

When The Practice Doesn't Need You Anymore Dr. Dylan & Kelsey Everett – Ep #571



Dr. Dylan Everett (00:00)

I tried to give my associates a day off to kind of just catch up on life because at one time I was going seven days a week and there was no catch up time. And so I went from four and a half days to now three days total. So it was really quick. mean, I didn't even expect it.

Kelsey Everett (00:16)

Having that time now for him to be able to be home and a lot more involved has been awesome as far as being able to be more involved with the kids.

Dr. David Phelps (00:25)

Decades ago, I hustled to grow my dental practice and real estate empire. Society patted me on the back and every new deal and patient reinforced the success they said I had. Then my daughter Jenna was diagnosed with leukemia. Nine years, several intense chemo treatments and years of epileptic seizures, my daughter was given one more miracle, a life-saving liver transplant. In that hospital, I realized I wasn't successful. I had money, I had real estate assets

and a business, but the only thing that mattered was time with my daughter.

In that hospital room, I decided to sell my business, leave active income and sustain my lifestyle with my real estate assets. Now, Jenna is healthy and all grown up and me, I am teaching others to do what I did. And I continue to uncover the principles, strategies and lessons we can apply in business and investing to create ultimate freedom for what matters most to each of us. Welcome to the Freedom Founders podcast.

Success was slowly killing him. Dr. Dylan Everett had the thriving practice, the seven day work week, the constant stress and the crushing weight of being the one everyone relied on. Kelsey, his wife, wanted nothing to do with it. And who could blame her? But after life forced their hand, they just didn't adapt. They rebuilt everything. In this episode, Dylan and Kelsey share their story behind...

how they went from burnout and survival mode to vision, leadership, and lifestyle freedom. We discussed how they merged practices, brought on associates, and removed the wrong people to make room for the right ones. Dylan shares how he stepped back from the chair without sacrificing growth, while Kelsey stepped into a leadership role she never planned for, and she found her voice. What they've built isn't just more profitable practice, it's a more powerful life. If you're tired of chasing success at the expense of everything else,

This episode is for you. Well, I appreciate you guys taking a few minutes to do this. You guys have been with us for just over a year. How's your definition of success, however you define it, in your lives changed in this last year? Your vision of success for you professionally, but also personally with your family at the time, how has that changed in the last year?

Kelsey Everett (02:41)

Well, I think for me, when we came in, we really didn't know much in terms of just what our options were as far as like the passive income that Dylan had talked about. He always wanted to get going. So now we have that vision of what we can do and how we can do it. As far as the family life goes, having him being able to be home and be able to be more involved with the kids and do things and go to, you know, school events like with our daughter and

things like that have been awesome just because he didn't get to do that before. Or if he did, it was like very minimal. I had to really squeeze in that 20 or 30 minutes between patient or at lunch or whatever. And sometimes he just missed stuff. Having that time now for him to be able to be a lot more involved has been awesome as far as my perspective on it.

Dr. Dylan Everett (03:36)

I agree. I'm a lot more present with the kids because now I do have a little bit more freedom in terms of going back to the passive income. It was one of those things where like I grew up on a farm and a ranch and stock market stuff to me was always kind of like playing Monopoly. was like funny money. was a paycheck you couldn't cash. I mean, it's just like, yeah, I've got all this money. And, I was like, no, I can't take that to the grocery store right now and, you know, pay for milk. mean, and so

I knew I always wanted to get into something different than stocks and I just didn't know where to get started. So this kind of with freedom of thought, it scared me an opportunity to kind of really look at some alternative investments, but then also the education. I think that was a big thing. We've heard enough horror stories of people like, you know, I had a, I thought it was a friend of a friend and they came in and offered me this deal and all of sudden.

You know, all these things happened. And so for me, it was just getting some of the education, even though, yes, we were both highly educated, but not in this field. And so it's just nice to not just go in blind and have a little bit more knowledge about trying to get something that made more sense for us. And so, and then trusting our gut. Mean, I think that's, that's helped us throughout our entire lives. And even with our alternative investing, it's kind of like.

We listen, we take the knowledge, but then we also kind of go back with some gut instincts on some stuff. And so that, that lizard part of the brain, can't really explain. And then for me, what's kind of funny is I took some Clifton, like the Clifton strengths about eight years ago, maybe 10 years ago. And it's funny how back then it was a lot of my strengths were kind of more with like giving things to work together and all that stuff.

Kelsey Everett (05:26)

neither.

Dr. Dylan Everett (05:27)

Yeah, well, and still am and I'll admit it, but now I just retook the tests probably about two, three weeks ago. I was just kind of curious and it's more visionary now and more future sets. And I would definitely say, yes, since we got the practice kind of really started rolling, I, I wanted a life of having some freedom to spend time with the family. And then I'm huge on experiences.

I want to go do the things I couldn't do when I was growing up. Don't get me wrong, my folks helped me out with some great experiences growing up. I used to spend my summers in Mexico with family and I mean, you can't as easily do that anymore. But for me, it's just one of those things where like, I want to make sure that I gave them a life that they can look back on like, holy crap, we, did this and we did that. And so that's how we've kind of been changing, searching for our new freedoms.

Dr. David Phelps (06:22)

Well, there's a lot of great things to unpack there. I think just going back to what you said a minute ago about the drink binders and going from Harmonizer and recently more to the Visionary, I didn't take those particular profiles back when I was in practice, but looking back, I feel like the same way maybe that you're feeling and acknowledging it today makes a lot of sense for me. And you're getting a chance, I think, maybe to see it real time right now.

also very much a visionary. And yet, I could force myself into the box of being a detailed operator to the extent that my capabilities and my education, as you said, allowed me to do. I

worked really hard to become the best, most proficient dentist that I could, right? Took all the courses and that's what we do, right? We do that in our area of training, the career, the licenses, whatever it is we have to do. And yet sometimes, well, oftentimes there's something else within us that wants to point us in a little bit different direction and

Many times we resist that. It's like, no, no, no, I did all the training. did all, you know, I got to stay here. When you can acknowledge and find what your true North is, or I call it your genius zone and still build around that, but still take, you know, the privilege that, you you have from the hard work you've done to build this practice, be the visionary. And we're talking a little bit about bringing, you know, again, the associates in, allows you to be that visionary, right? That can let you explore your next.

in a different way than maybe other people do. And there's no right or wrong. It's just, think once we can really determine what's within us and believe it and understand it, it's like, okay, now I feel it. Now how can I juxtapose what's in me to what's around me that I can still utilize to track the life I want? I know that's kind of a jumbled bunch of words, but that's what I'm sensing from you. Does that land for you? Does that make sense?

Dr. Dylan Everett (08:12)

It's kind of like, all right, get out of school, start family, buy the house. And, but then it was kind of like, all right, well, check, check, check. Now what now it's like, okay, well, I want to make sure we go do fun stuff. I mean, it's a big, world out there. And so, um, love West Texas. It's great part, great part of the country. Um, but you want to go out and see and eat different foods and just experience different cultures. And so that's, that's a big thing for us.

Kelsey Everett (08:41)

Well, you don't want your hair blown back all the time and get sandblasted by the dust. So sometimes going to see pretty areas is nice. But also to to kind of elaborate on that, just ■ I guess the visionary aspect is just setting the practice up where he doesn't have to be there. He can do the things and the practice is still going to be there when he gets back. You know, that was a big conversation we had with Jake Conway, as a matter of fact, a few weeks ago because he was gone for two straight weeks.

Dr. David Phelps (08:49)

no.

Kelsey Everett (09:11)

And he was nervous about that. was like, you know, I don't know how this is going to go. And lo and behold, you know, the practice didn't burn down. Patients were taken care of, you know, all the things. So just being able to set the practice up where he doesn't have to be in the chair and be there all the time. You know, I think that's where his mind is going now more, especially with the things that we've been learning in the last couple of years and getting associates on board and things like that. So, you know.

Just working towards that aspect to be where the practice is good without him having to be there.

Dr. David Phelps (09:46)

Yeah, that mindset I think is so critical and it's difficult, no question about it, it's difficult to do because again, most of our training was in doing the thing, right? You learn how to do it, you do it well, you're specialist. And to think about transitioning that, takes a different set of skills and the mindset to do that, right? mean, bringing on, let's just go there. I mean, several things have happened for you guys in the last year. You merged another practice into yours.

That's a, it's an opportunity, but also a challenge, right? I mean, there's lots of those moving parts. I've done it too. So I know, I know exactly what that entails. So there's a lot that goes on there. And then, and then bringing on associates. think every dentist I know always dreams and wishes, you know, can I find my like replacement, my halftime replacement, that perfect associate that'll walk in the door and I can just blindly turn over half the schedule or half the patients.

and I can breathe. And of course we know it doesn't work that way. You have to kiss some frogs and you're not gonna do it right the first time. And there's so many things we don't know about onboarding, even though any other dentists or specialists that would come to our practice, well, they're qualified from the standpoint, they got the degree, they got the license, right? So it's like, well, they should be able to do it, but there's a big fallacy in that, right? It doesn't really work that way. So talk about...

What you've learned about bringing on associates, what lessons have you learned and what's working now and what do you still see that you want to continue to impart or the particular associates you have now to levels of their expectation? And how does this work? How do you communicate with them? I'm just curious, let's open that up a little bit.

Dr. Dylan Everett (11:29)

I think the first step is actually listening to like, had some really good friends and they're still great friends. And, you know, I was kind of the odd duck in my class where I went and started to practice from scratch. ■ they had gone the, we'll call it the traditional went and became an associate somewhere. And then, you know, now they have their own practices, but, you know, I got to hear them complain of some of the things that, was concerning to them as an associate.

And so I was like, okay, when I bring on somebody, I'm going to try to avoid doing this. I'm going to try to avoid that. And so I kind of really listened to what people that were trying to fulfill that position were looking for. And then the other big thing is just like anything else in life, I had to make sure I tried to surround myself with the great people and the team that I had when I first started. If you kind of had them look in the future and see what we were doing right now.

They couldn't comprehend it. mean, it was mind blowing. And so it was like, I've been blessed by finding great people that just keep me going in the right direction and help us keep growing.

And I've got an outstanding team and it's always evolving. really is. And we just made a new hire. Month ago. Yeah. Right about a month ago. And we're super excited. She's on board. She's got lots of years of experience, but you know, she was.

We'll say a top dog at one of the other offices and she saw what we were doing and liked our culture and she wanted it on. And I think that's huge. And kind of going back to that kind of tribe mentality where my team likes to hang out and they, you know, almost take some of that ownership mentality and surrounded myself, ourselves with great people has really, really been the key thing. And even right now with freedom founders, there's some amazing people, lots of experience, lots of.

life experiences that you know we'll never have and again if you just listen and just absorb and then you're going to be in a better place for it. I know there a couple people have always said if you're the brightest one in the room you're in the wrong room and so we're definitely not the brightest ones in this room so we're fine.

Dr. David Phelps (13:38)

Well, those are wise words. think, Kelsey, from your standpoint, Dylan talked about a great team and culture. I'm a huge believer in that as well. From your standpoint, how has this evolved and what's like the communication pulse? Because as a leader of the doctor, I try to be a motivating leader, aspirational in my practice. It was all women except my associate docs. I never had a female associate because it was many years ago, probably would.

by today would have had. So I had male associates, but the rest of team was all women. I had to draw some kind of a boundary line between how much I allowed myself to be, I hate to say this word, because I'm fringing on, I gotta be careful, emotionally involved, mean, supportive, caring about my team to the point where what Dylan just said was like, they've got ownership. ■ They come to him, come to you, and you guys are working to get our ideas.

I like to hear from your standpoint, Kelsey, because I have to go to Candace and ask her, my wife, you know, what am I missing here? And she'll go, oh, it's this. I go, I didn't even see it. So what do we guys need to understand from what Dylan said, interpret it for us so we can understand what are the other mechanics? Because I know you see it better than we do. What is it?

Kelsey Everett (14:55)

didn't start working in the practice when he first opened the practice. As a matter of fact, I told him I want nothing to do with it. I literally wanted nothing to do with it. And I don't think he wanted me in the practice either. You know, through a series of unfortunate events, I ended up having to go into the office in 2018. And, you know, we basically had to start over. mean, it was rough. It was rough. And I didn't know all I knew my my dental knowledge was the extent of going through dental school and residency with him.

So I knew nothing else about anything. So I had to learn all of that, you know? So it was hard. like he said at the time, well, at the time he was the only one, we didn't have an associate. So just learning all that, trying to get a good team on board. And then just as time has gone on,

we brought our first associate on in 2020.

Dr. Dylan Everett (15:46)

Right, she started like the month before COVID.

Kelsey Everett (15:49)

She just started. So then we had to go through that whole process, you know, and she was great. I mean, you know, we liked her and then their life path took them the different route. And so she left, you know, then there was no animosity or anything like that. But I think this go around with the two new associates, we'd learned so much from that process on what not to do and what we needed to do better with these two. And so, and even the second associate that started a year ago, there's still some things I think he's going to go back and work with her on that.

At the time, he didn't really have time to do just because he was still trying to go, go, go. the merger. Yeah, and exactly the merger at the time. So it was chaos. It was chaos. But we've learned. We've learned better communication. We've learned being a little bit more involved with our associates in terms of just hanging out every now and then with their families and stuff, because we did not do that with our first associate.

We didn't want to muddy the waters and be like, ■ well, you know, we're friends. And so we didn't want her to feel like we had crossed that line, you know, so we didn't do that. And I think this time around, we've we've we're not overly hanging out with them, but like we do hang out, you know, every couple of months and just get together and have dinner or whatever, you know, just something small, nothing big.

where we can develop that relationship where like they feel more comfortable coming to him with issues or comments or suggestions or whatever, just feedback in general. And then with our team, you know, there's a good working relationship there where in terms of people will come and talk to him or they'll come and talk to me if they don't feel comfortable talking to him or they'll talk to our office manager. The three of us between him and I and our office manager, we've got it pretty well under control.

but there's times where they may not feel comfortable coming to him, but they'll come to her or I. So I feel like in terms of just being open, talking about things, working through things, that has definitely progressed over time because before it was not like that. There was a lot of chitter chatter behind the back and all the things and drama and stuff like that. An office full of women, how it happens. It happens, it's inevitable.

But if you can kind of control that and get that under control where people do feel comfortable coming to you about things, I think that that helps a lot, especially developing the culture because people feel comfortable being there and they're not like, they don't go home every day and like, I my job, know, stuff like that. So yeah.

Dr. Dylan Everett (18:26)

I think that goes also back along the lines of like Nick Saban always saying like, it's the character of the player, you know, not just what they do. And so as we've kind of evolved and we'll say trim some team members that were detrimental to our overall success, that's sometimes the hard part because the part of you is like, I can change them. And it's like, sometimes you can't and it sucks when you have to let somebody go, but

It's more, it's worse if you keep them on board. I know I've been guilty of it several times in my past of like holding on to somebody too long. And once I did take the leap of faith, I'm like, holy crap, the door's open.

Kelsey Everett (19:06)

just happened this past December. We had two people that were on our team and they were just a lot and causing a lot of drama. And we sat down and talked about it and we made that decision, you know, that they just weren't a fit anymore. And it's amazing how just in the last 11 months since they've been gone, the people that we've added, the quality of people that we've added and how the culture has changed just that quickly with just, you know, two people being gone and then adding.

We've added four new people into the mix and I've just changed it drastically and so much for the better. mean, we have, I don't want to sound conceited or anything, but we have an amazing team right now, truly. And so it's been, it's been a long road. You know, the office in December will be open for 10 years. And so it has been rough, but finally we're at that point where like our team is awesome.

Dr. David Phelps (20:01)

Well, a lot of hard work and effort. And what I often tell people is that if we want to grow, and I don't mean just necessarily grow a business size base, practice, they're gonna be part of that. But I talk about growing, it's getting back to the things that we talked about earlier. It's like, carving out more time for you. So grow in my time freedom or grow in my relationships with my family and experiences and grow in improving my health. So when I talk about growth, I talk about all these.

all these things together and to do that, we know that there's gonna be a reinvestment required. And I think that's the hard part because I think we wanna see our ability to grow but not have to ever take a step back. And I think when you're merging a practice as you did, starting a practice, acquiring a practice, adding associates, any of these things that you talked about is there's a reinvestment period where it doesn't just click on a dime because you have this great plan.

is you have to build it, right? have to build it. Sometimes you take two steps back, as they'll say goes, before you take a step forward, that's hard to do. It's like, don't wanna take two steps back, or that's gonna hurt my take-home income. Yeah, it might for a period of time. But if you really want to grow in the different aspects that you wanna grow your life, your personal life, your culture, your practice, whatever it is you're trying to grow, there's gonna be some kind of reinvestment. And I think that's really what you're saying. It was a grind, but you broke

through those barriers.

little by little, one by one, bam, bam, bam, and to the point where now you've got a machine that's running pretty well. It still always takes you being there to monitor it, but you were gone for two weeks and you said practice didn't die. It was still there. You said that was scary. That was scary to do, right? I mean, because you just don't know. ■ I'm curious, when you did come back, while you were gone for two weeks, how much did you hear from...

any of the team that you had to still deal with for that two week period.

Dr. Dylan Everett (21:57)

So I was in Toronto for the AAP and I actually contacted them more than they contacted.

Dr. David Phelps (22:02)

Me? You you were what?

Dr. Dylan Everett (22:05)

It was weird. I occasionally get text messages from referrals. And so I'm like trying to relay those messages, but it was just one of those things where, Hey, mom and dad are gone and how are the kids doing? my God. Are they having a party? But no, they, did amazing. And honestly, ended up being water second best mom.

Kelsey Everett (22:26)

Yeah. as a matter of fact, September was our best month ever to date in the 10 years of practice and October was our second best month. So we've gone for two weeks.

Dr. Dylan Everett (22:35)

And I was gone for

Dr. David Phelps (22:38)

I think you just do more of that. It sounds like a good formula. Again, we don't think it's gonna happen that way, but by putting it out there and testing it, what I know happens and what I think you found was that everybody steps up. The capabilities that our people have are greater than what we even think they have. And many times when we're there all the time thinking, I need to be there, because I'm the owner of the business, all responsibility is on me. I gotta make sure

Dr. Dylan Everett (22:39)

She's gonna take off two weeks every time.

Dr. David Phelps (23:08)

And there's a tendency for us to enable sometimes not bad behavior, but behavior of people who then rely too much on us or they're afraid to take steps forward when you're gone and they got to step up to some degree. And I think once they see it, we can actually do this. And doctor didn't have to be here and we made good decisions and the practice didn't fall apart and the schedule didn't fall apart and whatever that's that empowers them to do more. So I think it's a good thing for you to do that on some regular basis and make that

part of your regular routine. I mean, why not, right? Why not? You spent your career building a profitable practice that actually impacts your community. Now private equity calls, DSO sends shiny offers, and suddenly everyone has an opinion about what you should do next.

If you're dentist thinking about selling, transitioning out, or just trying to figure out what your practice is really worth, you don't need more noise. You need a circle of people who get it. This is why we've built a new private Facebook community for dentists who want straight answers, real comparisons, and the confidence to negotiate from strength, not fear.

No jerks, no sales vultures, just dentists sharing what works, what doesn't, and what to watch out for when the too good to be true offers show up. Inside the new group, you'll get access to tools, field evaluation resources, and conversations with docs who've already been where you are. You're not up against one buyer. You're up against an industry that does this every day. Together, we level that playing field.

If you want support without judgment, clarity without the pressure and a community that protects its own, you belong here. Go to [freedomfounders.com slash exit ready dentist](https://freedomfounders.com/slash-exit-ready-dentist) to request access to the private Facebook group. Take back the leverage. Don't transition alone. That's [freedomfounders.com slash exit ready dentist](https://freedomfounders.com/slash-exit-ready-dentist). I'm gonna go back to something we were talking about at the onset and that is you. ■

You grew up thinking stock markets just kind of a, it's not something that's real tangible and you grew up, know, on the ground, on the earth where you want tangibility, something you can see, touch, feel, it's real. I mean, I'm the same way. I feel the same way about, I just like tangibility and things and I don't like something that just is more abstract in life. And I kind of look at financial products that way, not that say that they're all bad, but you said, you you wanted to...

gain education about how finance can work and how you could work toward building that passive or replacement income. You know, as we've spoken about this last year while you've been with us in Freedom Founders, we've spoken a lot about the changing environment. And there's a lot to be said there. And I'm not going to go all the way on it, but we certainly geopolitically, culturally, economically, market-wise, there's just a lot of shifts taking place all at once right now.

And it does create a lot of uncertainty. There's times in the markets and the economy and even politics where things are relatively smooth. You could go back to after the last financial crisis in 2008, 2009. After that, it was kind of like, everything was pretty smooth. We had that blip in COVID, but then it was just kind of back to, hey, things are just rolling, rolling, rolling. And now we're in this period which...

seems a little bit more uncertain than we've seen in 14, 15 years. We've talked in Freedom Founders about these shifts and the fact that some of the investments outside of our businesses, which I think is always the best investment, but outside of our businesses, where we allocate our capital today is we've got to be more discerning about that. And we can't shoot for the stars or shoot for these high returns that in markets previous enabled that pretty easily, pretty reliably.

And so these shifts are happening right now. Do you see this last year as you've been watching this, as we've talked about it and you kind of see through other people's eyes and through your own discernment, is this a good thing for you to be in the mix right now looking forward in terms of your plans and your sustainability? How do you guys see it?

Dr. Dylan Everett (27:26)

So kind of going back to that tribe mentality of like, like I said, their last time in 08, I was in the middle of the basement at Baylor College of Dentistry, learning where the trigeminal nerve was running and, you know, on plastic teeth. And so I was literally sheltered and bunkered down. And as long as I had gas money to go see her up in Denton and enough for around the PBR beers and the pizza at the elbow room, I was happy.

But now it's like, okay, I know it's happened. There's a lot of people that went through it. And so for me, I like being now in this kind of room where there are enough people that went through just not that shift, but also the shift that happened before that. And then it's like, now all of us are still on the same boat. And I think you and I talked about this. was like, you know, I don't want to be stuck on a light preserver.

Not knowing what's going on, being like, what the heck, where that storm come from versus like, knew the storm was coming. I can now put my life boat in the right heading and at least try to weather the storm as much as possible. That has been my biggest thing for this. so, because I'm, you've heard of enough people that did get caught up in that last wave and you know, entire things just got washed away. And so that's been my biggest priority right now is like, all right.

We see the storm coming. We know where to bunker down. We know where to put some allocations, try to keep a little bit of liquidity. And that way, if opportunities do come up, very similar like opportunities that came up after the 08 thing, the people that had some liquidity also made some big moves and have been doing really well. And so I think that was our biggest thing was just being prepped for the storm and then being ready to grow and rebuild from there.

Dr. David Phelps (29:19)

Kelsey, when you think about the next chapter for you guys, what are you going to focus on or could be a combination of practice growth, investing, family time experiences? What feels clearer today for you than a year ago?

Kelsey Everett (29:34)

We've learned a lot. We've figured out how to work through things. And of course we want to continue growing the practice, you know, also continued to grow on the aspect of him working less, you know, but it's still being good and growing and profitable and all the things. And then, yeah, just doing more family stuff, experiences, travel, et cetera, you know, doing those things now versus trying to wait, you know, down the road.

Dr. David Phelps (30:02)

Anything different from you Dylan?

Dr. Dylan Everett (30:04)

I think the biggest thing for me is I love doing what I do. I love perio hands, but I want to get to the point where I always call it the monster in the, in the corner of the room where like overhead and payroll and all that stuff. And if I could just do it where I enjoy it. And that monster has shrunk from what felt like a 12 foot creature in the corner to now it's just like this little guy. He's like, Hey, I'm here. I'm like, Hey, good seeing you.

I'm going to go back and do what I do. That's where I love to get that practice where I'm going in there and I'm doing it because I love it and not because I'm like, I got to feed the bills and feed, you know, my team and all that kind of stuff. And so that's where I'm trying to get the office and the practice too. I think the last few years we've kind of really shift the team has kind of shifted our mentality from a competitive mindset of like, okay, we got, we're going to be the best in town to more of this like.

The only person we're really competing against is ourselves and what we're capable of. I think I just want to keep cultivating that with my team and my associates. And that way, Hey, Dr. Everett's around, but he's not here because he's off doing something else. And, but we're here to take great care of you just like he would. And that's what we're trying to really grow. And again, with the family, like I'm huge on experiences and we're taking time off to like.

take them on trips and see parts of the world that I want to see as well. So we're kind of knocking out two birds with one stone. So we're thrilled and excited to see how things work after the shift happens.

Dr. David Phelps (31:41)

Well, I'm proud of you guys. We're big fans. You're one of the younger couples in Freedom Founders. And I'm such a fan of your mindset, your openness for discovery, for the education. Certainly willing to learn from others who have gone down the road ahead of you. But developing the vision that you want for your life and your family and doing that now, I think it's such a critical piece. You've got your whole life and the whole world ahead of you. In my opinion, you are on the right track. Really enjoy having you and enjoy having the conversation with you today.

Dr. Dylan Everett (32:10)

Well,

thank you, Dan. We appreciate it.

Kelsey Everett (32:12)

Thank you for having us.

Dr. David Phelps (32:13)

My pleasure.

Thinking back in my own life, it took me years, probably several decades to really figure out what my real genius zone was, what my real skillsets, what my real tendencies were. Yeah, sure, we can all, with some level of IQ, we can get through school, we can pass tests, we can score well, we can pass boards in almost any arena, but is that what our calling is really all about? And I don't think most of us know what that is until maybe later in life. Fortunately, I had the opportunity to experience other

areas of interest and I got involved in the financial side of the world. Had my dental practice, worked that, but I also loved understanding finance and asset building and deal orchestration, negotiation, business law, putting things together. It was really a calling that I never had the opportunity to really get into. I never explored it in my life. And the real estate side of me is what brought that forward. And I think what I found was I'm a lot better at doing diagnosis of

situations, problems, figuring out solutions. I'm not the best implementer. I can do it. It's hard work, but I can get it done. But if I can figure out solutions and then bring other people in, resources, other people that have the wherewithal that takes things to the finish line, then I work best on the front end. If I were still in practice, I'd find a large group practice where I could be on the intake. New patients come again.

and I sit down and do the diagnosis and work up the treatment plans and then send them off to the practitioners who have the skill sets and have done the extra CE to deliver on those particular treatment plans. That's what I would do today, but that's not what I do now. I left the clinical chair years ago and enjoying a ride where I do get to be on the forefront of where my genius zone is. If you're struggling with where you are in life right now, it may be you're just sitting in the wrong seat.

within your own business or practice. Maybe there's a different seat, a different position for you, and maybe combining or collaborating with other people who bring to the table those aspects and characteristics that you don't want to fulfill or have trouble fulfilling, maybe that's your answer. Don't be afraid to explore what may be out there. I was in some ways forced to do it, but it was a good thing for me. We talk a lot about investments ■ on this podcast because it's been a big part of my life, starting by investing in yourself.

the education, the training we have and continue throughout our life, whether it's personal growth or technical skill sets to do what we were trained to do. ■ We make investments in a business, practice, and we probably also have outside investments that are more passive that we are saving up for later years when we don't want to be involved in active work anymore, kind of called the retirement planning, if you will. I think that one of the biggest investments

that one can make, but many people fail to make it, is a reinvestment in yourself.

at inflection points, meaning that if there's an opportunity for you to make a jump, to leapfrog to ■ another place in your career trajectory. For me, it was completely outside of the clinical practice. I left that some 20 years ago because of my daughter's health situation, and I realized there was a whole other world out there that if I was going to enter it, I needed to learn more about marketing and building a community and.

sewing into it and building leaders, things that were never taught to me and were not innate within me, but I knew that if I was going to transform my position in life, that I needed to develop some new skills. So a big and reinvestment, a time when I'm putting time and money back into me learning some new things that I didn't learn in my academic years. Many people think that their academic years are really all where it's all at, or any technical training, CE courses, for example, but that's

where it's all at, that's a piece of it. But I think it's a small piece. If you really want to have the skillset to be flexible and adaptable in an era where we need that flexibility and adaptability, then you've got to develop the softer skills outside of your technical training. Work on those, don't be afraid. Take time to explore areas that you could add to your ability to be more flexible in life. Because without that, life can be very, very tough out there today. The world's changing at light speed.

and we've got to learn to adapt with it. So reinvest back in yourself to learn about areas of life. It may be financial, maybe financial, finance is something that you have never really looked into. You can make money, but you don't know how to maybe keep it or make it work for you. That's another reinvestment. Lots of areas you can work on in life to add to your ability to go further down the road and have that freedom that we all want, essentially. If Dylan and Kelsey's story hit a nerve,

The long hours, the pressure, the sense that everything was working except your life? Don't brush it off. They didn't wait for things to fall apart. They made the hard calls, they restructured their world, and found a tribe that showed them how to build freedom on their terms. At Freedom Founders, that's exactly what we help doctors do. Build a life that's not just financially independent, but fully alive. Our community is designed to meet you exactly where you are. Whether you're just starting to plan your exit,

or you're ready to repurpose your wealth for greater impact. This isn't a one size fits all. It's not theory. It's a tribe of real people taking real steps toward freedom together. If you're ready to stop deferring life and start building a future with clarity, confidence and purpose, then let's talk. Schedule a discovery call with my team. There's no pressure, just a conversation to see if this community might be the missing link of the puzzle for you. Go to freedomfounders.com forward slash discover. That's freedomfounders.com.

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