, it reproduces patterns, it pattern reproduces over and over loves to do that. It's an organ that likes to stay in its lane. Well, in those pattern of a strength, think of it as a six lane super highway, that's going to go in an amazing direction or not a good direction, but it's going one direction or the other, whereas a weakness.

Brandon Miller ([30:40](#)):

That's like a dirt country road. And if you're trying to turn that thing that you don't do well into a six lane highway, that is a lot of work. And if you need to, of course invest. If life demands, it it's required. Of course you would. But you're probably your potential for greatness lives in these places where you already exist in a pattern. So here's an example. There are four types of parents or styles, if you will, there's authoritarian types. So that's for some of us who grew up with very strict, very direct parents, there's permissive parents. They want to like you, they want to be, you know, friendly with you, not as strict, but you know, very kind. And then there's what you might say is neglectful parents. The one that just kind of checks out and then the, the ideal, the fourth is authoritative, where you get the best of both worlds.

Brandon Miller ([31:28](#)):

You get very involved, very engaged, very caring, but also you get that person that can establish rules and authority and the right frame. But you're getting both worlds. Well, very few of us start in that world. Very few of us have that. Just we were born with a, I'm a great loving, caring, nurturing dad. Oh. And I can set rules and hold my kids countable and be assertive and hold line. That's not as common. Well, I'm an authoritarian default. That is me all day long. That's how I was raised. That's where I engaged. And in our strengths language, I'm a trainer. I'm the one that's going to in my home. You know, if any of you dads have ever had your wife say this, you need to go talk to your son. You need to go talk to your daughter. Like when it comes to discipline, they're not hurting anymore.

Brandon Miller ([32:13](#)):

They're all of a sudden mine. And now I'm responsible to go be the heavy. Well, that's not hard for me. I can roll into that, but there's ways I can do that. That be little that can embarrass that can make my child feel small and detached for me. Or if there's a way I can do that, that gets the point across, builds the child up and leads to a future benefit. One is the strength of what is the weakness of the same strength. So I must invest into if I want to be that. And I do aspire to this, that authoritative style and move from authoritarian, which is default. So it takes work. I must invest effort and energy over time so that now I have new habits, new patterns that build that trainer into the best use possible. And that's what we're trying to empower parents with is just to say this, we built this with 12 personality types and when a person gets theirs, we call it the super shakes.

Brandon Miller ([33:09](#)):

Like you're rolling with these. These are going to be a part of your parenting. Now let's figure out how to use it the best way you can and the parts that you need to watch out for the struggle side you have work to do. You cannot let that slide. I can't give myself a pass. If I go to discipline my 10 year old and leave him in a state worse than when I started as I don't get a pass on that, that's a weakness that is not acceptable. So I actually have in my own journey with strengths realized that starting early, I wanted to play to, we focused on strengths and we ignore weakness. I'm not going to fix anyone's car anytime soon. You wouldn't want me to. And I have learned, I'm cool with that. Like I know enough to jumpstart your motor. It may be know where the oil is or put gasoline, but I'm okay with that one because this area that I just described, this one is, is a present reality all day. And that's what each of us has going on is attending to those areas. So hope that answered the big question. And then we can,

Jon Vroman ([34:10](#)):

That's great. Go over again. The four different parenting styles and just like a one or two sentence definition. So we can,

Brandon Miller ([34:17](#)):

So this is research dating back to the 1960s. So, so you can think of it this way, that a default style for many leaders managers, and certainly parents is authoritarian. So this is command and control leadership at its core, right? So what is absolutely where the highway bikes? Yup. Yup. You're going to do this because I, I said, so you know that the, I say, jump, you say how high? So I come from a long line of authoritarian figures, like iron fist ruling the family everywhere else. And that style has very high control, which is good. That's the positive part, but it's cold feels like love is missing. Compassion is missing well, opposite to that is permissive parenting. So they are amazing at concern, involvement,

love, compassion. I mean, they're really great, but where they struggle is low control. So the rules are very

Jon Vroman ([35:23](#)):

Steam roll. The parents, they work them over like, yeah.

Brandon Miller ([35:26](#)):

Yeah. And so what will happen is parents toggle between the two. I was too rough. So now I'm just going to give in and let you do what you want. And I'm going to default back to being rough or I was too soft and I'm going to try to be there early. It's harder to repair today, but I can't hold it cause it's not real. So there's a struggle. So authoritative is both. It's learning how to be highly involved and very warming and caring while being controlling. And it's hard to hold. It takes work and you won't get there without a really strong dose of self awareness because this is the worst of the worst. Because once a parent has reached the point of too much, they fall into the category that is neglect, ignoring, checking out and you, and I both know with our access to everywhere and everything.

Brandon Miller ([36:14](#)):

It's easy for a parent to do that. Just turn on Netflix, just get on your phone, just tell the kids, go play and do that over enough time. And kids start to feel you ambivalent. And that creates the worst scenario. It would be better to be mean than to be ignored. Like that actually says, not only am I cold, but I'm also, I'm no control you do what you want. So in that regard, getting to that authoritative space that we talked about and holding there, it requires new patterns, new habits. You're very, very intentionally working there. And you must address the parts of you that keep you from that as a dad. So that's the journey. And so what we've learned, and this is, you know, recent research actually coming out of Melbourne Australia is that authoritative parenting equals strengths-based parenting. It's the same exact concept that a strange space parent is highly involved in other kids, extremely positive reinforcing, but also you better believe I'm going to hold you accountable to be the best person you were made to be. And I'm not letting you off the hook and I'm going to grow resilience in you. And I'm going to make you as you know, with all the right love and, and encouragement, but I'm going to exhort you to, and I'm going to move you into places that are uncomfortable because I can see your potential in this space.

Jon Vroman ([37:30](#)):

Yeah. I love hearing you say accountability because it's like, but this is a conversation we've been having a lot in the brotherhood about what it means to truly create a community where guys hold each other accountable and it's come up, especially in the last eight weeks. Like we've had one of our members has comments. He's like, I didn't join because I wanted you guys to be easy on me. I joined because I wanted a group of men to hold me to a higher standard to call me on my bullshit. And I think that's really a powerful place to be is in this place of accountability. It's almost like holding yourself accountable to focusing on your strengths and to hold yourself accountable and allow other people to hold you accountable for being a strengths-based parent, right. For yourself and your kids. I really like this. You find Brandon that most people are self aware of where they land here. Or do you think people are delusional? Like could most people, if you surveyed a hundred or a thousand or 10,000 people, would they pretty much nail it by looking at it going, alright, I'm authoritarian or permissive or, or do you think they're actually,

Brandon Miller ([38:32](#)):

Our experience has been that most people will do it because when you showcase authoritative for what it is, I mean just how unique it is to be default, that style of parent, which they're out there when I translate parenting the management. So as a company, we work with managers, which isn't that different from parenting. And when we talked about this, you know, the studies out there say about 10% of people really have innate talent to be a great manager. Should we carry that over to parenting where I that's the study hasn't been done, but if we just said, all right, there are people that become parents and they just have a really nice natural strength to be in that space. Most of us don't though, most of us are mimicking what we saw or repelling against what we saw and experienced. One of the two happens. So either we, we find ourselves repeating our parents or caregivers, however that was, or we're saying, Nope, they were that way. I'm opposite direction.

Brandon Miller ([39:33](#)):

And when you think about practical examples of this, who do you think of that authoritative example? Do you spot this now when you're with other friends, when you, I don't know, watch movies when you have a colleague, so I'll her name is Kelly. And I'll just mention her because she is working with me with some of what we're doing with incredible, the incredible parent book. And what's now incredible family is our effort to help people that want to grow in this idea strengths-based parenting. And she has this really beautiful blend. Her top strength is a parent is organizer. So think of that type a, you know, very clear like when her kids were little, she would take a picture of their room and she would have that picture blown up. And like, this is what your room will look like. Every time mommy says, go clean your room.

Brandon Miller ([40:25](#)):

Everything has its place. Like she is that mom, right. Just all day. But at the same time, she has a strength of zest, which is the funds go play. Let's let's have a good time. And she balances authoritative very naturally. Like it's, it's amazing with her three girls when she talks about what she does and I've just had that breathless going. That's incredible. You're a great mom. And that certainly has been her learning journey and investment into being a great mom. That's what she aspired to be when she had her kids. But you can clearly see the evidence of that authoritative style shining through and her strengths. And it's really cool to watch and to be a part of. But if you asked her, she'd say she's very much in process. She's very much in what, which is one of the evidences of it is that you stay in a learning space. You don't arrive there and go, you know, that picture yet behind you. For those not see the person with their hands on, like I'm here. It's like, yeah, I'm making progress. But you know, I got a lot more to learn I'm growing and that growth versus fixed mindset that you might be very familiar with. That is the evidence of authoritative I'm learning. I'm growing. As soon as I think I got there, these kids threw another curve ball at me and I'm ready to go back to school and keep learning. So

Jon Vroman ([41:41](#)):

You've continued to develop this authoritarian.

Brandon Miller ([41:45](#)):

I'm sure it's anchored deep within you.

Jon Vroman ([41:47](#)):

My guess is that might come up

Brandon Miller ([41:49](#)):

Naturally. What's your process of self awareness of catching that and then how do you catch it

Jon Vroman ([41:56](#)):

Position right. And move to it.

Brandon Miller ([41:59](#)):

Can you give us an example of, so when patterns are built in, it requires an interrupter. Something has to interrupt. So there's gotta be a cue. There's gotta be something. So in my context, I raise my voice. So if I am not pleased, we're going up octaves, right? It's going to happen. So my interrupter has to be when I can hear myself start to elevate, you know, that's my cue that now I got to stop what I'm doing. I gotta consider my, my options and then choose my off-ramp right. So I got to choose an offer offering for me, that offer has to be, I got a part from the situation I got to pull back from it. And I got to give a, you know, a moment to bring the anger down, bring the reaction and you know, the psychologists call it, flipping your lid.

Brandon Miller ([42:44](#)):

So literally it's moving from frontal to, in front of love, to reactive and your brains that backside. And it takes a hundred percent full on. I'm offended. Now you've made me angry and now you're going to get my dragon fire here at camp. And on average, it can take 20 minutes to recover and move back into logic and reason. And I'm going to be sound so catching myself with my, you know, now that my lid has flipped and I have to catch myself in that space. Now it's departing away. You know, move away from the situation. Talk to my wife. She's usually good at bringing some balance. It's hanging I'm on the phone or texting. Don't send the text and you can get that time down. So now it took me 20 minutes. Now, sometimes it takes me five, four or five minutes. I'm good. I'm back to, I got my frontal lobe back. I can reason this and that we'll have an intelligent conversation. And that's, that's an example of moving into authoritative. So now I'm not going to say something I don't mean I don't want to make the daughter cry. I want to stay in a space where we can grow and learn together through these.

Jon Vroman ([43:50](#)):

I love that. That's me too.

Brandon Miller ([43:52](#)):

It's oftentimes I don't even think it's cause I'm angry. It's like, I want to make my point, but then I kind of laugh at myself because I don't remember

Jon Vroman ([44:01](#)):

When this first came up. Maybe it was in, maybe it was traveling abroad with a bunch of people.

Brandon Miller ([44:06](#)):

One time we were all laughing about how, when somebody is talking to somebody that doesn't speak the language, you think that if you go slower and louder, I can't hear you. Or it's not that you need to go slower. It's that they don't speak your language, right? Sometimes when I'm not connecting with my kids and I think I've got to go slower or louder, it's not that they need me to go slower or louder. It's that

they actually, I'm just not speaking their language, quote unquote. Right? And that I need to, I need to shift my approach and be better than that. Lower and louder is kind of a lazy approach.

Brandon Miller ([44:48](#)):

And it really is, you know, slower, louder, or just louder and faster, allowing, allowing hurtful words, you know, that can happen. And you know, for all of you, with teens and young adults and the confrontations that will come and when they inevitably will do something unsafe, I mean really unsafe. And you are at that moment of what were you thinking? And then following that, you know, that is like, and you are in an insert, whatever were you never want to say to your kid, you know, why are you and you, no one has to have the option. If I know that's the, that's my default slash why? Because that's what I experienced. That was normal to me. That was, that was how we spoke in our home. That was how football coaches dealt with you on the face. It works short term. It definitely gets attention right there does.

Brandon Miller ([45:43](#)):

And you will get, see, we always say with authoritarian leaders, you get compliance. You will compliance. The challenge is you won't get commitment. You won't be, you won't get the same thing when your eyes aren't on them. And that hurts. Like that feels like, no, I don't, I don't want that feeling. I don't want someone questioning my love, the value I have in them. And those are some eye-openers, you know, when, when a 27 year old daughter can look at me and say, you know, there were times you made me feel this way and that was wow. You know what? You were the oldest. I appreciate your kindness. Now we have a beautiful relationship, but being able to look back and go, man, if I could do that again, if I could have done that again. So as a father seven, one of the beautiful benefits is I get do overs.

Brandon Miller ([46:27](#)):

That's one of the beautiful parts. My older kids will go. These younger ones have no idea. I had to learn a lot on us about my younger son, tiger got the benefit of being number one and he gets to be the leader. But boy, we had to do a lot of learning with tiger. And if you learn the value of acknowledgement and apologies, kids are show interested in forgiving. You immediately, immediately. There are teachers in that space. They do, they don't want to let a rift exist. So they are, pre-wired predisposed to want your approval, to want your affection. And therefore, if there's a rift and you come back and say, Mia culpa, they will quickly. Yeah. I love you, dad. I forgive you, dad. That's been one of the best sides of this journey. As a parent is realizing how resilient kids are in this space and how much that you're not fighting for your kid to love you. They can't not, they can't not, you can't, you're not fighting for your kids to want your approval. They, can't not, it's hard wired into the, into the mix. It's learning how to provide it, learning how to give them that space in the way that works for them and in the style that's going to work best for you.

Jon Vroman ([47:48](#)):

Yup, absolutely. Brendan. When's the book out officially. And where do people go

Brandon Miller ([47:53](#)):

January? So book comes out in January, the assessments out. Now the book comes out in January, so we're all into the prelaunch phase and it's going to be, you know, every outlet you can think of. So Amazon Barnes and noble, very likely an audible version, or figuring that out. I love your hack, by the

way, I'm going to remember that, um, you know, that there'll be versions to get it those ways. So we have a run up right now. So we're on the downward slope, getting it ready to be launched.

Jon Vroman ([48:19](#)):

Alright. Ma'am, I'm excited for you and thanks for just first of all, thanks for pouring into your family. Thanks for being willing to do the work on yourself. Thanks for being a powerful leader in front row dads. And also you mentioned this earlier and I want to say thank you or, you know, talking about front row dads, because we want to get the word out about this brotherhood. We want to grow. We want to find the right guys to be part of this group, guys that want to give more than they got guys that want accountability, guys that want to like, they truly want to bring their strengths to the table so that if everybody does that, we develop a real powerful tribe here as, as I believe we already have. But I say that in spirit of always being willing to grow, always knowing there's some level deeper for us to achieve of mastery.

Jon Vroman ([49:04](#)):

And so thank you for that. Just want to give you the floor to say anything you want to, anybody out there who's listening on any subject at all. That's just on your heart, but please also, if you could, in whatever final rant you want to take here is just to maybe one action that you might suggest to a man to take, to develop their strengths, moving forward, something they could do in the next 24 hours or in the next week, what could they practice so that they can put one foot in front of the other, you know, to move forward here.

Brandon Miller ([49:40](#)):

You know, number one, come to terms with your style. So think through where you're at, think through what your default naturally is and embrace it and just be aware of that. Understand what it means when we say be a great dad who at the same time, you're caring, you're loving, you're highly involved, but you're also the expectations set or you're holding kids accountable. You are assertive. And where do you have your growth opportunities right now? So what is that next step? Is it you're, you're the one that needs to add in to your family, mix more consistency with accountability and expectations. Like that's your growth or you're the dad that you're really need to address how you handle frustrating situations and where your temper goes. So those are very practical sides, but if you are at the point, I want to say to this today, if you're at that point where you're frustrated and you might feel why there's times where I'm wanting to just check out, I want to go spend a weekend or spend time.

Brandon Miller ([50:36](#)):

And I'm, you know, that that ignored, neglect space can happen in pockets. Know that you're not alone. There's a trailer dads around you who have been there because I don't think there's an area dad in a tribe like this, that hasn't had those times. I don't know what to do. And you start to feel that I got to throw it in moments. You know, I just got to step back and reach out because in a community of people that aren't here to judge, we're here to grow together. We're here to encourage and build up and give positive steps. That's huge because a tribe of people committed to excellence in this regard being great dads. This community can be that lifeline. And so those bands that you can join tuning in to gain that is a huge part of why I so value the front row dad effort and what John's put together here.

Brandon Miller ([51:22](#)):

I'm excited to have you lead a training call for our guys. I'm excited at one time, maybe in the future, we're at a dads retreat at some point in the years with you guys and hang out and maybe I have my shirt off and fail. Okay. That's right. That's right. You're well, on your way, buddy, we got a volleyball game that you're going to be in Brandon. Thanks man. I appreciate it. What was the web site where they can go take the assessment.family and that was all family family. So we'll put all these notes over at front row, dads.com and gentlemen, please share this episode with somebody that, you know, needs it. Shoot a quick text to a buddy and say, listen to this one or posted on your social or something to be able to get the word out because Brandon is the real deal here. I loved your vulnerability, Brandon and I also love your strategies and it's coming from a lot of experience. I want if the case people missed it, seven kids, two generations, I think you've earned the right for this conversation. No doubt. So thank you my friend. Appreciate it. And look forward to more down the road. Thanks John.

Speaker 3 ([52:27](#)):

Hey guys, thanks for listening to the show. And if you enjoyed this one, consider what other dad out there would enjoy it also and pass this episode along and guys make sure you're subscribed to the podcast so that you get notified whenever release the latest episodes. And if you could, would you leave us a quick review if you haven't already done so, and if you have thanks because not only do I read every one, but tons of other people are reading them too. In the more of those reviews we have and the better they are, the more chance we have to get other guys to say yes to checking this out. And we can help them in their journey to fatherhood and having a great marriage and just kicking ass family life. And also before we go, would you like to get a short, weekly email with a timely insight?

Speaker 3 ([53:03](#)):

And every Thursday I send out this super short three minute read with a personal photo from my own experiences as I try to go all in on family life. So if you want to get some recent relevant and real stories of my failures and the few of my wins, then text front row dads to (314) 665-1767, and you'll get our weekly insights, email, blast, and a list. Guys, if you're still at whether or not you should join the brotherhood, then I want to leave you with a few comments from guys who are part of our tribe. And here's what they have to say about why they joined what value they're getting out of our brotherhood. So if you're ready to say yes, just go to front road, ads.com and click join the brotherhood.

Speaker 4 ([53:42](#)):

I'm super grateful. I was just at an event and I wore my front row dad's hat. I can't tell you how many people ask me, like, what's that all about? And it's just so easy for me to talk about it because it's had such a big impact on me. It's a group that I've been looking for for a long time, and I love what you're all about. And I'm really grateful that you created that group. I think there's this whole other level that is there. That's like Epic that you can reach. If you're listening to this, you already care about your family and your kids and your wife and growing. So I just challenge everyone. That's hearing this to take it to the next level, whether that's joining this group or some other group, but just take it to the next level, to take your family to the next level.