

Dr. Tara Sanderson:

Hi, everybody, and welcome back. Thank you so much for joining me. Today, we are going to be talking with Leah Riedel. Leah is a board certified licensed clinical mental health counselor, group practice owner, speaker, coach, entrepreneur, and gamer. Leah speaks on millennial business ownership, stress and anxiety management for corporate professionals, supporting anti oppressive and profitable internship programs for therapy students, travel, and navigating the ever shrinking balance between work and life. Thank you so much for joining me, Leah.

Leah Riddell:

Yes. Happy to be here.

Dr. Tara Sanderson:

Well, every time I do an episode, I ask a kind of a surprise question to my guests. And, your question is, what is your ultimate vacation?

Leah Riddell:

Well, I I love travel. Okay? So roll with me on this one. I think my ultimate vacation would be multiple months long, kind of like a nomadic trip, honestly, just kind of around the world. So planning ish. You know, like, planning planning the route you wanna take, but just kinda going with the flow, staying in one place as long as you wanna be, and then when you're done, moving on to the next one. Yeah. I I love travel and cultures, and, you know, I'd really like to hit 50 countries before 50 years. So I'm I'm working on that.

Leah Riddell:

It's a personal goal that I have, for myself. So

Dr. Tara Sanderson:

I love that. And it speaks volumes to, like, who you are as a person to be somebody who can, like, show up in a space, live there for as long as you wanna live there, explore as much as you wanna explore, and then when you're ready, move on. I think I'm probably on the opposite end of that spectrum of being a little more, like, rigid about we are going on this trip to these places and to do these things. And then if we're done, we're done, and we come back to where we started or what have you. That would be that would be quite a a real challenge for me to do an adventure like that where you just kind of roll with whatever feels right in the moment of what you'd like to do and how much you'd like to explore. But but hitting 50 countries before 50, that's awesome. I don't think I've heard that goal before. That's amazing.

Dr. Tara Sanderson:

Mhmm.

Leah Riddell:

I'm excited. I've got 20 under my belt so far. So, you know, you know, got a few years and then get the rest of them. But I think the challenge is not planning everything. Because I think, you know, like, I have a travel company as a side business for therapy when I don't feel like they're being. And it is very planned and very like, I know exactly every step when everything's gonna happen. And my timing, like, vacations are like that.

Dr. Tara Sanderson:

Yeah. Nice.

Leah Riddell:

I love that. Yeah.

Dr. Tara Sanderson:

Well, let's let's chitter chatter about interns. When we had talked about doing this podcast, one of the things we had talked about was interviewing interns and talking about the tips that we could give to people about, how we interview, maybe what questions we even ask, or what we might be looking for. And, and right now, I think that that couldn't be a better, you know, question with all of the changes that are happening even within our and how we're gonna move them

towards being licensed. So Mhmm. We'll give you the floor. Tell us tell us everything.

Leah Riddell:

Yes. Okay. I I really love where we're headed as a profession, in general, because now more than ever, I think we're able to embrace our authenticity as individual clinicians, as individual practices. I think from what I have seen and experienced and heard and, you know, I'm on the East Coast, I know you're on the West Coast, but, and a lot of the connection in that we've built virtually and in person, I'm seeing a lot of pushback against the blank slate and against the cookie cutter, almost, ideal of what a therapist, quote unquote, should be. Right? So, you know, I think the individuality and the authenticity that each practice has, and we can now bring that and incorporate that with our students as well, Just, ah, I get fired up about it. But yeah. So thinking about navigating a lot of these new changes that are happening in our field, There's oh my gosh. There's so much.

Leah Riddell:

Where do we start? Yeah. So from the beginning, when you're looking into starting internship programs, you know, really identifying what the culture is that you want to have. Yeah. Yeah. Part of that authenticity is identifying your independent values that you want to have as a supervisor, as a business owner, as a leader in your own little bubble that you are creating. And I think that, you know, really having an idea of what that is going to look like will help calm us that, like, values driven interview process, values driven connection that you're gonna have with your interviewees or your interns. And, you know, I'm speaking an intern gets used different ways in different states, but I'm speaking just of, like, practicum and internship students of for master's programs. But yeah.

Leah Riddell:

So I think, you know, kind of really diving into how you want your practice to feel for them is is a place to start.

Dr. Tara Sanderson:

Yeah. Yeah. I love that because I think that it reminds it reminds everybody to go back to the basics. Right? It goes back to what is it that that I want this practice to be? How do I want it to be interpreted in the community? How do I wanna be able to advertise it out there?

Leah Riddell:

What are

Dr. Tara Sanderson:

my values?

Leah Riddell:

Mhmm.

Dr. Tara Sanderson:

And and then once I know those pieces, it's much easier to then say, okay. I'm going to, like, judge or weigh their responses onto how it fits my values. Right.

Leah Riddell:

Yeah. Yeah. Because, you know, we want we want these students who are coming in for an internship or a practicum interview, we want them to also be interviewing our practice, you know, because it's so important in my eyes that we both work well with one another. You know, if I have a student coming in who is jazzed about seeing kids, you know, like Yeah. Some little kids under 18 years old. You know, any minors you know, my practice is not gonna be the practice for them. Right. We we don't see minors really.

Leah Riddell:

You know? Like, we're we're adult centered, trauma, queer focused practice. And Mhmm. You know, it really kind of depends on what the student really wants to work with. And yeah. So with, you know, bringing that authenticity piece into any interview, I think, is really important and making sure that the students understand that too because, you know, these open, honest communication conversations are important, and just kind of making sure that they know what

they're getting into because students don't. They don't. They're just looking for a site to check off that box a lot of the times because they don't wanna go to the hospital. They know that, Or they don't wanna, you know, be pushed into the university counseling center, and they want something different, but they don't know what that looks like or what that's gonna be.

Leah Riddell:

So they're just kinda shooting emails out there and seeing what happens and, you know, pro con.

Dr. Tara Sanderson:

Yeah. I think it's kind of interesting when I go to internship fairs or things like that. When people walk up, they always expect to be interviewed, like, right there on the spot. And I laugh and say, like, no. This is really your time to ask me lots of things. You need to decide whether or not to apply to me. At that point, I'll ask you some questions about you. But, like, before that, you really need to think about where you're going and and what they what they bring to the table on that component of it.

Dr. Tara Sanderson:

And I think that that's a that's a an element of recognizing who we are, what our values are, what what we are bringing to the table, and then being able to look at the diversity of the people that are coming in into our practice of wanting to make sure that we're that we're doing, right by our communities, in that factor, but not necessarily that means that, like, if we're if, like, with with you all, you are a an adult trauma focused, kind of site, that doesn't mean diversity means I need to find people who work with children necessarily, unless that's a branch you wanna grow into, and then that's a whole different story. But for the for the part where we're looking at is, okay, inside of our values of who it is that we serve on how we do this work, can we find people that meet more need inside of this component? And I and I think that's a really beautiful part of the work that we do and how we get to kind of build into what our community needs.

Leah Riddell:

Mhmm. Yes. Absolutely. And I think it's a really great opportunity to serve so many members of our communities in a way that we wouldn't be able to otherwise with interns. You know? So making sure that we can meet the needs that they have and the wants that they have, while also allowing them to grow and learn new things. You know, it's it's a beautiful thing. It's really how we can ensure that our field will last. Yeah.

Leah Riddell:

You know? And I to put it in frank terms, really. Obviously, I'm a little biased. I'm very passionate about the work that we do, with internship. But, you know, I think about how many intern or practicum students were kinda just, you know, shuffled into one place or another in some of our programs here locally and come out and don't even come into therapy. You know, they don't even get their license after they graduate and they do other things. You know, which is which is natural. But I just wonder if the internship wasn't some sometimes downright traumatic, what that would look like. So, you know, fostering these conversations and providing this coaching to these practices to try to do everything that we can to have solid programs that really help build up our students is everything.

Dr. Tara Sanderson:

Yeah. And I would even even say solid and diverse programs because each of our each of our stuff is going to look differently in the values that I bring to the table, in in the way that I teach things. I'm a pretty behaviorally focused person, so I I rely heavy on the CBTs, DBTs, acts of the world. Right? And and there are other programs who are teaching some of our students how to do, you know, work within EMDR or work within other things. And I don't think we all need to be doing the same thing, but I think we all need to be using the same compassion and the same thoughtfulness about how we're raising these next clinicians.

Leah Riddell:

One of

Dr. Tara Sanderson:

the big pieces in my world right now is is I'm working a lot in advocacy for how we change some of the outcomes of our profession and how we do some of the stuff that we do even inside of billing practices or other things. And, one of the

things that's that comes up a lot, and you and I have chatted about this before, is is paying internships and and doing this process. And some of it is based on schools, some of it's based on regulation, some of it's based on all sorts of things.

Leah Riddell:  
Mhmm.

Dr. Tara Sanderson:  
And one of the components in in some recent conversations that we've had with interns applying for our site is, you know, they'll ask us, why are you gonna pay us? And my answer is, like, you know, the world isn't ready quite yet for how this is gonna function to pay you all equitably and fairly. But here's what I can say is during this year of internship with me, you and I will spend some time advocating for how we can make this different for future generations. It may not help you in this moment, but by gum, we are gonna do the work to make this change for future generations because I think we all believe it's necessary. We don't have to perpetuate this. Well, I wasn't paid in internship phenomenon. We can say, yeah. That wasn't right then, and it's not right now, and we can change it. But this year is not the year that I'm that that that change can be made immediately.

Dr. Tara Sanderson:  
That's not a, you know, a change that can be made on a dime. And there's lots of ways around that, and I think that's part of some of the consultations you do

Leah Riddell:  
Mhmm.

Dr. Tara Sanderson:  
Which for everybody listening, there there's going to be some links towards some of the consultations that Leah does in the show notes. But that it isn't. It's an an opportunity to be thoughtful of. That's a question that's coming up in interviews now. Right? That is when you sit down with people, that is a question that gets asked. And that's something that each practice owner is gonna have to think about, and that and it's doesn't have to be you have to figure out a way to pay people. If you can and you want to do that and it meets your values and you've got the means, by all means. And if you don't, it is okay to say no.

Dr. Tara Sanderson:  
That's not in our wheelhouse right now. And, you know, we're gonna research how to make that change or we're gonna do some advocacy to make that change or or maybe that's never gonna be in your wheelhouse. And and maybe that's okay too. I don't I don't know. There there's a right and wrong here. What I know is that you're gonna get asked and it's really important to think of how you wanna respond and what that's gonna look like for how you describe your practice.

Leah Riddell:  
Absolutely. Yeah. And knowing your state and board laws or ethics codes around that, because all 200 plus boards in the US say something different. So it's, you know, it you can't trust the person on Facebook who doesn't know your license, who might not have your license or has the same license in another state. The rules are different. It's exhausting. Yep.

Dr. Tara Sanderson:  
Yeah. Totally exhausting. What are some questions that you think about asking people to try and figure out if they're a match for your values or if they're gonna bring something to your table or benefit from the work you're doing.

Leah Riddell:  
Mhmm. So I asked I asked a lot of our, you know, interviewees kind of how did they find our practice. Right? Was it a Google search? Were j were they just sending emails from Psychology Today? Did someone tell them about us? Have they seen our website? Right? Exactly. Have they looked into our practice? Have they read any of our blog posts? Have they read any of our therapist profiles? Just kind of getting into some of that, you know, asking them about what they like that they saw, you know, something, had you reach out to me? What was it? Any kind of fishing, looking for? You know, just what kind of value are they aligning themselves with that we have? What need or want are they searching for

that can be answered by our practice?

Dr. Tara Sanderson:

Yeah.

Leah Riddell:

Is there an area of specialization that they're looking for that we have? Or do they wanna work with kids? I've just used that as a really good example this whole episode. So sorry folks who work with kids, I appreciate you. Not me. But so, I mean, I think, you know, like, that's, something to something that we ask early on in our interviews. And, you know, I ask about, you know, just their view on therapy, just to kinda see how they wanna be as a therapist. I don't ask about their own personal therapy, but I ask about, like, how they would like to portray themselves as a therapist. I like to kinda check for have, like, a vibe check with that. Those are some those are some of my, like, questions that aren't, like, tell me more strengths.

Leah Riddell:

Yeah. I can go on those lines. How about you?

Dr. Tara Sanderson:

Yeah. I, we post our values on our website, our mission and our values. And I typically will ask them, like, hey. Out of the values that you saw on our website, which one resonated with you the most, or which one did you find to be most challenging, or something like that to just try and get a good picture of. Like, tell me the story of how this meet meet something for you Mhmm. In that component. I ask a lot of questions about, about what you would like to learn from being here, and which hits back to, you know, our value of teaching. If they tell me that they really wanna learn how to work with trauma, I'm going to pass them to another practice because we don't do a lot of trauma at our practice.

Dr. Tara Sanderson:

We absolutely see people who are experiencing trauma or have experienced trauma, but that's not our main focus as a practice, and you're not gonna learn what you wanna learn here.

Leah Riddell:

Right.

Dr. Tara Sanderson:

If that's if that's what you're ultimately trying to learn. And things like I I like asking them about what, yeah, what they what they think that the industry is missing right now. So kind of forward thinking of what else what else could we be doing that could make things better for people? And it is interesting. I get a lot of people who really think about, like home visits or or care visits that are separate from coming to a medical office room. Right? And then I get some people who who think about alternative care in a way that like makes a make something more beneficial. So I've a lot of people in our area really want a multidisciplinary office where they've got a psychiatric nurse practitioner and an acupuncturist and a naturopath and, like, all the things. And and I get that. I get that wanting to see a much more holistic model of how do we have a treatment team support this person instead of they have to go to 50 visits across 50 places to, like, make make a difference in their world.

Dr. Tara Sanderson:

So I I love hearing those pieces because it gives me a a kind of a forward view of where this person is gonna take things. And then that helps me to decide, like, is that is that a path I can help them on, Or is that a path that maybe somebody else would be a better fit? I'm I'm not afraid to refer people to other practices. I never want to choose an intern out of desperation, and I never want them to choose me out of desperation. I want it to be a good fit. And if I know somebody who's a better fit, much happier sending them along to that person to know that they're gonna get really good care and kind of launch into the direction of their dreams.

Leah Riddell:

Yeah. Absolutely. I couldn't agree more, and I think it, you know, it that the interview process in and of itself is so important because I know for us, we get so many emails of, hey. I need a site. Can you accommodate? Well, yes and.

What would that mean for you? This is your first foray into therapy. This is gonna have an impact on you. Let's make sure it's an impact that you want and are ready for and can hear and receive and give right back to us.

Dr. Tara Sanderson:

Yeah. Yeah. Yeah. That is huge. So when you're doing your interviews, do you ever do, like, the little case vignettes or anything where you see how like, what kind of a writing style they have or anything like

Leah Riddell:  
that? I don't.

Dr. Tara Sanderson:

Was that a conscious choice, or you just didn't feel like it?

Leah Riddell:

I wish I could say there's, like, this fun, like, oh, this is so intentional. But I just I I don't. You know? We do we do a lot of training in the beginning on, you know, how to write a note, how to make it, you know, a Vegas sexy kind of language, while still meeting clinical necessity for treatment. Even though our interns don't take insurance, but we teach them how to write an insurance based note. And we do a lot of that work and it's very hands on. Even virtually, you know, most of our interns and our students are virtual. So even if they're not seeing clients, they're also working on something within the practice. So

Dr. Tara Sanderson:

Mhmm.

Leah Riddell:

You know, that's how that's one way that we can pay them. Right? So answering the phones or responding to emails, things like that. But, it can also be meeting with one of our clinicians or myself and talking about cases, talking about note writing. They get to see different examples of how our different clinicians write notes because there is so much variation, and it all still meets the qualifications. Yeah. So I don't place a lot of weight on that in the interview. Interview. I think it's something that we could teach, but, I mean, knock on wood on that.

Leah Riddell:

I have not yet come up against someone that, we haven't been able to to coach into writing a better note.

Dr. Tara Sanderson:

Yeah. I I have a very similar philosophy. Would rather know that you're a good fit, that your values are similar to mine, that you're ethical, that you are an independent thinker. I wanna know all about those things, more than I care about how you write. Now I have had a couple of folks who have been not great writers in the past, and we've had to work on a lot of different ways to help them kinda get that that part met for them. Right. But I feel like, yeah, I can teach you how to write a note. I can't teach you how to have good ethics.

Leah Riddell:

Right.

Dr. Tara Sanderson:

I can't teach you to know when to ask for help. Mhmm. Like those things you those things I really need you to come in the door with.

Leah Riddell:

Right.

Dr. Tara Sanderson:

And then everything else, I can kind of work with you on. I don't I don't even need you to be I mean, especially at a student level, I don't really need you to be, like, super fluent in DSM. Right. I need you to know that the DSM exists and

that we're going to use it.

Leah Riddell:

I one or have it on order.

Dr. Tara Sanderson:

Right? But but I don't I don't need you to, like, have anything memorized or be really good at diagnosis. Yeah. Because we can teach you that. Like, that's that's part of what happens during the art of how we do what we do. Yeah. But knowing that you are an independent thinker is really important to me. I use the I use the term sometimes of what I look for in an intern because almost always that's one of their questions for me. Right? Is what do you look for in an intern? And my answer to that is always, I don't need baby birds where I have to spoon feed you everything.

Dr. Tara Sanderson:

I need people who are who are out there digging into Pinterest or the websites or their books or whatever, and then coming to supervision saying, I found these 4 conflicting theories of what I should do with my client, and I'm wondering if we can kind of hash it out together. Yes. Yes. We can. That is the intern I want is somebody who's digging into stuff and creating their own mindset around it and asking for help when they can't figure what whatever it is out, and then we move forward. And and that type of intern does really well at my practice because that independent thinking helps me know that we're all moving in the right direction. Baby birds mean I have to get you through every single thought and every single client. And honestly, as a group practice owner and a supervisor and a clinician and an entrepreneur, like, I don't got time for that.

Dr. Tara Sanderson:

I got like and I don't want my my people to have to hand hold you the whole time either. I want us to be, like, working with you because you're putting in the work too. Does that make sense?

Leah Riddell:

Yeah. No. It it really does. And I think that's the hardest part of saying no or saying yes to folks. Right? It goes both ways. But, kind of being as your responsibility as the group practice owner is kind of being the I don't wanna say gatekeeper, but being the barrier between the student and the supervisor, if that's not you, especially. And it's tough because when you have smaller group practices, just inherently, you're not gonna have the same amount of hours, time, energy, ability to support someone who has the higher needs and has a higher learning curve than someone who is a little more independent or who has had more or who has had more visibility, I guess, or, like, touch points in the field already. Yeah.

Leah Riddell:

It's it's tough, and I think that is kinda something that group practice owners or people who are thinking about taking on intern solo, especially, need to think about when a client emails you and is like, hey. I'm looking for a really good site. Your site looks amazing. Please take me. And you're like, oh, yeah. I could take an intern, or I could take a practicum student. You know, really think on the time that it's gonna take with that if you have the energy, if you have the time for you know, does this person know the diagnosis a diagnosis? Does this person know how to get from a to b? And do you have the time to teach them how?

Dr. Tara Sanderson:

Yeah. When you are looking for for interns, do you have a sense of what, like well, let me just ask it this way. How do you answer that question? What's the best intern that comes to your site? Like, what are you looking for in an intern?

Leah Riddell:

I also look for that sense of independence. A lot of it very interestingly enough, a lot of our interns have owned their own businesses before. So I think, like, showing up as an entrepreneur, as a business owner, I speak to the practicum and internship classes at some local universities as well. So they they kinda have a vibe, so they, you know, they can when they reach out for placements, they know what I'm about already, which is pretty great. And we have a page up on our website, which is what our, you know, our interned and practicum programs are about and what they look like. So the information is there. But so, you know, they have their own businesses or, you know, their second career students,

or, you know, like, they're of marginalized communities. And, a lot of our students fall into those categories.

Leah Riddell:

And it has really worked out for us in that way of that sense of, like, independence of, you know, having their own business or making it on their own or having some shared connection. You know, because I've spoken about this publicly before, but, I was homeless quite a bit for my later teen years and then kind of, like, being 1st gen college student and kind of building all of this. And speaking about that and connecting with students about that has kind of brought that student to our practice as well, because it's safe and it's comfortable, to be with people who have been through some shit. Can I cuss on your mom? Sure. Okay. You know, like, being around other therapists who have been through some stuff and connecting with us in that way and and feeling safe to fail and to learn from that in a place that, you know, doesn't have that judgment around them, and can really support them through that because you're not supposed to know everything. You're a student. Like, that's the expectation.

Leah Riddell:

And just like you said, I need you to be able to reach out to me for help. I need you to know when to ask for help. So get back to your question. You know, that independence piece is is big and communication. Boundaries are a big one. That's usually my go to answer is that they have boundaries. I give all my students the book set boundaries, find peace by Nedrick Glover's blob. That's their gift on day 1, is, you know, they get they get that gift, and some, you know, pins and business cards.

Leah Riddell:

But

Dr. Tara Sanderson:

Yeah. No. That's a great one. I have a lot of clients who I have I have given that book to. And and a lot of conversations with, with interns about that as well. Because it gets it gets hard to be building a relationship with somebody where it goes in a different direction than kind of all your other relationships as a human. Right? Most of our relationships turn into friendships or into romantic relationships or into whatever other kinds of things, and this is the one relationship where you have to have different rules that you play by. And that takes a lot of work on our part, to really understand that and and walk through that together.

Dr. Tara Sanderson:

Mhmm. You were talking a moment ago about, about thinking for especially for our small practitioner owners, how much time they have to give. What do you recommend people have for student interns of time that they're able to help that student intern navigate their internship and clinical work?

Leah Riddell:

Yeah. It depends on the program. So in North Carolina, for LCMHCA students. Right? So it's our version of the LPC, essentially. Sure. For most programs, I'll asterisk that. Practicum is maybe 3 or 4 direct client hours, for indirect hours per week for 15 weeks. And then internship can either be split into 2, which they need 15 direct hours a week and 10 indirect, Or it can be the whole thing with 25 to 30 direct hours per week, and they're essentially working 40 hour weeks, within the direct hours.

Leah Riddell:

So it's 600 hours in 1 semester. Mhmm. So, I mean, if you have a student who needs 600 hours of internship, like, you've gotta have clients with them for day 1. That's a ton of marketing upfront. You have to be available. You have to meet with the students. You know, it's 4, 5 hours a week per, like, full time internship student that you're sitting with them, working with them, getting things going. So I guess it would just kinda depend on the student needs, but the minimum, I would say, is probably 3 to 4 hours a week.

Leah Riddell:

Like, honestly, reviewing notes, listening to tapes, answering emails, having 1 on 1 or didactic supervision, consultation, and just all all of that.



Dr. Tara Sanderson:

Yeah. I have said in a couple of other trainings that I feel like it's a it's a funky curve where you need a lot at the beginning, kind of it slims in the middle Yeah. And then it jumps back up at the end, where where people need a lot of time in the beginning. And depending on how quick they are to gather things, like, you could need that a lot of time for quite a bit of time. And then in the middle, you start to notice, like, oh, we've moved into that phase that they're rolling with stuff and they get it and they're not asking as many questions, which is so cool. Yeah. And then as they're wrapping up and leaving, you need to amp up the amount of time that you're doing face to face with them, because they you're needing to close out different clients. You're needing to transfer people.

Dr. Tara Sanderson:

You're needing to watch them in whatever they way that they're launching. And I even hone in on the part of, like, they've got a little bit of that, like, senioritis happening. They're getting ready to graduate, and they just wanna be done, and they wanna be out on their own, and they wanna, like, move in whatever capacity and out on their own being, like, either in their own practice or moving into a job that they have signed up for or whatever it is. So there's this urgency to move on. And and so a lot of times, supervisory, stuff at that point needs to kind of rein them back into, like, finish strong with these people. These people weren't just tester people. These were therapy clients. These are your clients.

Dr. Tara Sanderson:

I'm helping them realize that piece of it. So it's helpful to hear from other people how much time that looks like kind of on each side, depending on whatever's going on in your practice.

Leah Riddell:

Mhmm. Yeah. I know when I started, I blocked off the entirety of the time that my students had clients. So it was, like, you know, 4 hours, and then it was 4 hours over here, and then it was another 4 hours over here. And I just did paperwork. I scrolled TikTok. I responded to, you know, client referrals on Facebook, and, they would check-in in between each session. Mhmm.

Leah Riddell:

And I started, you know, it but now I've toned it back to where I do that the 1st week or 2 that I have the students, and then we move back to a more formal, like, 1 on 1 schedule and then didactic schedule, and then they sit in with our staff consultations as well. Nice. Until, like, you know, incorporate them into the team because it's important community. But, Yeah.

Dr. Tara Sanderson:

If if you've got more than yourself in the team, yeah, it's really important to have them be able to meet with those other folks.

Leah Riddell:

Mhmm. Yep. But I did get feedback from the students. They're like, hey. This is a lot. And I'm like, oh, thank you. I agree. I also don't there is much.

Dr. Tara Sanderson:

Yes. Yes. For sure.

Leah Riddell:

Yeah.

Dr. Tara Sanderson:

Well, tell us a little bit about what's coming up next for you, in in your practice or, like, with the training components or consultation, and then we'll we'll wrap ourselves up today.

Leah Riddell:

Cool. Yeah. So I do provide 1 on 1 consultation for folks who are interested in kind of looking at interns for their practice or trying to find regulations, like you mentioned before when we spoke. Just kind of, like, looking into building

a more sustainable internship or practicum student program. Maybe you had something and then it kind of fizzled and you wanna do something a little different. Happy to brainstorm with folks on what that could look like, get really creative. I really like working excuse me. I really like working within anti oppressive lens, especially me being in Eastern North Carolina.

Leah Riddell:

I'm down here in the south. We need some support. So, working on kind of building just sustainable programs that mirror communities, that fill the holes of need within the communities. We don't have enough Medicare and Medicaid providers, but we do have practicum students and internship students who can see folks on a very deep sliding scale, if not for free, right, depending on some other factors. But yeah. So happy to brainstorm and get really creative with folks on what that can look like for their practice, ways to pay interns and and practicum students. I love talking about that. Getting very creative there.

Leah Riddell:

But, yeah, if anybody's interested, feel free to reach out. You can find me at [therapistlearningcenter.com](http://therapistlearningcenter.com), and you can fill out the form there, and I'm happy to provide some consultation.

Dr. Tara Sanderson:

Very cool. And you have a training coming up in Greece. Is that right?

Leah Riddell:

Yeah. Yeah. I'll be I'll be speaking at the, the all things private practice, retreat in Greece, and I'm very excited with Patrick Casale and Jennifer AG. So I'll be doing that in May. If you're there, come see.

Dr. Tara Sanderson:

Yeah. And you'll be talking about interns. Right?

Leah Riddell:

Mhmm. Yep. Building that sustainability into your practice and into your programs. Mhmm.

Dr. Tara Sanderson:

I love it. I'm so excited. We'll try and put that link at the end as well, and hopefully, people will check that out and see. And honestly, anytime you can go to a different country while you were doing the CEU trainings that you have to do, I mean, all the benefit. Right?

Leah Riddell:

Oh, absolutely. Absolutely. And it's a tax sign off. I mean, come on.

Dr. Tara Sanderson:

So cool. Well, thank you so much for being here today. We'll drop all of those show note links, on our actual show notes, and we'll see you all next time. Take care.

Leah Riddell:

Awesome. Thank you so much.