

Jon ([00:02](#)):

Gentlemen, welcome to the front road, dad, bod guest, while it's common to hear men say family first, those 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 Broman, married to the free spirit known as Tatiana father of two boys tiger and ocean and living in Austin, Texas, let's get right into our next conversation, right? Nate Klemp from Boulder, Colorado with your wife and your daughter. That's why we're talking, you're playing the dad role. And you're also doing some big work in our pillar of thriving marriage with your new book, the ADHD marriage, which I love this idea of always been talking about the hundred hundred concept. And you have a good spin on that, which we'll get to in a little bit. And you're also the founding a founding partner at mindful. One of the world's largest mindfulness media and training companies. So dude, how often do you lose your, Nate? How often do I lose

Nate Klemp ([01:21](#)):

My? I'm trying to think of when it's happened in the last 24 hours. I could actually tell you when I lost my, I was driving back from shake shack last night, we got burgers me and my daughter who's nine and she took the empty cardboard container that the fries were in and just threw it from the back seat up into the front seat. And I wouldn't say I totally lost it, but it was like, dude, seriously,

Jon ([01:49](#)):

You had a response. Yeah, you're going to

Nate Klemp ([01:51](#)):

Throw that card at me. Yeah.

Jon ([01:54](#)):

I just got back from two weeks in Mexico, which my main goal was just to keep cool. Like that's been the goal I used to have all these grand goals and visions of like how vacations or ventures would work. And lately it's been, how do I interpret failure? How do I show my kids how to handle adversity with grace or to respond and not react. And that's been my biggest challenge. That's been my biggest mission. And I did really well on this trip. I really can pat myself on the back and reward myself for a lot of work that went in over the last months and years. But I did have this moment where I totally lost it twice in a day and totally lost it, of course is subjective, but meaning I just blew up and I wrote about that on Facebook. And I could tell that a lot of people could relate to even just having done so much work, breath, work, meditation, running exercising. I mean like you literally try to check off every box in the space of how to be mindful, how to be present, how to be controlled. And yet I'm triggered at times that at the end, I'm like, man, am I ever going to get this figured out? Like, is there ever a moment? I think that's so fascinating, man, because I keep having my humanity put in front of my face a lot. And so yeah,

Nate Klemp ([03:13](#)):

I totally resonate with that. I actually, so I have a meditation teacher coach that I've had for almost 15 years now. I've been doing the practice every single day, but a lot of intensity retreats, the whole thing. Right. And I had a similar conversation with him recently where I was just like, I don't necessarily know

that I'm getting any better at this. You know, every single day I do this, but it's, it's such a paradoxical practice because it's kind of one of these like two steps forward, one step backwards, two steps forward. I mean the, the journey doesn't feel linear at all. And yet I think when I look over the course of years and you probably have this experience too, I look at like change over a five-year ten-year period. I can see it, but you know, on the day-to-day level, it's pretty mysterious. And it's kind of all over the place at

Jon ([04:07](#)):

Times. How old is your daughter now? She's nine years old. And what are you seeing in her? That's showing you what you're working on in yourself.

Nate Klemp ([04:17](#)):

Interesting. Well, she will often talk about feeling like she's bad. There's this kind of moral judgment at an existential level. I'm bad. You know, she does something wrong, right? She like messes up at school or whatever, and she'll say I'm bad and it's a big deal for her. And you know, it's really interesting because that in some ways has been a big shadow of mine that I've carried throughout life. That somehow there's something wrong with me. I'm bad somehow, you know, it's been quite a journey. I feel like it's still there. Right. But I'm still sort of working that. So it's, it is just so strange to see these things reflected in our children, you know, and, and we're kind of working on it together. Now, me and my daughter, right? Like that's our shared journey.

Jon ([05:10](#)):

I have an 11 year old and a six year old. And uh, we're standing at a little stand downtown east LIMU Harris where you can get these new teller apps. And throughout the course of the day tiger and ocean, the boys were kind of at each other. And Tyree is really frustrated with ocean at times and kind of snaps at him and corrects him. And like, this is not how we do things. And I think he was just wearing on me over the course of the day. Like I never lost it over the course of the day, but it happened a lot this day. We're standing there and ocean's steps on tigers, but, and tiger goes, ocean, stop kicking my foot. And I, my reaction instantly was ABD the tiger by the hand. And I just like with some pretty solid force, well, I don't want to exaggerate and I don't want to undersell it, but I just, I walked him away and I was like, dude, you react so big in these moments.

Jon ([06:07](#)):

Like there's 15 people who turned around, like they're all enjoying their night and you're so big in that energy. And it was like that it was that way a lot. It was that way at lunch. It was that way at breakfast. It was that way in the house. And I think it was just building on me building small, small, small. And then finally this was the moment and I grabbed him and when I set him down, he started to cry and he goes, I'm just react. What did he say? Something like just reacting to ocean, the way that you've reacted to me. Wow. That's how you react to me.

Jon ([06:40](#)):

And I'm like wanting to be angry at him still, but then it's like, and I took a couple of breaths and I got it together. And I was like, dude, I go, if that's how I make you feel, if that's what I do. And you're doing that, I really have a lot of empathy for you because I'm seeing it now from a different angle. And I'm really sorry if that's what I'm doing. And I'm sorry if that's the example that you're getting, I could do a better job there for you. And that's where it needs to begin. It needs to begin with me tiger. Like if that's

what you're getting, I need to take a hard look at that and I need to respond differently. So I give you a better example, a better model. I'm not guaranteeing perfection here, buddy, but I'm like telling you that I've recognized I need to work on that. But those have been some of the most heartfelt comments that my son's ever made to me is like that he's doing now what he sees me do. And when I see and do it, I can see he's right. But it just feels different. Even like when I'm correcting him, I'm like, don't correct. Your brother was such intense energy.

Nate Klemp ([07:48](#)):

Well, what I think is really interesting, there's this woman and Katie has been a great teacher in my life, just so you know her too. So she has this quote, the world is a mirror image of your own mind. And in those moments, it's so interesting to see that, you know, like you're frustrated at the reactivity of your son, but you're reacting in that moment. You're doing exactly what, you're a hundred percent you're upset about it. And same with, you know, I see my daughter with a story about herself that there's something wrong with me. And I think, well, there's something wrong with that. She shouldn't be doing that. Right. So like, it's so interesting just to see that in those moments, we're doing exactly what we want our kids not to do. And so, so that's like, to me, the work is like, okay, how do I in that moment in real time, somehow interrupt the pattern and just get a little bit more

Jon ([08:41](#)):

Mindful. And I think this will be a beautiful transition to your book and your work with the ADA concept. Because what I've also realized is that it's taken me about 15 years. Start to that. So much of my pain of my past has been created by me, by me being in and I'll start like the drama triangle, playing the hero, playing the victim, playing the villain role or the persecutor. So much of my pain has been because I bring the energy that I then get back. And don't like, and so much of what's happened in my marriage is the same thing. I used to point at my wife's shortcomings or as I saw them as such for awhile and say, this is why it's not working. And all of our progress has really been because I've managed to change. Now she's done work too. And I think that's helped.

Jon ([09:36](#)):

She's not exempt from the ingredients of what makes a marriage work. But for me, most of my change has come from what I've put into a relationship. And even though in the past, I used to say, I didn't keep score. I definitely was keeping score. And when I listened to your book, it's what kept coming up for me as like, there's this radical generosity piece. I think you will do a better job of explaining what all this means, but maybe we can launch right into it and launch into the concept of like, well, actually let's take a step back. I'm not even gonna launch it into it. Let's go back to where you were not working in your marriage. Like this came from a place of pain for you also. So I, I listened to the audio book like this didn't start because you and your wife somehow just stumbled upon pure gold. And then one of the top of the world, like you've done your work. So let's go back to the Genesis and start there with the work, where was the pain and then walk us into the process of how you landed on ADHD.

Nate Klemp ([10:35](#)):

Yeah, love that question. Well, I think I can start even further back than the book because in the book we talk about some fights that we had once we had a kid, but there's a deeper story. I think that we don't even really talk about in the book, which is we had this like fairy tale, Instagram worthy story. As a couple, we met when we were 17, we were both in high school. We were chemistry lab partners. We went to senior prom together. We broke up just before we went to college. Then we got back together

seven years later and we got married and it was like, we were just like the perfect couple. Everybody, all of our friends were like, oh man, I wish I had a story like that. And so we kind of thought that marriage would follow that fairy tale, like trajectory that it was just going to be super easy.

Nate Klemp ([11:25](#)):

Cause it was kind of easy getting there. And about a year into getting married, I was at the time, in my last year of my PhD, I was at Princeton studying political philosophy and I got in a serious bike accident and all sorts of mysterious physical symptoms started happening. You know, I was dizzy all the time. My ears were ringing and then a couple months later, pretty serious fatigue set in and then pretty significant anxiety and depression set in. I went from being this like super charged, energetic PhD student to being just floored by life, basically. Yeah. At the time I was just barely making it through the day. Um, and that really was the beginning for us because in that moment I felt like everything was totally unfair. Like my wife, Kayla didn't understand me at all here. I was going through this serious thing.

Nate Klemp ([12:28](#)):

She kept just saying like, Hey, you know, just like, what are you doing? Get off the couch, blah, blah, blah, blah. And from her perspective, she felt like it was totally unfair too because I wasn't the man she married and we could not see each other at all. So, so like in some ways that was the big pain point. I mean, we were so close to losing our marriage. We were this close. I honestly don't know how we made it through it, but we did somehow. And so then, you know, luckily that's actually the turning point where I got very interested in mindfulness and yoga and other inner technologies for the mind and habit formation, stuff like that. So, so I was able to kind of put my life back together, but that theme of fairness and that tendency to keep score, it just kept showing up again and again again, and then once we had a kid, all of a sudden more pressure on the system, more keeping more fairness, more conflict. So, so that's kind of, I went a little bit further back than the book, but that in some ways is the true Genesis of how we got here with this idea. Yeah.

Jon ([13:42](#)):

And when did it hit you that you were score-keeping like, when did you finally wake up and be like, we're keeping score and this sucks, it doesn't work.

Nate Klemp ([13:50](#)):

I feel like it took a long time. It was maybe like a decade into marriage, you know, because I mean, in some ways we talked about this in the book we felt like for us and for many couples, the modern paradox or the modern question is how can you be equals and in love. And our initial response to that question was to say, well, if we just make everything perfectly fair, then we'll be equals. And that ended up being pretty clunky. And actually didn't give us a quality, but it totally blew up the love part. So, you know, we, I felt like we had to kind of push that experiment with fairness and making everything 50 50 to its absolute extreme. Like we had to ride that bus until the wheels fell off. And then at some point we just were like, you know, this, there's gotta be some different way of viewing each other and our marriage and our life, because this is crazy, this, yeah, that's miserable.

Jon ([14:47](#)):

I'm laughing because I remember the part of the book where you're like, and then you get the for 10 minutes and then I'll get the minutes. Or I think it was another couple of days where they're like, we're

going to go away for the weekend. And they're like, well, when we go to your mom's house, why don't we leave Saturday morning? Well, but we would go to my mom's house, let's leave Friday night. You can easily see how this creeps in to so many different parts of the relationship.

Nate Klemp ([15:11](#)):

It's really interesting is that we interviewed about a hundred people for this book. And when we would ask people, Hey, do you ever have conflicts about fairness often? They'd be like, nah, not really, you know, fairness is this very like abstract idea, but then they'd start talking about how like one of them was doing more around the house and that led to resentment or one of them had more free time. One of them spent more time, Netflix, bingeing, you know? So, so it was this interesting idea where it's like, we started at most couples were grappling with this, but often they weren't aware that it was even happening. You know, it was sort of under the radar.

Jon ([15:49](#)):

I remember Tony Robbins talking years ago when I was like a young up and coming and I was at one of his events and he's teaches this a hundred hundred concept. And I'm like, that makes so much sense. I'm never going to be a scorekeeper. And even though intellectually, I got it, I did a lot of score-keeping and every time we ever tried that in our marriage, it didn't work. You take the kid to say, I take the kid every time we tried to balance it out. But where we have been at our best is when she has freedom to be at her best. And I have freedom to be at my best. And there's a lot of faith and trust that that person is doing what they need to do to be at their best. And it's so interesting. Even looking back at my own life, when I was listening to the book, I was trying to look back at my life and see all the little pieces and it's hard and it's hard to put the puzzle together because there's so many little tiny moments of like a revelation or an aha or a breakdown or a breakthrough.

Jon ([16:41](#)):

And seeing the thing from the 10,000 foot view is often really tough for me. It is. So when you were putting this book together and you're looking at it from that 10,000 foot view and looking at the big pieces of it, what were the chunks? What are the three things everybody needs to know to really understand, for example, the ADHD marriage, if you're trying to get to a kindergarten or what is the concept? Well,

Nate Klemp ([17:04](#)):

Yeah, so I think the first big aha actually came from some research in psychology, which essentially says that we're really bad at making assessments of what is, or isn't fair, especially in marriage. Right? So, so basically, you know, we started looking at this research and it says a couple of things. One is that there's this thing called availability bias, which means all of my wonderful contributions to my wife are available to me, very little of what she does is available to me. So I'm already biased out of the gate to think that I'm doing more and I'm more, you know, a better husband or, you know, whatever.

Jon ([17:40](#)):

Dude, I went to the grocery store yesterday, may I was like, I spent like an hour at the grocery store and then I go, wait a minute, hold on. How much time did I really at the grocery store? And it was 20 minutes,

Nate Klemp ([17:51](#)):

You're pointing to a second bias, which is overestimation. So there's availability bias. But then what you're describing is the second thing where especially with domestic work and childcare, we just like wildly overestimate our contribution. So what you said is perfect. Yeah. Like I was there for an hour. It was actually 20 minutes. So I think that was a really important starting point for me anyway, to see, wow, we are so distorted by these cognitive biases that we're basically diluted about fairness. So we can't ever come to an agreement on what's fair. So, so that was like a big deal. But then the second big thing was this idea that mindset is contagious. We were sort of talking about this earlier with our kids, right? But this idea that if I come into my marriage with this mindset of like, everything's gotta be fair and you need to be doing your fair share.

Nate Klemp ([18:46](#)):

It's just so contagious. Like your, your partner can't help, but pick up on that resentment and that sort of score-keeping they start doing it too. Likewise though, you know, what we argue in the book is this idea that what if we were to push beyond 50, 50 something more like 80, 80, what if our mindset was more like radical generosity instead of fairness, that, that too has this contagious quality to it. That even if only one person does something radically generous, that's just totally out of character. You know, like leaving a love note on your partner's desk or getting them coffee in the morning, whatever it is, all of a sudden, it just kind of shakes up the whole system, you know? And, and it, it has this contagious quality where your partner, all of a sudden, they also get broken out of this paradigm of fairness and more likely to be radically generous in return.

Jon ([19:40](#)):

I find that also. And I, I think you talk about this in the book, it's like just asking sometimes directly, like if you don't feel that you're getting the 80 or the a hundred percent from your partner or their best or whatever, that a lot of times we're like, they should just know if they know me, they should know this thing. If they really knew me, they would know that this is what I want for my birthday, or this is how many times I want them to vacuum the floor or whatever, or something sexual. Like this is how I want it treated in the bedroom, whatever it is, God. So interesting. Like it's now hitting me in the moment how your book has immediately within a couple of days, even just started like affecting my behaviors. But like last night, I think for probably 15 years, I've complained that my wife doesn't massage my back or my shoulders, my tower, like such a love language.

Jon ([20:22](#)):

And it'd be just so easy to do for like three minutes. And I get frustrated with her that she doesn't do it, but then I just, like I just said, last night I go, Hey, will you rub my shoulders? I said it in a really sweet way, but I just said it like, matter of fact, I was like, Hey, would you rub my shoulders? And sure enough, he did. And I'm like, how many times would I have gone to that? Angry or upset or whatever, because I just didn't ask directly or ask for what I needed from her. And that my wife also had this happen to her too, where we've done this dance. And I mentioned it a second ago about birthdays where I don't think we've succeeded at each other's birthdays, but partially because we're not really honest with each other about what we want down.

Jon ([21:04](#)):

She's like, this is really not important. But then recently she's like, I really need friends for my birthday. Like, I need you to make a big deal of it. Like, I need you to be like, Ooh, it's your birthday. I don't think she's ever said it that directly in the past, but she's likely to get my 80% or my hundred percent or my all

in when she just tells me directly what she wants. And it doesn't feel like I cheated because I got the code to get the superpower, but it just feels like, oh, I got the answer now

Nate Klemp ([21:31](#)):

I'm going to do it. Yeah. So we talk about that as revealing in our book. And I think there's like two dimensions to it. One is a lot of couples we talked with, they talked about being so busy. They're not connecting with their partner. They're sitting on opposite ends of the couch, you know, with their phones, open scrolling Instagram. And so one element of revealing is just like revealing your, your experience of what's going on with you. One question we love to ask each others what's really going on. Like, we can talk about logistics all day. Who's picking up our daughter and this and that. And you know, when are we going to do this review of our finances, blah, blah, blah. But, but that question what's really going on for us is really important because we're not clear on what's happening in the inner world of our partner.

Nate Klemp ([22:20](#)):

Then all of a sudden we we've lost a lot of the connection that's possible. And then the other piece, um, is really about like when little things come up, which feel like almost these microscopic, you know, withholds that we have or conflicts or misunderstandings, what I found for so many years in marriages that they would come up and I'd just be like, well, I don't want to rock the boat here. I'm just not going to bring this up. It's not a big deal. And to just reveal those is so powerful to do it in a kind way, you know, without criticism. But to just say like, Hey, when you came in last night and turned on the bathroom light and woke me up, I felt really upset. And then there's often a request attached to that next time. Would you mind closing the door of the bathroom before you turn the light on? Right. So it can be so simple, but that feedback to your partners like gold

Jon ([23:15](#)):

It's cold. Yeah. And when we don't do it that way, we tend to like, let it manifest in all these other ways where we're angry at them, but not even about the thing that they have, any power of exchanging. It just starts. Yeah. The digging, like what's really going on. It's that good with kids too. What's really going on. And a lot of times you're like, oh, they're just tired. Like I'm trying to correct this thing over here, but really they just need more sleep or they're just hungry. Like I'm trying to have this whole thing or like, oh, what you really need is just food. Yeah. Back to this in an hour and a half. And this might not that big of a deal. So digging to what's really going on. So in as few words as possible, how do you describe to people what ADHD is? And maybe in this period address, why not a hundred, a hundred and our relationship? Cause I think we get conceptually 50, 50 doesn't work. So talk us through 80, 80 versus a hundred hundred.

Nate Klemp ([24:03](#)):

Yeah. I think at its most basic level, 80, 80 is a shift in the spirit of contribution from trying to make things fair. Only doing your 50% to something that is radical and counter-cultural and counter to our ordinary habits, which is doing way more than your fair share and creating this mindset as a culture in your marriage. So I'd say that's the basic idea in terms of why not a hundred, a hundred such a great question. And one of the ways we talk about this in the book is that it's kind of like stretching a hamstring or something, right? Like you want to go to the edge of that stretch. And in this case, the stretches from our ordinary habits of 50 50 to something that is pretty radical for a lot of us, which is

this idea of being generous through appreciate or through contribution, appreciation, revealing, but just like a hamstring stretch.

Nate Klemp ([24:59](#)):

You also don't want to push it too far that you injure yourself. And in this case, we talked to some people in these interviews who had gone so far with generosity that they had basically given up themselves, like they had given up their own projects, their own identity. There was this one guy I remember he was like, you know, I just sort of got on the bus of marriage. And then I got on the bus of having a kid. And I went along because I was trying to be a team player, a generous, and all of a sudden I was on this bus going, I don't even know where, and it was never really part of my own decision-making or, you know, it felt like he was just following this momentum. And so we think about that extra 20% is kind of like the pieces of your journey that are unique to you, you know, your projects, your interests. And so we want to push the edge of generosity, but we also don't want to push it too far.

Jon ([25:59](#)):

Fellas, I want to take a minute and share some of the personal with you. You know, a few years ago at the high point of my professional career, I felt like I was really struggling at home and I knew I could be doing so much better in my marriage and as a father to my two boys. So I invited 30 guys to get together and talk about how we could win at home. And today the brotherhood has grown and it consists of 200 guys from 10 different countries. And recently we decided to define our core values. What made this community so unique? Why was it growing so quickly and with such great guys and how do we want to show up for each other going forward? What type of people would we want to have join us? And this is what we came up with.

Jon ([26:35](#)):

Our core value. Number one is what we call five why's. And this is about authentic curiosity. Here's what it reads. We are humble. Lifelong learners searching for level 10 success within each of our six pillars. We ask big questions and we're vulnerable. When big questions are asked of us, no, no posturing, just a deep willingness to be better. We are grounded in our mission to be family men with businesses, not businessmen with families. We are hungry for wisdom that allows us to connect more deeply. We are conscious of our egos and choose to rise above them, suspending judgment. We want to see things from a new perspective, aware of our blind spots, facing fears. We see failure as feedback. We choose growth value. Number two, we call this one lead domino. This is about intentional execution. We take massive action. We believe in deliberate participation with full presence.

Jon ([27:26](#)):

We show up step up and speak up. Our calendars, reflect our priorities, making time for what matters. Most decisive focused. We are conscious and calculated. We make moves that are efficient and effective. Creating with confidence, intentional routines and rhythms. We believe in building momentum through healthy habits, aware of our core values. We apply our true strengths and stay in our zone of genius. We are men of our word. We honor our commitments, no excuses, no time to waste all in engagement now. And finally, number three, we call this one rising tide. This is about communal drive. We believe in the power of unified and aligned strengths, creative cooperation and collaboration team effort. We honor our ethos of engagement to build true connections, respect, trust. We believe in diverse opinions and inclusive conversations, freely sharing our best resources, helping each other.

When we are the source, we believe in community challenges that drive healthy competition legacy and seven G impact band of brothers.

Jon ([28:27](#)):

Everyone gives more than they take. We prop each other up through unconditional generosity together. We go further faster. Now listen guys, if those values resonate with you and you're considering joining the brotherhood, here's what one of our members has to say about their experience. I just wanted to say that one of the reasons that I'm part of front row dads is that just knowing that I'm part of this group helps me holding myself to a higher standard. I started out today saying that I wanted to get involved and outside my comfort zone, even though the language barrier. And I wanted to just thank all of you for being a safe place, to be outside the comfort zone. And also, especially to Josh for holding me accountable when we were on the team now, and one from the team was supposed to share what we've been talking about. He just pointed at me and said, you asked for it. So this one's on you. And I like the fact that I'm being held accountable and being held to a higher standard. That's why I'm here. Look, man, the time is now to pour into your family, no matter how great you are at fatherhood marriage or 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 [front row dads.com](#) and click join the brotherhood.

Jon ([29:54](#)):

Yeah, that's really interesting, I think, and it is interesting to think like whatever really is done at a hundred percent, it just brought up a lot of questions for me thinking through where would I fit into that? And what are the pros and cons of giving all of yourself. I've done that in the past. Even with our charity front row foundation where I've done it to the point where it's unhealthy for me, you know, like I will die before this charity does and I would just give everything and I would make sacrifices to the point to where it wasn't sustainable for me from a health perspective or from an emotional perspective or any of that mental, physical, spiritual, emotional, all of it. Yeah. I think that's really interesting. Are you being challenged by anything on the book? Like, I mean, I know you're getting great reviews. I think you're getting great feedback on it. Is anybody pushing at you at on anything? Are they coming back on? Ah, yeah, it's good. Except for this. This is.

Nate Klemp ([30:43](#)):

Yeah. That's a great question. No, we have had pushback. I would say the biggest criticism of the book. So we were reviewed in the New York times, which was really interesting. And thank you. Yeah. And they actually, it was funny. They only reviewed the sex chapter of the book. So I didn't feel like they really did a complete review, but basically what they were saying is, you know, wouldn't that be great in an ideal world where we're both 80, 80, you know, singing kumbaya and this marital utopia, but then there's the real world where this can never happen. So I would say the main critique is kind of like, this is just such an ideal theory. It's not possible. And I think, you know, there's some merit to that critique, I think for sure. But I also think that like the problem with that argument for me anyway, is that it assumes, this is like some grand project that's super hard to do.

Nate Klemp ([31:42](#)):

And I actually don't think that's the case. I think when it comes to being radically generous, it could just be one small micro action of generous contribution each day that you do that takes 20 seconds. Right? It could be, as I said before, getting your partner coffee, it could be taking the trash out for them, even though it's your it's their turn, right. It could be something very small. And yet that has a huge effect.

Same with appreciation looking out for what your partner is doing, right. Instead of what they're doing wrong. And just saying, thank you, right. That, that takes 30 seconds, 20 seconds. Super easy to do so that's the critique. But I think my response to the critique would be, there are actually a lot of ways to make this super practical, really easy. It doesn't have to be this like massive change in worldview. I would agree

Jon ([32:34](#)):

With you on that, man. I think that is true. I mean, I think there's truth in most things that people say at least on some level, right? Like there's the element of truth. And I think that you become a great learner when you look for that too, and not just try to defend all the comments about your book. Talk to us about the practical ways that you put this into play in your life. Like, what does it look like in your home when you're being 80, 80 for you personally, and also talk to us about when you overstep talk to us. So when you go 90 and you're like, that felt unhealthy, what are your tripwires on either side, maybe of that 80, not enough, too much. Play it out in your life for us.

Nate Klemp ([33:13](#)):

Yeah. Well, so one of the things that we've been doing lately, which has been really helpful, um, in the book, we talked about some of the structures of life that are attached to this ADHD concept and we have an exercise that's called what's on your boat, where basically you imagine your life as a boat. And it's really about boundaries and priorities. Cause you're looking at what are all the things that are on my boat of life and why, why do I feel so overwhelmed? Oh, well look at all this stuff on my boat, you know, and what could I throw off the boat? Or what could I minimize in size? It's not, it's currently on my boat. So that's an exercise we've been doing lately because we launched this book a few months ago. That's been good, but also super intense. We have all these other things going on.

Nate Klemp ([34:00](#)):

Kaylee's got her own business, I've got other stuff going on with mindful. We've got our daughter, we've got summer coming up. And so we've been thinking a lot about together as a team. Can we think about what's best for us? What goes on our boat? So that's been like just sort of a, uh, a current form of this practice for us. It's trying to figure out where we're at, what our priorities are, what our boundaries are. And then in terms of where we slip up, I mean, it's so funny to see that, like here, we wrote this book about radical generosity. We're talking about it all the time. You know, having this conversation with you right now. And yet Kayla and I laugh at how basically every single day we each have a thought of how this is not fair. The habit pattern around that 50 50 mindset is so intense.

Nate Klemp ([34:53](#)):

I think it just never goes away. But I think what, what we can do is have more awareness. We can see it more quickly. We can shift to this other mindset. But I mean, even right now, you know, Kaylee's in San Francisco on a business trip, she left on Sunday. So I'm solo parenting. And I definitely had the thought this morning as I was like getting our daughter ready for school who woke up at four 30 in the morning for some bizarre reason, you know, and taking her to school and then picking her up. And it, you know, I had the thought this isn't fair.

Jon ([35:28](#)):

I can get it. Yeah. And when you are winning, what are some things that you do when you're knocking it out of the park? What does your wife need? What are those little that you do where it's like, man, that was the thing that I finally paid attention to. How does she want you to be radically generous?

Nate Klemp ([35:45](#)):

Yeah. Well I think your

Jon ([35:47](#)):

Daughter to school when she goes out of town.

Nate Klemp ([35:49](#)):

Yeah. That's radically generous. Yeah. No. Well, so for us, one of the big things we did about five years ago, which was a big game changer for us, was getting clear on our roles around who does what basically, because we did what most couples do. You know, we found this when we were interviewing couples, we'd be like, Hey, how'd you decide who does what in your house? And people would be like, I don't know, we just sort of waned it. And so that became our technical term. We call it the wing at approach. That was our approach where we're just like, yeah, we're going to let you know historical accident and gender norms from the 1950s, determine who does what as a result. My wife was the over contributor. I was the under contributor. So there was like this huge moment for us where we just sat down and really like intentionally thought through what makes sense here?

Nate Klemp ([36:43](#)):

Like, what are we interested in? What are we good at? What can we outsource? And it probably took 15 minutes. You know, it actually didn't take much time at all, but it totally changed the trajectory of our connection and the amount of fights that we would get in. Like it was a huge deal. So, so that's something we'll actually return to quite a bit, you know, even, you know, we're coming out of this pandemic, we're starting to think more about like, Hey, how is this transition to new normal going to affect our roles? Are there new things that are going to come onto my plate? Does that make sense? So, so that's a conversation. I feel like we're constantly in one of the things

Jon ([37:22](#)):

She needs conversation, she needs clarity. She needs to know roles. Like, does that light her up?

Nate Klemp ([37:28](#)):

You say it lights her up. I would say, you know, if we're talking about what lights her up, it would be appreciation for sure.

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

What does it look like? So what

Nate Klemp ([37:39](#)):

Appreciation would look like is noticing the effort that she's put into something. So for example, you know, she had this just like crazy day yesterday where she flew to San Francisco, she was supposed to have meetings all day. They, they ended up canceling at the last minute. So she was super bummed out about that. So for me at the end of the day, to just say, Hey, I really appreciate you for making that trip.

And for all that you do for our family, it can be just a really simple thing like that, but that has a huge effect. And then there's contribution, right? So, you know, this sounds funny, but for my wife, if I just like clean the house before she arrives, like she's coming back tonight, I'm going to have jewelry, my daughter and I we're going to clean for like 20 minutes, get everything looking good. That's like huge for her, you know? And everybody has different love languages, but that acts of service is definitely a big deal.

Jon ([38:43](#)):

That's cool. Yeah. That's interesting. Yeah. I'm thinking about in my home for Tatiana, it's definitely like she needs space. She said the sixth love language that he should have Chapman should have written about with space,

Nate Klemp ([38:56](#)):

Just like

Jon ([38:57](#)):

She needs space. So she needs to go with him. Oh, she's part of like a girl's drumming band right now. And like she plays the gem bay drum and she thinks she likes to go sing. These are things I don't have an interest in, but she does with that. And so I've noticed that if I can just provide that support for her to have those things, that that's her love language. There's other things too, that I think that she really needs. And I can tell when we're off and I'm not giving those to her. And, but a lot of it is adventure. Like I can become too practical and she likes to do adventure and we don't think up there, so she needs to be dated.

Nate Klemp ([39:34](#)):

That's awesome. It's cool too, that these love languages show up with our kids. Our kids have their own unique, love languages. Some kids love gifts. Some kids need affirmation, you know, for some kids it's like lying in bed with that, like before bed cuddle, you know, the snuggle before bed. For sure.

Jon ([39:53](#)):

When you think about big picture for the book and you think about a couple of years down the road, what do you hope happens with this book and the impact on the people that read it and ultimately on the world? I think I could just guess at your answer, but I don't want to assume that I know, but what are you hoping, like paint the picture in the vivid, what this ultimately could.

Nate Klemp ([40:12](#)):

Yeah. You know, it's funny just as you were saying that I've actually never had this thought before, but I was thinking the success for us would be if ADHD becomes a verb. So just as you like Google something, you need to get more 80, 80, 80, 80 year relationship. Right? Like this concept for us has had such a huge transformative effect on our life. And if it became this just like common trope, this meme in our culture where it's like, Hey, that's so 50 50, right? Like, like that to me would just be really powerful because it would mean that this, this thing that started out as a concept has actually turned into to something real that people think about. That's like, you know, a deep part of people's lived experience. And I think that's probably true, you know, I know you're, you're a writer as well. When you write a book, it's like, I don't just want people to get the idea. I want them to live the practice. Like that's success for me. If people are like, oh, that's cool idea. I mean, I did that. That was my life as a

philosopher. I had a book that I wrote that nobody read that was all about ideas. That to me is totally uninteresting at this point in my life. It's all about the practice and habits

Jon ([41:31](#)):

There. Who's going to be the first to get the 80 tattoo.

Nate Klemp ([41:34](#)):

Yeah. Good question. Probably not my wife. So I'm going to say I'm first in line,

Jon ([41:43](#)):

Uh, that will be an indication that it's moving in the direction that you want to.

Nate Klemp ([41:49](#)):

If I see one, that would be quite a moment. Yeah. Well

Jon ([41:52](#)):

The book is worth checking out, guys. You should go get it. I would like to buy you a copy if you're listening to this as I do on the show often, if you've been listening to the podcast for a while, you know, I do this for my guests to say, thank you that if you guys dig this episode, write a review, mentioned Nate, and then screenshot the review, send it to my team info@frontroadads.com. And we'll just mail you a copy of the book on us as a way to say thank you to Nate. Thank you to you all for listening to the show. And then when you get his book, read it, implement it, live the ADHD lifestyle, and then write a review on Nate's book too. Let's get the word out for Nate on his book and his work. And this has been just fantastic, Nate. I really appreciate the time here. A couple last questions. I know we've got a few minutes left when you think of great epic couples that are living the 80, 80 somebody come to mind and why like what couple comes to mind. And if you could change the names, if you want to, but, or you can give a shout out if you're comfortable, but who comes to mind that people that are really living this lifestyle that you're inspired by and like maybe a story or two about what they're doing. That's so spot on.

Nate Klemp ([42:57](#)):

Yeah. Well, one couple that comes to mind. Um, they're actually mentors of ours gay and Katie Hendricks. Oh, sure. Very well known. And um, you know, they wrote a book in, gosh, I think it was like the early nineties or maybe it was the late eighties called conscious, loving, and gay has written all sorts of interesting books, like the big leap and other things. But, you know, for me, I always saw their relationship as this just like totally counter-cultural different kind of relationship than what I was used to. And, you know, I haven't had that much time to interact with them, but, but in the time that I have been with them, they have this just like unbelievable love for each other, but also this ability to be just like radically transparent and honest with each other. So gay will talk about revealing the microscopic truths of, and this goes back to revealing that we were talking about earlier, but just seeing a couple where there, they have that fierce honesty mixed with just like deep, profound love.

Nate Klemp ([44:04](#)):

And then the other thing that, that I think was really inspiring about them as a couple is that they were somehow able to also create together, you know? So their, their love was about more than just being

together. It was about like bringing new ideas into the world. And that was something that actually really scared me about this project because Kayla and I, for years had been like, Hey, there's a wall of separation between Kaylee and Nate when comes to work, we're never going to work with each other. Let's never do that. And then we did this book and it was like, it was really interesting that writing a book together brought us more love and connection in this weird way. I mean, it brought some conflict and issues as well, but I was really inspired by that idea that you can create something together. I mean, it could be children, it could be new ideas. It could be new organizations, philanthropy, but like you can change the world together. That to me, is it just a huge idea?

Jon ([45:02](#)):

Yeah. Those are powerful books. I've listened and read both of those and talked about them. I sense, there was some language when you were talking earlier, I was like, I bet you, he was connected to her influenced by essentially we spec a lot of our current teachers, you know, and you just look back over the last 10, 20, 30, 50 years, the people that seem to land and like a lot of commentary starts with, and then Byron Katie said, and then gay hen. I also wonder like, those are the names that it lands on for me now, but I wonder who was previous, do you know that by the way, like who is gaze mentors or teachers or Katie's teachers like, do you know that? Well, I

Nate Klemp ([45:45](#)):

Think for gay Hendricks, I think Krishna Merde, who's like an Indian mystic in some ways was a big teacher. I remember him talking about how this big idea that gay has, that a lot of our behaviors are unconscious and that like, in some ways the whole project is to become more conscious of the commitments that we already have, that we're holding unconsciously. And then all of a sudden we have a choice. So I think that's why most of his books have the word conscious, conscious love, conscious golf, conscious breathing. Right. Um, but yeah, I think that was like a big influence. And then Byron Katie, you know, my understanding of her story is that she was one of these rare, just kind of like totally organic teachers who had no interest in self development or spiritual growth, but just had this kind of crazy mystical experience. And then like kind of just became a teacher.

Jon ([46:40](#)):

Yeah. All right. My last question, just kind of a radical question and we can edit this out, but when it comes to giving and get an understanding our ego and that awakening or that consciousness that we're talking about so much of this is about becoming aware of yourself in order to then be able to give at an ADHD. I mean, this work has to begin at a very deep core level to be able to, I believe, to get to that place. Do you have thoughts around alternative ways of getting to the 80 80? For example, I know that we've had men in our community and people that I've interviewed and talked with that have had big success with like MTMA therapy, right. Or that work or people will talk about their silicide and experiences, or I know that's a emerging topic. That's becoming more and more palatable for people to explore when it comes to and to the radical generosity. I'm just trying to connect those dots because I've heard too many times somebody say I had this experience, this plant medicine experience or this MTMA experience, I felt love. I knew love, you know, I think about one of my friends, Tucker max, who wrote an article about MBMA therapy, a long article subject about how he felt loved very deeply. And then this impacted his relationship with his wife. Any thoughts or comments, and if you don't, that's fine. But yeah,

Nate Klemp ([48:02](#)):

Well, so first I would say I'm definitely not an expert in psychedelics. I've definitely had an experience with MTMA that was guided and therapeutic and it was amazing. I mean, it was life altering, the experience of love and you know, one of the things I experienced and I've heard a lot of people talk about is that, you know, you have that momentary experience and it's amazing, but then you do come back to your many of your ordinary habits. So I think it is helpful to also think about like, what are things you can do almost on a day-to-day level. And so that's where for me, some sort of mindfulness practice meditation is really powerful. You know, I love this style of meditation called open awareness where you're basically just kind of relaxing all technique being with the present moment as it is. Um, one of my teachers calls this almost like swooping down, like the shortcut to awakening where instead of climbing the ladder, you're just kind of like dropping in to what that mental space is like every day.

Nate Klemp ([49:10](#)):

And just kind of reminding yourself that that's there. So for me, that's been probably the most powerful thing is just being able to sort of drop into that experience of a bigger mind, you know, bigger awareness every day. And that I think within that space, there's like inherently love and generosity, you know, it's, it's somehow just part of that more open space. We are more open to love. We're less, we're less closed down. We're less self protective or more generous. So, but, but I know a lot of people for whom psychedelics is just totally the path. And I have total respect for that. I just haven't explored that path to its fullest extent yet.

Jon ([49:57](#)):

It's interesting. You talked about dropping it and then how we create our, the way we are with other people and the way that you're being naturally affects the way what you're doing. It's easier to do the ADHD when you're being a certain way. And I'm definitely less ADHD when I'm watching like Narcos on Netflix. Totally. Versus like, if I spent that same hour in, uh, doing breath work, you know, and how I respond to Todd's like, so if I'm on my six cup of coffee watching prison or breaking bad, one of those I've been watched for three episodes. Like I react with that same energy. Like I get in sync with that. And then I noticed that if I'm not doing screens and I'm just reading a book or doing whatever, I have to be careful though, because there is a space of like being too centered and calm as a man where you lose your edge. And then you're like, you're just a boring husband. Where's your edge. Take me. Right. Like I want to fight her too. I want somebody who's going to like wake up and be a man. I don't want somebody. Who's just going to be like, let's go. And it's like, oh, I'm meditating. Sorry, I don't have time.

Nate Klemp ([51:07](#)):

Yeah. I think it's really important what you're talking about there, because I've been experiencing this just lately that I went so far to the side of like Netflix watching and, you know, following all these various apps with news and, you know, Instagram, whatever that I was like, I'm going to really dial this back. And I was telling that to Kaylee on a hike over the weekend. She's like, I don't want to be married to a monk dude. Cause I'm here. I am like, you know, I think every night, instead of watching Netflix, I'm going to listen to like some sort of like Dharma talks about how to be more awake and in tune with the world and blah, blah, blah. And you're right. That like, you can totally overdo that too, you know? Cause then your friends are talking about their favorite shows or the news. And you're like, I don't watch TV. I don't read the news. I just meditate all day. Nobody wants to be with that guy.

Jon ([52:00](#)):

Yep. That is a very important thing to be aware of how that's showing up in your life. Last quick question. Breathwork is this part of your practice breath work?

Nate Klemp ([52:08](#)):

Yeah. Yeah. I do quite a bit of yoga. So I do yoga probably every morning and within yoga breath work is a really important piece. One of the main things I do just because I tend to be a very hyper, almost anxious person is I really look at lengthening the exhale often holding after the exhale. And you know, there's just this physiological response to that kind of breathing that kind of slows down the nervous system. So for me, I don't really need breath work to like get amped. I'm kind of amped as a person. I need breath work to like turn it down and be able to go to sleep and relax. How about you? I I'm

Jon ([52:49](#)):

Just getting into this. So I'm dabbling with it. You know, I've done some Joe Dispenza stuff and the Wim Hoff stuff, and I'm just breaking into this world and would like to learn more about it. So I'm asking out of personal curiosity. So I do understand the basics, I think around it, at least I have some level of understanding. I just think I'm dumb. I'm putting my toe in the water but I'm excited about it. I'm, I'm excited about what that would do for my body. And I'm trying to track things and notice like what's happening when I'm breathing and I'm wearing the aura ring and tracking my sleep and all that stuff. So I'm because I am interested in the longevity piece of like, I need to pay attention to when my body's in fight or flight or, and digest. And like the difference between being parasympathetic and sympathetic.

Jon ([53:28](#)):

And I need to have some awareness around that because I've had no problem burning the candle at both ends. I've had no problems pushing it, but I started to see some physical things, symptoms show up in my early forties that were like, oh, you're human. And you apparently need to rest. And like, your body needs to repair itself. Hopefully you're paying attention, Johnny, if you want to be around for a little while and see your kids grow up. So that's what I'm doing right now. I have a feeling we could talk about a lot of for a long, long time, Nate, but, uh, this has been great, man. I hope people go get your book. Tell us the best place to go get the book.

Nate Klemp ([54:01](#)):

Yeah. So it's available at all. Booksellers. We also have it on our website, ADHD, marriage.com. We're on Instagram and have a free newsletter there as well. So that's our place in the world. 80 80 marriage.com.

Jon ([54:15](#)):

Awesome, man. And again, just in case you missed it earlier, guys, if you enjoyed this episode and you want to get a copy of the book, just write a review on the front road, podcasts, screenshot it, send it to info front road, ads.com, let us know your address. And we'll mail you a copy of Nate's book and you can enjoy it. And if you want the audio book, we'll send you that too. Did let us know paper, copy, audio, book, whatever. We'll, we'll send it your way, but great job, Nate. And I look forward to following your journeyman and seeing where the path leads us, but thanks for your work in the world. And you definitely gave me some things to think about. So look forward to our next conversation. Thanks so much, John pleasure to be here,

Speaker 3 ([54:49](#)):

Gentlemen,

Jon ([54:50](#)):

Thanks for listening to the show today to actions to take from here. First implement one thing that you learned from the interview and number two, share this episode with somebody who values being a family man with a business. If you're enjoying the front runner ad podcast, the biggest things we ever get are honest reviews. So thank you for your feedback in advance. We read all of them. If you want to learn more about the brotherhood, which is our private community of 200 men from six different countries, visit [frontroads.com](#) for more info. If you're wondering what the hell the brotherhood is all about, I'll leave you with some real feedback from guys who are active members and why they are part of our crew. Thanks again for listening to the show and I'll catch you on the next episode,

Speaker 4 ([55:26](#)):

You had this passion for wanting to find a way to make you a better parents and a better husband, just better in general. And so you developed this community of like-minded men that aspire to be better and aspire to put family first and business second. And so to me, there's no greater place. I'd rather be, you know, people ask me all the time, like if I could only pick one group mastermind organization, whatever to be part of besides my own, it's always yours. And that's it. And by the way, part of that has to do with you and the leader you are and the way that you treat people and how you show up and the level of preparation that you have and the quality and amount of value that you offer. And then part of it's in the community that's been assembled and these unbelievable like-minded men that show up willing and ready to serve and to give and to share.

Speaker 4 ([56:22](#)):

And so to me, there's no better place that I can be spending my time. I look at two different things that we can be doing with our time. One of them is growing relationships and starting first with the most important relationships and the other one is growing our financial acumen and our wealth to be able to do the things that we want to do and have impact and be able to spend time with the people that we value most by buying that time back. So to me, what you do and what I do is a great marriage of what I think is most important. And I would also throw in there that health is, you know, the other component of that. And I feel like the community that you built that each of us have built is also centered around that because you talk about being a great husband, parent, that's going to come from taking care of yourself and making sure that you have the energy to be able to serve.

Speaker 4 ([57:13](#)):

And I, I do the same thing on a wealth standpoint because wealth to me is not just about money. It's actually about having the time and the space to have your personal health. I would take having great health over no money any day of the week, rather than the inverse of that, having a lot of money, but no house. So to me, those are like the three most important components. And to me, we're always merging those three in the things that we each do. And so I think that's why there's a lot of crossover of, you know, members. That's why, what you do resonates so much with me. What I do resonates so much with you. I joined as a lifetime member for that small little window where you offered it. I'm like I'm in, because I know if I'm going to commit my time anywhere. This is it because it makes me a better man makes me a better husband makes me a better father. It encourages me to really step up my peer group with other like-minded men so that I can be on mission on point with other people that will hold me accountable at the highest level.

Speaker 4 ([58:12](#)):

And I met a year and a half ago with the launch of my first book. And as we were going through the interview, I began to ask him questions about the brotherhood. And it resonated within me that a community community of like-minded like hearted men that wanted to win as he was just saying at business and in life. And I'd reversed that I wanted to win as a dad. And then I'd also love to be successful in business because I feel like if I, if I look at the dad, right, who cares what I did in business, that's my legacy. That's what was beyond me. So to tribe up with a bunch of dudes going in the same direction with the pillars that are in place and the, the way that not only are you encouraged compelled, you're chided, you're laughed with, but you get to pace yourself, but you can get around abandoned dudes that you can trust.

Speaker 4 ([59:00](#)):

You can share with, you can grow with. And just recently completed a time with these guys and get as fast at the start of the new year. Every day, I would tune in to the little app where we were sharing comments. And I was so impressed how you could see guys that were further down the road and things like this guys that were just starting and the camaraderie they encouragement. So for myself, this was a total fit and I would encourage any dude. That's looking for a place where you can feel connected with abandoned guys, wanting to go in the same direction for our, for you.

Speaker 3 ([59:35](#)):

[inaudible].