****

**Full Episode Transcript**

**With Your Host**

**Dr. David Phelps**

You're listening to the Dentist Freedom Blueprint podcast, powered by Freedom Founders with your host Dr. David Phelps, where the word retirement is bad and true freedom can be secured in three to five years or less. You'll get anti-traditional advice to maximize the value of your practice and multiply your transition options. Create safe and steady wealth building through highly curated real estate and build extraordinary freedom for what matters most to you without depending on the volatility of Wall Street. More at FreedomFounders.com.

David Phelps: Good day, everyone. This is Dr. David Phelps of the Freedom Founders Mastermind Community and Dentist Freedom Blueprint Podcast. Got with me today someone who's going to be really fun to interview just because we've gotten to be really friends, first a little bit on social media, and then actually got to meet in person not too many weeks ago. And I quickly found this gentleman, this colleague, to be somebody that I admire who he is because I know there's core values there that I also believe in. I admire his experience, wisdom, and his transparency, and also, I admire the fact that he has served our country. So, without further ado, Dr. Joe Maio. How are you doing sir?

Joe Maio: I am doing fantastic. Yeah. Thanks for chatting with me today. It's always great to talk to you today.

David Phelps: It's fun. It's fun. And we're going to have a good conversation. Really, I think give people a look at what they could do right now to be resourceful and I also look for the future. But let me tell people a little bit about you, Joe, because I think it's always important that people know who they're listening to. So, after proudly serving in the United States Air Force for eight years, Dr. Joe Maio was the CEO and owner of the fastest growing dental organization in the state of Utah for nine consecutive years. He built his dental empire from six employees to over 100 across eight dental practices, prior to exiting the dental industry in late 2019. Just last fall. He has utilized his entrepreneurial mindset to develop over 14 companies across the medical, real estate, financing, and management industries. Through the organizations he's built, Joe has been awarded numerous accolades, including Utah Business Magazine's Top 40 Under 40 Executives, three consecutive Best Companies to Work For, and seven wins in Utah's Best of State. Joe is a passionate believer in the importance of generosity, and he leads events for Smiles For Success with over $250,000 donated in services. And the 2019 Man of the year Leukemia Lymphoma Society fundraiser, shattering the previous record with $175,000 raised in just 10 weeks.

David Phelps: Currently, Joe is developing a number of business opportunities to help dentists and doctors find their edge to achieve personal and professional freedom. He's exploring additional avenues of collaboration in real estate and business development with other like-minded professionals. When he's not working or spending time with family and friends, you can find Joe in the mountains enjoying numerous outdoor adrenaline sports. So, there you have it, ladies and gentlemen. I've got a go-getter here. So Joe, lot of experience in building an organization. If times were different, we'd probably spend more time there because core values and culture and how you build it is important. I think we're in a mode right now where most small business owners across the country, including dentists, our colleagues, are going to be back to what I call startup mode coming out of this. Whenever we come out of it, however we come out. Even those with current businesses that they're trying to figure out how do you keep things afloat alive? How do you keep the cash flows going? Coming back out, this is going to be like a startup.

David Phelps: So, again, you've done that, you've been there, you've gone through that. What would be your advice to dentists practice owners right now that are, in this last five days, have had the world turned upside down and are now trying to mitigate their costs, deal with their staff, figure out, do you treat patients? Which patients do you treat? How do you do that? Just give me your thoughts because I know you're in that space right now, and you've got a lot of friends and colleagues, even though you're out of the actual ownership side, you're right in there with everybody else. What do you say?

Joe Maio: Yeah. I mean, obviously, right now times are definitely scary for a lot of people, and the thing that I would like most people to understand, when you're going into business or anything like, or you encounter anything, nothing ever good comes out of a fear based mindset. And a lot of people are reacting to fear. They're reacting to, what is this happen? What is that happening? The opposite of fear is love, and you've got to love what you do and you've got to love your business, the people around you. But I see a severe lack of leadership happening right now among our industry, and I get the times are scary and I get that there's a lot of things that we feel helpless about that are out of our control. And it changes on a daily basis. I think that's one of the hardest parts.

Joe Maio: But I think if you take a step back and you actually look at what's going on in our country right now, you've got to understand that, "Okay, hey look, we've got, never before in any of our times..." Let's look at the reality of what's happening. Never before in any of our time has there ever been a social media presence that we have right now. It's a political year, and so both sides are looking to protect themselves and the power that they've gained. I think we've been a little naive about what's been happening over the last 10 years. We all think we're geniuses with this bull market run that's been happening. But at the end of the day, it all comes down to the same core principles, and that's where we need to get to.

Joe Maio: We need to get back to the simplicity of what it is that we're trying to do. Okay? So, the best companies in the world, whenever they're looking at starting over, they start with the end in mind of service. How do we serve other human beings? What is the best possible way that we can do that? And instead of looking at... I liken it to this. Okay, I've got to make my practice, make this amount of money. Think of it like leaves on a tree. If you want more leaves on the tree, you can't sit there and focus on the leaves on the tree. You've got to focus on the fertilizing. You got to focus on the sunlight. Am I talking to this tree enough, am I doing all these things? You focus on the input, the output will happen.

Joe Maio: And that's where I think people, they get so concerned about, "Well, what if this is going to happen? What if this is going to happen?" This is all speculation at this point. Okay? Now, the reality of it is, is none of us know, and the best thing that we can do is we can prepare. Some of it's a little late right now, but we've got to be careful that we don't make the same mistakes. And the reality of it is, is at any given time in life, it can be a personal situation like you had with your family, David, it can be the Coronavirus, stock market. Something happens in your life, whatever it is. We never know when that time is going to be, so we can only deal with the reality of what's happening today.

Joe Maio: You put your head down, you put a plan together, and you say, "Okay, how can I serve those around me?" If you're serving those around you, and that's where your focus is... And I'm not just talking about patients, I'm talking about your staff, I'm talking about your community even from a non-monetary standpoint. How do you help other people out and set a plan in place to where, "Okay, this can work for everybody"? And I think that's the big boat that... The people that are in trouble right now, they were winging it, and they always think it's going to be good, but as we're seeing it, it doesn't always happen that way.

Joe Maio: And so, I think for people to recognize, okay, what it is, not be fearful of it, but I look at this as more of an opportunity. Okay. Hey, if you have a practice, this is a time to reset and rethink about what your longterm goals are because you can't just plant a couple of years out. Okay, in 10 years from now, what do I want my life to look like? In 20 years from now, what do I want my life to look like? And you put that plan in place today. I mean, right now is a fantastic time to get a complete mind rewiring of, "Okay, what is it that life should look like?" I mean, you know, David, as well as anybody that the solo practitioner working 30 years, unable to retire, never making any money outside of like drilling in somebody's mouth, that model's been dead for a long time. And if this doesn't wake you up right now, I don't know what will. I mean, yesterday, we had an earthquake here in Utah. There were 98 earthquakes. Okay? You never know when things are going to change.

Joe Maio: So, how do you, not out of fear, but out of love of serving other people, how do you set up your life in all the aspects that you want it to be? And that's what I don't think enough people think about, and I think they should use this opportunity to be like, "Okay, I'm here where I am today, but I want my life to look like this. What's the plan I put in place?" People freeze in fear, and nothing ever good came from sitting in your chair not doing anything. Look, we recognize we have a problem. And I'm not minimizing the struggles that people are going to be facing here ahead of time, but you can either dwell on those problems or you can get your butt up out of your chair and you can put a plan in place and get going. And that's what needs to happen.

David Phelps: Yeah. No, you're exactly right. I've said the same thing to countless people. This is a great opportunity for reset. People finally have the time that they say they never have to do the things that they should have been doing, that they want to do. I want to change this, but no, I'm just on this treadmill. I just got to keep doing what I've been doing and just keep my head above water, and it's all good as long as the economy stays good. But now we have this reset in the economy, so why don't you take the opportunity to reset your whole model going forward? Reverse engineer. Where do you want to be? we'll talk about the opportunities because I know you've got a real mind for that, but let's face it, Joe, a lot of small businesses, healthcare, dental offices, veterinary offices, chiropractors, are not going to survive this. They will not.

David Phelps: In fact, there's probably some pretty large percentage that are sitting there right now with this time that were probably on the edge anyway. They were thinking, "You know, this grind is..." There's just going to let it go. They don't have the energy, the mindset, the finances to go back and shovel again. Right? There's going to be a group of those people, so there's an opportunity right there. There are, unfortunately, going to be a lot of people unemployed or there'll be on unemployment assistance. I think the government's going to like pump that up and at least give people that safety net. So, in the recent past, people would say, "Well, it's so hard to find anybody who's good, good to have on the team." Well, if you get through this gap, which if you're listening this today, there's no reason you should. On the other side, you're going to find a lot of doctors who are unemployed and would like to work. You're going to find a lot of staff. It's wide open, don't you think it is?

Joe Maio: Absolutely. I mean, let's face it, the need for dental is going to go away. You know what I mean? People are always going to, until people stop eating or stop falling on their face or some... people are always going to need a dentist, so you've got to think of it in that way. It's like, "Okay, so people are still going to need my service. How can I best serve them?" And as you pointed out, I mean there's going to be countless opportunities that open up, and the things that's going to happen with right now is there are going to be a ton of people that are going to suffer. There are going to be a ton of people that are going to be out of the work, but on the other side, there're going to be so many people that make so much money from this and use this opportunity. And it's all about mindset. Okay, it's an opportunity. Look, it sucks, yes, but it's an opportunity. How do we think through this? How do we solve problems?

Joe Maio: When you start to do that and think of that mindset, you're going to be just fine. You can survive any recession, any depression, you name it, any personal things that happen. It's like, okay, because what options do you have? Are you going to curl up in a corner and suck your thumb for the rest of your life? I get it, let's mourn a little bit, let's think through it, but at the same time, man, use this as an opportunity to really just determine what kind of life you want going forward. And maybe it's not the solo practice that you've always thought you've wanted. Maybe this gives you a little bit better opportunity to spend time with your family and do other things that you want to do outside of dentistry. Great. I don't have a problem with that.

Joe Maio: What I would like to see come from this entire thing is number one, people finding out what it is that makes them happy, as you know, where their freedom is. Because to me, at the end of the day, if you have freedom, you can think of anything. You get to the point where it's like, "All right, I want my life to look like this. This is what it means to me." I think a lot of people are fearful right now because they're uncertain about what it is they actually want, and so they just react every day. And, "Oh, I got to fire this team member, fire that team member."

Joe Maio: Well, I believe you have a moral obligation that if you're a business owner, you find a way to take care of your team, you find a way to take care of your patients, you're a leader in your community. Don't just curl up and die, figure out different opportunities to do it. And maybe it is closing your doors for a week or something, just to get your mind reset and rewired. I have no problem with that. People take vacations every year, and this can be a vacation from your mind, from your own blockage that you've been causing yourself for so many years.

David Phelps: Yeah. So, let me go there, and that's really good. So, the mindset, the blockage, in your opinion, Joe, how much does mindset and the way we think, whether we're fear-based or we're more abundant-minded looking for the opportunities, to me that comes from our environment. And environment means people we hang out with, the social media we take in, TV, news, whatever, podcasts, radio, all that stuff is what feeds our minds. And so, the way people react is usually based on what they're used to hearing out there, and if they're used to being scattered and more of a fear-based because they like the news and the news is always just being negative, it's always negative, right? And so, people just tend to take that in.

David Phelps: You're not that way. People we hang out with are not that way. So, what do you think the difference is and how you develop that mindset? Because mindset's everything. I mean, you and I can talk about tactics and strategies till the cows come home here, but if your mind isn't right, then what's going to happen to the great ideas that you could pick up from reading a book or actually taking a program or getting with a group of people, what's going to happen if you don't have the mindset?

Joe Maio: Well, mindset is everything. My mindset is 100% of everything. It goes back to this, and this is one of the reasons why I love listening to you, Dave, and what you do with your group, if you surround yourself with like-minded individuals, you're going to most likely end up being like them. I mean, my dad was probably my, and still is to this day, one of my greatest mentors of my life, and when I was probably 13 or 14 years old, just like every other 13 and 14 year old kid, you find the dummies and you kind of hang out with a few of them. And I remember my dad setting me aside, and he said a very simple thing to me. He's like, "Look Joe, stupidity knows no boundaries, and there's a saying of garbage in, garbage out." And the same holds true if you're taking good things in, good things are going to come out of you. So, you have to choose what environment you want to surround yourself with, and the problem right now, and opportunity depending on how you look at it, social media gives everybody a voice.

Joe Maio: Now, in my personal opinion, not everybody should have a voice. Okay? And I mean that very lightheartedly, of course. I mean that in the sense that with as greatest information as there is at our fingertips, the bad information is out there. But you also got to remember that it is so much easier to be negative and fearful because you don't have to do anything. You just have to sit there and you become the victim because everything else is happening around you. Of course news organizations would love nothing more for you to pay attention to all the negative stuff that's happening. They're paid from their advertisers by the more viewers that they have. And let's face it, negative headlines get better exposure then the positive things.

Joe Maio: Now, does that mean that that's the productive side of the world? Absolutely not. What actually happens to our society when we sit there on social media and we're looking at these things? I know what it does to me. The times where I met my darkest are the times when I'm not being productive. Okay? Why do we, and back to your original question on mindset, why do we allow ourselves to be our own worst enemies and surround ourselves with people that don't do any good for us in our lives? You know what I mean? Even our own family members, it's obviously harder to cut out family members that are a negative source, but it doesn't mean that you have to spend 24/7 with them. You need to be around people who have the positive mindset, who look at this as like, "Okay, you know what? This is an opportunity. It sucks right now, but you know what? We're fighters. We're going to survive this. We've had recessions before. We've had outbreaks before."

Joe Maio: And none of us know the full extent of this right now. Anybody who says that they do is just speculating at this point. The best we can do today is rely on what the experts tell us we're supposed to do. And I'm not an expert in infection control and infectious diseases, but to me, you use common sense. You've got to use common sense. I don't think you should shut out emergency patients or anything like that right now. I think that there's still people that need us to be taken care of. I know we're not medical doctors, but we are doctors and we should behave like it and take the necessary precautions. I mean, I see guys right now that are shutting their doors out to everything, and it's like, "What are you doing? Why are you doing that?" Because you're scared.

David Phelps: Yeah. So, let's go there. This is really good. I really appreciate your feedback and your perspective on this. I mean, I'm a fan all the way, and I just like the way you talk and talk about it. 2018, I think it was September of 2018, so what's that? A year and.. well, almost two years ago. In Freedom Founders, we did an entire three day event on... The topic was prepare, position, prosper. Because like you said earlier, we knew something's going to happen. I mean, that's history. There's going to be market cycle. We didn't know when it was going to come. We didn't know what was going to trigger it. Right? So, that was our stages. Prepare, then you position yourself for getting through that time, and then you prosper on the other side.

David Phelps: So, the preparation part, which is a little late to the game, but it doesn't mean that things can't be done right now to mitigate the hemorrhaging, mitigate the bleeding right now. Which for a business owner, individual, it's cashflow, right? It's cashflow, having enough capital to keep things running so you keep food on the table, you pay the utilities, and you know you don't have collectors coming to take your property, your assets. That's a whole process. And so, we're not going to go into detail there because I've covered a lot of that already, and people, I think, now kind of have those steps in place. I've seen a lot on social media where people are finally getting it, what you can do with creditors and vendors and you can get abatements and good lines of credit and all that stuff. All right? So, I'm assuming people got that first stage done right now.

David Phelps: Well, let's talk about second stage, and it really goes to what you said first off, serving people. So, we've got right on the front of us, well, family, staff should be next, patients, greater good for the community. So, how do we as leaders, and again, I'm not going to dictate what people should do in their locale in terms of what patients they see. That's going to be up to you, the doctor. You get to make choices, unless the law says you will not be open, but if you've been just getting guidelines, which any of the guidelines I've read so far, Joe, leave a lot open there. So, again, use good discernment, but as you said, Joe, if this goes on for three, four, five, six weeks where full flow of patient care is not available, issues are going to start stacking up.

David Phelps: So, we're going to make a bigger problem for the healthcare industry to take care of if we're not in some way triaging our patients. So, whatever you decide to do, that's up to you, but just use your own discernment to figure that out. So, serving the patients and the staff based on you're open a little bit, you're open this much, or you just decided, for your own reason, to close. What do you do? How do you step up and beyond just the normal things? Can you show yourself as a leader so that when you go to ramp it back up again when the green light goes on, now people say, "Ah, there's the doctor, there's the office, there's the people that were there in some form or fashion when everybody else seemed to run for the hills."

Joe Maio: Yeah. No, this right now, to me, is the time to up your communication skills. This is the time to up your marketing. This is the time not to run and hide and not be the expert in your community. Okay? People are looking for answers, people are looking for direction. They don't know what to do. Okay? And I know we're just dentists, but at the same time, we're leaders in the community if we take that opportunity. And if we're present of mind for them... I mean, obviously, I would advise anybody with the high fever, coughing, unsure about like the flu-like symptoms that they're having, if it's this or that, yeah, let's get you into a medical setting to be able to take care of that. But to just turn people away right now with uncertainty, it's like, "Well, wait a minute, why are the nurses and doctors that are in the hospitals anymore equipped to deal with it than we are?" At least from a triage standpoint.

Joe Maio: I mean, we can do the standard universal precautions and things like that we need to take care of, but I mean, I don't think people are recognizing, from a big picture standpoint, the psychological play that's here, that's here before us. I mean, people, yes, are going to get hurt from this virus, but the fallout, the fear, the psychological damage, the economic, people aren't looking at that and being like, "What's going to be the fallout as a result of all this?" And our political leaders, I mean, look, if they want a quarantine thing and do that, hey, let's get it over with. Do it. Quarantine everybody for 14 days and quit dragging this little thing along. If that's what the experts are saying behind the scenes, and again I don't have all the information that they have, but what I do know is that people in the community need answers. People in the communities need help. They're looking for somebody to direct them.

Joe Maio: And as dentists, why can't we be that voice? Why can't any leader, for that matter, any business leader that has the chance to communicate with people? And I'm not saying you have to bring 50 people in one room. There's, hey, Facebook lives, there's emails, there's letters that you can send out there. Hey, we're using this as an opportunity to do free exams for people that may have not been able to afford it before. Because this is going to pass. I mean, this is going to pass. It might be a couple of weeks, it might be a couple months. I don't know. But this is not the time to get out of your patients' minds. Because what's going to happen is someone else is going to come in and swoop in, and they're going to come in and take...

Joe Maio: This is the time, if you truly, truly believe that what you have is of service to other people, if you truly believe that, "Hey, I have been gifted with the education, the knowledge, the skills, have taken, the time to learn all these things, and I know it does better for other people," I honestly believe you have the moral obligation to stay present in your community. You have the moral obligation to serve other people if you really think you have something of value. People are looking for those experts. Well, hey look, I mean, maybe this is the time that you start becoming the mobile dental unit and you go to people's houses. Okay? Maybe this is the time where you start doing tele-dentistry and an internet-type dentistry. Maybe this is the time where we start using apps to communicate, or whatever it is. I mean, there's so many different ways that can come out of this, and the thing is, is people depend upon it for that leadership, so we've got to do it.

David Phelps: And it's a great time to test these things, Joe. People might have thought of tele-dentistry or doing something mobile or doing home visits. Right now is the time to test it because you've got nothing else to do right now. You have a lot of time. So, why don't you test some things right now and see what might work, because there's going to be a big behavioral change for all of us. We're learning to do things differently through this, quote, crisis period, right? We're learning to adapt. Humans will adapt. Some of these adaptations we're going to find, as a society, are actually going to be beneficial for all of us. They're going to save us time. And so, why not you be the innovator on the front end? Nobody's going to come back and criticize you because you tried something with your phone or an app or tele-dentistry or did something... No one's going to criticize you right now. I promise you they won't criticize you.

David Phelps: Now, two weeks ago, you tried something that was like outlandish, oh yeah, they're going to knock your... "What do you think you're doing? You can't do that. That's not ethical." That's all away right now. Step up and try it, because you won't hit a home run with everything, but if you hit a few base hits, something's probably going to give you a triple or a home run that you can run with after this thing's over.

Joe Maio: Yeah. Well, and I would encourage people, do it in the sense of how is it serving other people first?

David Phelps: Yeah. Absolutely.

Joe Maio: If you can wrap your mind around that side, okay, then that's where the value is going to follow. That's where the money's going to follow. I mean, you may come across something that's never been discovered before, and fantastic, that's great. The community's better as a result of it. But again, it comes down to that mindset of, "All right, putting the plan in place. Let's try out these different things. Let's surround ourselves with people who think like us, but when you're doing that... What I hope this actually gets people away from, too, is thinking that because they own an office, that they have a business. I hope people develop ways, in this opportunity that's before us, that allows them to serve other people, not just through their direct hands of drilling on a teeth, but how do I serve an entire community and create a business that works without my direct involvement? If they can do that opportunity, they're going to be just fine forever.

Joe Maio: And whether it's in real estate, like you advocate, whether it's in multiple practices, whether it's in mobile dentistry, tele-dentistry, I don't care. I mean, there's so many different ways you can explore, as you said. How do you set it up to where you can deliver value and serve other people without you being the exact person to do it? That's what I'd love to see come out of this.

David Phelps: That's perfect. So, as you think about innovating, inventing, whatever you need to do to serve, Joe, as you said very, very well, to serve others, think about reducing friction. When you can reduce for the people you want to serve, make it easier for them to access you and the service they want. That's what I think this opportunity is today, because right now, there's a ton of mandated friction, right? People are told not to come to your office and stay back and six feet away. So, now we're getting innovative about all kinds of things that we have to do work around, so all these work arounds are reducing friction.

David Phelps: So, going back to business as usual, which will not be as usual, how can you be the innovator to reduce friction? When you reduce friction, you're going to be a hero to your people. And you can do that, as you said, Joe, by not being the one that's manufacturing the widgets or doing all the surfaces. How can you be that leader, that visionary? Do what are the services you want to do. That's great. Awesome. Don't give that up. But how can you serve more people, reduce friction, be a leader in your community? If you have that mindset through this period of time when you have time to reflect and actually think for once in your life, you can come out on the other side, and there's no stopping you because the opportunities will be huge.

Joe Maio: Yeah. No, you bring up such a critical point there, Dave, is reducing friction, how can you serve people, how can you make it easier for them to find you? I mean, like I said before, dentistry's not going away. I mean, you're still going to have to fix teeth, people are still going to get accidents. They're still going to bite down into a steak and hit the T-bone and break a tooth. I mean, those things are still going to always... they're always going to be needed. But the ways that you can solve those problems, that's what we need to look at.

Joe Maio: Whatever business you get into, it still comes back to the basic principles. I mean, you've got to market to your customers still, your patients, so how do we stay presence of mind to all of our patients? You've got to have operations in place to be able to serve those people, whether it's through the internet or direct hands in their mouth, and you've got to be able to keep a scorecard of how those marketing and operations are playing together. I mean, you need to get customers, you need to be able to serve them in a space, and you need to do it with people, and you need to have the finances in order to do that. When I say keeping score, I think of that as a finance. You've got to be able to have that cash flow that you talked about earlier, that I know you've touched about on other posts and in other forums.

Joe Maio: Cash is critical, and you need to be able to serve enough people to be able to use that cash wisely to either expand the business or use it in other passive type investments. I mean, nothing's really passive, but in other investments that can serve you outside of you drilling on teeth. I think it's critical. It goes back to the e-myth, right? Marketing, operations, and finance. You have those three things in place, you're going to be just fine.

David Phelps: Exactly.

Joe Maio: You'll be fine.

David Phelps: Fundamentals. Coming back to fundamentals. Serving people, as you said, marketing, operations, finance. Dr. Joe Maio, it's really a pleasure. We can go on for a long time. I'm going to bring you back. Will you come back and we can do some deeper dives on some subjects? Because it's always fun to talk to you.

Joe Maio: I would absolutely love to, Dave. I mean, we could probably talk through this whole Coronavirus mess on what's going on. But no, I'd just like to leave your listeners with this. Life is all about how you perceive it, and you can look at this in the fear-based moment and say, "You know what? I don't know what to do." Or you can say, "You know what? This is an incredible opportunity. I'm not sure what to do, but I'm going to surround myself with people that are like-minded individuals that can think on a different level, that can help me with myself. But how do I serve other people in a variety of different capacities?"

Joe Maio: Because again, time's going to pass, and it's going to be there. So, how you choose to look at it, is it a glass half full or a glass half empty? Nothing ever good came out of being a pessimist. I mean, the sun will come out eventually, this will pass. You come together with like-minded people, you put a plan in place, and it's like, "Okay, take a deep breath. I'm going to do this out of love of serving other people, and we'll figure it out." That's the best thing that people can be getting is. Right now, get your mind in check and start thinking about... Sorry, Dave, I know we've got to go here. Real fast. The pity party from Walter Bond. I don't know if you've heard of that. Walter Bond, he's a motivational speaker. Look it up. He says it's okay to be sad, it's okay to be depressed. But you give yourself three days. Give yourselves a three day pity party. After that, put a plan in place and get to work.

David Phelps: There you go. Yeah.

Joe Maio: So, check it out.

David Phelps: You get to choose. You get to decide. So, make that decision carefully. Right?

Joe Maio: For sure. For sure.

David Phelps: All right. Joe, thank you so much. Talk to you again soon.

Joe Maio: Appreciate it, Doc. Thank you.

You've been listening to the Dentist Freedom Blueprint podcast. If you're tired of trading time for dollars and you're uncertain that Wall Street has your best interest at heart, then take the next step to more cashflow, security and ultimately more freedom. Text the word newsletter to 972-203-6960 to receive David's monthly online newsletter for free or text the word book to receive your new free copy of David's book From High Income to High Net Worth delivered right to your home. Text 972-203-6960. More@freedomfounders.com.