

# Episode 70

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## SPEAKERS

Jason Duff, Jon Husted, Tina Husted, Ethan DeLeon

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**J** **Jon Husted** 00:00  
get back to the basics, you know. What's the golden rule? Do unto others as you would have them do unto you, right? Okay, that's a pretty good one.

**J** **Jason Duff** 00:08  
Let's just—

**J** **Jon Husted** 00:08  
let's stick to that one, right? You know, so if you're gossiping about somebody, would you want somebody to gossip about you? Um, you know, if you're being duplicitous, if you're— you know what, like all of those things. Just, just treat people like you want to be treated. And carry that into your life.

**E** **Ethan DeLeon** 00:31  
Welcome to the Small Nation Podcast, brought to you by CoverLink Insurance, where people are more important than policies. On this show, we unpack lessons from entrepreneurs, break down development strategies, and do deep dives on small town success. Our goal is to provide value to our listeners by hosting conversations that teach, inform, and inspire. Hey everyone, my name is Ethan DeLeon and I'm here in the studio with the founder and CEO of Small Nation, Jason Duff. Today we are honored to be hosting the Lieutenant Governor of the State of Ohio, Jon Husted, and his wife and fellow entrepreneur, Tina Husted. Welcome to the show, guys.

**J** **Jon Husted** 01:06  
Thank you. Great to be with you.

**J** **Jason Duff** 01:08  
Thanks for coming, guys. I've been really excited about this episode because I've had the pleasure to get to know you and have the deepest respect for your service to our state individually and then I believe today this might be your first podcast as a couple.

J

**Jon Husted** 01:22

It is. I think so.

J

**Jason Duff** 01:24

Absolutely. Well, just, you know, so much respect for your public positions. And I know that, you know, being a team and we talk a lot about with entrepreneurs about it's not just sometimes the one entrepreneur, it's their entire family. It's the whole ecosystem that supports that success. So just excited to hear more about your stories. Everything begins with what is your home or your hometown or community. But John, I'd like to start with you. Tell us a little about like where you grew up and why that's been significant with your journey.

J

**Jon Husted** 01:56

Yeah, well, I'm very blessed in the sense that I was born in Detroit, started out life in a foster home and got adopted, and my parents raised me in rural Northwest Ohio outside of the town of Montpelier, where I went to school and graduated from high school. But it, it is small towns, you know, I, I visit with people from big cities a lot, or, you know, they like, well, the small town charm. I mean, the reason is because you can't be anonymous in a small town.

J

**Jason Duff** 02:22

I mean, that's true.

J

**Jon Husted** 02:24

Yep, everybody knows who you are. They know. They— and, and so you, you got to treat people like you want to be treated. You, your reputation will go around, and, and people look out for one another. And small town life was great for me because it you know, there were a lot of people that cared for me and looked out for me. And I'm a big fan of small towns.

J

**Jason Duff** 02:43

Love that. And Tina, how about you? Tell us about your hometown.

T

**Tina Husted** 02:47

So I grew up in Bucyrus, Ohio, a little bigger than Mount Pelier. But one thing I think John and I both pride ourselves on is that we did grow up in small towns, and it makes us kind of understand our life experience collectively. We just appreciate the values that were instilled and I also grew up in a neighborhood, but it was rural. It was actually surrounded by woods and a field. We had about 30 houses in our neighborhood. I will also attest that you can't be anonymous. People know each other in a neighborhood and we all supported each other as part of our community to look out for each other. I went to a small school. I had about 100 people in my high school graduating class. I really appreciate being part of that and having had that experience. Now living in a bigger community, I think it really drives John and myself to kind of try to help people and see people for who they are and just be supportive and try to educate people that our community and how we treat each other is so important. And I try to do that in our neighborhood in Upper Arlington now, just trying to—

J

**Jon Husted** 04:01

Yeah, Tina is a great— she's great in our neighborhood because she brings people together. Facilitator, you know, doing— you know, we have Fourth of July celebration at our house. But those things, when you create a sense of community with your actions, and as you know, you know, how you build things and the kind of amenities that are in a community really pull people together. You know, as Tina was talking, I was thinking about like, what did I love most about being in a small town? And small town in Ohio on Friday night, Friday Night Football in Ohio, it's the whole— it's like when you're the— you're a youngster yet Yet the whole town comes together for that event. And it's just, it's just great memory growing up in a small town.

T

**Tina Husted** 04:43

Yep.

J

**Jason Duff** 04:44

I love that. And we've hosted a lot of mayors and economic development professionals, and they've kind of captured that in a capsule of like, what is that small town experience? And many of the things that you guys just mentioned was it's about the neighborhood. It's about the people that are there. And then the traditions that each town has. Could be the festivals. I know we just recently, here celebrated in Ohio, a large part of our state was in the total eclipse.

J

**Jon Husted** 05:12

Yeah.

J

**Jason Duff** 05:12

And where did you guys get to experience it?

J

**Jon Husted** 05:14

Yeah, we were at Wright-Patterson Air Force Base for it.

**J****Jason Duff** 05:16

Well, and how cool to be at the Air Force Base with all of the history that Ohio has with space and that being such an asset to our state. But, you know, being here, we— there was a moment for about 3 minutes where it moved to that totality. And Ethan, you were here. How would you describe that buzz and that energy? It was amazing. To be honest with you, I thought it was a little over, uh, I, I thought people were hyping it up quite a bit, so I didn't expect it to be— I thought it was gonna be cool, maybe, I don't know, we'll see. But I was blown away at the reality of just, you know, uh, experiencing that with my own eyes. And, and, you know, everything got dark and everyone around here was cheering, and then, uh, it was just a really cool energy in the air for sure.

**J****Jon Husted** 05:57

There was some interesting— we were there and there were people from all over the country gathered. Yeah, at Wright-Patterson Air Force Base. In an interesting thing, it brought people together. If you saw the stat that cell phone usage, the data went down 40 to 60% during that time period where people were actually just like with each other as human beings, not on their devices. And I thought, I think that aspect of it's really cool. But I do understand now after experiencing the eclipse why it was like you have to be in the point of totality, because when it was 99% covered, it was still light.

**J****Jason Duff** 06:33

Yeah, yeah.

**J****Jon Husted** 06:33

But when it went 100%, man, it was dark. It was, it was pretty cool.

**J****Jason Duff** 06:38

But I think if we can The thing I took away from that is, is like you saying with the cell phones, is actually taking time to, to appreciate your friends and neighbors and family and get off devices to, to celebrate an experience. So that courthouse lawn, seeing it packed full of people that were laughing and were eating food and, and that sense of community, that, that's something that I think growing up in a small town we want to take to other places, not only around the state but around the country. Yeah, yeah, absolutely.

**T****Tina Husted** 07:11

Yeah.

**J****Jon Husted** 07:12

Well, how you— and how you do things, how you design things, how you create that sense of community, how you have people like the Tinias of the world who bring people together with whether it's her art or, or reaching out to neighbors who are in need, things like that, that— because it just brings people together, and bringing people together creates the magic of those human relationships.

**J****Jason Duff** 07:31

Love that. Since this is your first podcast together, I'm kind of curious, uh, you know, to hear a little bit more about your guys' story, how you guys ended up finding each other, and, and, uh, and then, you know, the, the short story, I guess, of how you ended up to where you are today.

**J****Jon Husted** 07:46

Well, that's, uh, it's a lot to recount. We, we, uh, we, uh, the minute I, uh, met Tina— we met at a golf course, actually— and, uh And I was like, who's that? You know, that's like, you know, she seems pretty cool. And, and, uh, you know, and then she kept pursuing me. And, you know, that's not true.

**J****Jason Duff** 08:10

Is that how the story goes? Yeah, let's get— let's hear the real story.

**J****Jon Husted** 08:14

Yeah, let's hear the real story.

**T****Tina Husted** 08:15

We were, uh, a friend of mine had asked me to help with this legislator golf event at the country club that I was playing at. And, um, so they had to have a member in every foursome, and so I ended up with a couple of John's friends but not him. And he— all of his friends that were in the group were married. And of course, I wasn't. John wasn't. And John apparently complained later that he— why didn't he get put in the group?

**J****Jon Husted** 08:42

Why didn't I get the good-looking single girl in my group, man?

**T****Tina Husted** 08:46

So anyway, that's how we met, and the rest is history, huh?

**J****Jason Duff** 08:50

Very cool. About being in the public eye, um, and, and being a leader, uh, I imagine that has been easy over the last few years.

**J****Jon Husted** 08:59

No. Well, you know what, I feel like after, you know, 24 years of doing this as an elected official, I'm, you know, I'm conditioned for it. But I have a greater appreciation now for what it does, you know, for my family and the burden that it places on Tina and the kids and all of those kinds of things. And, you know, like when my daughter will come home from school, she's like, Dad, would you stop talking about these things? All my friends are talking about the things you're talking. And I'm like, yeah, it's okay, honey. You know, we're— we just— we just got to do these things. And, uh, and, um, it is, uh— but it's a— it's— it's a family commitment. Public service is a family commitment because everybody plays a role. You know, every time there's a problem, you know, Tina hears about it from somebody who says, you know, like, like we can wave a magic wand and solve But we listen, we care, and you have to care about all the things that people are concerned about, whether you can do anything about it or not. At least you can try, and you can explain it. But we, from our faith, have grown a deeper— have a deeper commitment to service than we've had at any point in our lives, I would say, right now. And so that's a big part of our, our complete family commitment.

**J****Jason Duff** 10:22

Well, for some of our listeners, one of the things we're trying to do with the podcast is just give a general education, you know. So, uh, for those who may not be familiar, can you maybe, uh, quickly just highlight some of the roles that fall under the position of lieutenant governor?

**J****Jon Husted** 10:37

Yeah, it's interesting because as lieutenant governor, I think one of the only constitutional responsibilities you have is the, the, uh, Deputy Commander-in-Chief of the National Guard. But it really depends, you know, on the governor and what the governor allows you to do as lieutenant governor. Governor DeWine has given me the ability to work on the things that I care about most, which is economic development, workforce development, innovation, and regulatory issues. Yeah. And I would do that through InnovateOhio, the governor's Office of Workforce Transformation, the Common Sense Initiative, and then working with the Department of Development and Jobs Ohio. And for me, why do I care? Because it's give people a good education, give them a job skill, create a great economy, let them go out and live their version of the American dream and continue to innovate, because innovation is the key to progress in any society. And those things to me are, you know, foundational to living in a prosperous world, and I get a chance to work on them every day. So it's a great blessing.

**J****Jason Duff** 11:41

Well, and the evidence of your work has played itself here, not only in the work that we have done at Small Nation, but is all around the state. I had a chance to listen to the governor's address a little bit yesterday, and, you know, just to highlight, this is Ohio's time. And I know that's a theme that I've heard you speak on and share on. Can you kind of share for those why is this an exciting time for Ohio and I know you're, you're a very humble servant leader, but I'm going to ask you, what are some things you're really proud of?

**J****Jon Husted** 12:16

Well, first of all, let me get at that why it's Ohio's time. Uh, look, we are a state that was built on the Industrial Revolution, right? We had these rivers and we had the lakes and we had natural resources and we made steel and we made cars and we made rubber and we made all these things that we fueled the Industrial Revolution in America. And then globalization came, uh, and competition came. And so a lot of that manufacturing economy left places like Ohio. Like, I grew up in that town, Montpelier, I talked about. The factory my dad worked at closed about the time I graduated high school, and my family had to leave the state to find jobs— aunts and uncles and mom and dad and brothers and sisters. And, uh, that was hard on It was hard on our family. And, and you saw this happen to our state. Um, and now, uh, the world has changed. Ohio has worked hard at becoming a better place to do business on tax policy and lots of other things, good infrastructure. And now, uh, that combined with the fact that America has realized that we need to make the things in America that are essential for our economic and national security. And that means the whole supply chain for that, because you don't have— if you have 99% of the supply chain, you don't have independence. You have— still dependent on somewhere else, right? And so we're making things in America again. In Ohio, preparation has met opportunity. Great, great place to do business. We know how to make things. America wants to make things again, and it's all coming back. And we have a diversified economy. You've got GE, uh, Aviation, new headquarters, Cincinnati, Ohio. You have Sherwin-Williams expanding in Cleveland. You have Honda expanding battery plants in Fayette and Fayette County and certainly in the Bellefontaine area continuing to invest in their facilities near here. And but the big, big of it all is the whole semiconductor industry is coming to Ohio via Intel, the largest economic development project in our state's history. A \$30 billion first phase investment, which is just mind-blowing when you think about it. Honda's new battery plant, by the way, which is 3— which is nearly 80 football fields under roof, that's a \$3.5 billion investment. Intel is \$30 billion. Wow. Put that in perspective, you know, big dollars. And so, so why it's Ohio's time is that as America has realized that we need to make things in America again, That's what we do. And, and now we have more jobs than people. We literally, we have more jobs in Ohio than we have people to fill them. If you went to OhioMeansJobs.com right now, you'd find 160,000 jobs. Nearly 100,000 of them pay \$50,000 a year or more. And we only have 49,000 people on unemployment. So we have, you know, 2 jobs that pay over \$50,000 a year for every 1 person on unemployment. So Opportunity is here.

**J****Jason Duff** 15:18

We need people to come. Diverse.

**J****Jon Husted** 15:19

Now we got to grow our talent and we got to get people, put them, get them, get them jobs and get them opportunities.

**J****Jason Duff** 15:26

Yeah. Well, like talking about talent, I know, you know, we need engineers. We need a lot of the science-oriented professions. We also need trade skills in our state. But I, one area that Tina and I connected when she visited is I am a first-generation college student. I went If you want to, you know, really shock your pretty traditional conservative small business parents, you tell them you're going to go to a liberal arts college to be a music major. So rip that bandaid off. But I'm actually a classically trained musician. And so when I connected with Tina and learned about your body of work, I fell in love with your art. And — but I want to compliment you because it's more what you do with your art that is really more inspiring to me. But I'd love to hear a little bit about, um, how, how that, that passion— you pursued that, and also to share how you're using it today.

**T****Tina Husted** 16:22

Sure. Um, well, I did a lot of art in high school and actually thought about going to art school and kind of went a different direction and, um, kind of dabbled with various mediums over the years. And somehow in 2013, 2014, I started to really kind of put the pencil to the paper again, I guess, if you will. Or I started really with pastel chalk and then found, you know, other mediums. Acrylics and oils were also really fun to work with and just started painting. I mean, things that would be inspiring to me, especially think the landscapes of Ohio were to me, I think are very interesting. We have a really wonderful topography in this state. And every community has a different story to tell. So I think it's fun to kind of go across the state and see different things, be inspired by community members who might share something with me. So I've been kind of started this project. I don't really know. It kind of started organically, thinking back when the First Lady actually asked me to paint their home in Greene County. I started thinking, well, I've painted several properties or buildings or barns or landscapes in various counties, and I started to count them up, and I was like, you know, I think I've done like 12 or 14, 15 counties in the state. Wouldn't it be fun to do all 88 counties and kind of have a, uh, just a body of work that kind of expresses something about every county? And it may not necessarily be a building or some historical landmark. Somebody might share with me a beautiful landscape that they, they took a picture of their backyard. I just painted— I just posted one in Fairfield County that was like that. But it really just connects you with people to do this, and, and you learn a lot about each community, what's special to people, what they love about those small towns. A friend of mine shared with me one in Scioto County, the Holy Redeemer Church, which I painted. That was just— I thought there's no way I'm going to be able to paint that. And it just kind of was done before I knew it. And I can't really explain it. I almost feel like it's a God-given gift. And so I'm really excited to kind of go down this journey. And hopefully— I think I'm at 44 paintings right now.

**J****Jon Husted** 18:48

So you're halfway there. 88 counties, 44 of them done.

**J****Jason Duff** 18:52

Yep.

**T****Tina Husted** 18:53

So it's overwhelming. Me too, because I'm a doer and I like to finish a project. So it kind of bothers me it hangs out there. But I also have to remember that it takes time and just be patient. And I'll get to the 88 whenever I can.

**J****Jason Duff** 19:09

You have a few other things going on, right?

**J****Jon Husted** 19:11

Exactly.

**J****Jason Duff** 19:11

Well, we have a lot of entrepreneurs that are listening. And that journey of what you're sharing is it starts out as a passion, but then seeing the impact that it has and wanting to do more. I will tell you a lot of our creators are starting on that path, but maybe they built that first Etsy page or they open up and they set up at their local farmer's market, or maybe it's then taking the journey to open up a storefront. Just hearing how that has come along and that you're excited to pursue that passion to help others. So I just appreciate you sharing that. All right. At this time, we're going to take a quick break to hear a word from our sponsors. If you are looking for a dynamic workspace in the heart of Bellefontaine, look no further. Build Coworking Space is your destination for creativity and collaboration with state-of-the-art facilities in a thriving community. This is where innovation happens. Join them today for as low as \$99 a month and build your success at Build Coworking Space. Big city dining in a small town. Now that's The Syndicate. Join them for fresh steaks, pasta, or seafood for dinner, or stop in for Sunday brunch to experience one of their signature dishes such as chicken and waffles, and maybe even pair it with a mimosa flight. Located at 213 South Main Street in downtown Bellefontaine. I just want to connect something. So recently here in Logan County, back at March 14th, Indian Lake was hit by an EF3 tornado. And Indian Lake's very important to me because that is actually my hometown. So Lakeview, Ohio, about 20 years ago, that is the beginnings of Small Nation. We had our community bank in Lakeview that got bought up and closed down. The grocery store that was in our community went out of business. And the central business district in this town of 1,200 people was vacant and empty. So I started my first career of buying the bank building and recruiting a new community bank. We recruited a new grocery store to town. We built, you know, new self-storage and new apartments. And sadly, most of those were completely destroyed in the tornado. But I want to compliment the governor. Of course, you guys and your entire team how they have responded to come to our community, and in a— in the— not only the loss of life that we've had— 3 is way too many— but now the economic destruction. And the, the kind gesture of how this all ties together is you had painted a painting of a sunset scene at Indian Lake and, and donated it, um, to help raise money for that cause. Those things do not go unnoticed, and I just want to share from the community how much we appreciate that.

**J****Jon Husted** 21:45

Yeah, I mean, it was— you had just finished that painting of Indian Lake a few weeks earlier, prior to this whole episode.

**T****Tina Husted** 21:52

It was crazy. I was like, I have this wonderful painting.

**J****Jason Duff** 21:55

So, well, and as a team, you guys get to celebrate the highest highs, and you're also there with people when they are at their lowest lows. Can you speak a little bit about, you know, how you manage those two, you know, big swings?

**J****Jon Husted** 22:10

You know what, um, it's just— that's how life is. Like, I— we try not to ride the roller coaster, as I phrase it. You can— things are never as good as they seem, and they're never as bad as they seem, and you're never as great as it appears, and you're never as bad as you feel at your lowest moments. And, and, and so we try to take a pretty even approach to all those things. But I think we also recognize that we have the ability to provide joy to people in their lives and comfort when they're in need. And that we can, we can be that for other people. And so that's what we try to do.

**J****Jason Duff** 22:47

I love that.

**J****Jon Husted** 22:49

Yeah, yeah. And, and look, and people— I mean, Tina's a doer, I'm telling you. Like, if there's— if you have a project, it's like, give it to Tina because it'll get done, right? And, and, uh, and so many people come to her. Uh, I, I mean, you, you see things where somebody mentions— like, we have this one with Michelle's effort that she's taking on down in Logan, Ohio, not Logan County, to help foster children who have aged out of foster care. This was just like a chance meeting with somebody, and the next thing you know, it's an entire program to help foster kids. I mean, it just— those are the kinds of things that in our lives we have these chance encounters with people, and they're trying to do something, they don't know how to get it done, we connect them to the right people, and next thing you know, we have a solution. And that's kind of the fun stuff that we do. We just were in Marysville at a Christian school there that are using EdChoice scholarships for the vast majority of the students. I created that program in 2005. There were 4,000 students who were taking part in school choice, EdChoice. Now there's 130,000. And you just see the unique stories about how it affects families. So if anyone wonders why we keep doing public service, it's because of those things like that, whether it's— Yeah. Whether it's—

**T****Tina Husted** 24:16

I call them God winks.

**J****Jason Duff** 24:18

Mm-hmm.

**T****Tina Husted** 24:18

Yeah. You just open the door to something and be willing to listen and hear someone's story. In this particular case with our friend Michelle in Logan, Ohio, she had gone to a talk John was giving and gave her book. She had written two books about her life story, and a tragic life story growing up in Ohio in Warren County. She shared her book with us and I read it and I was so inspired by her story and just wanted to help her and just connected her with people in Appalachia. The governor had an initiative in Appalachia and so here she is now with some money that she can start her dream of helping these kids and there's so many kids that need help in our state. I think if I were going to give anyone advice in life is listen to people. Try to find a way that you can be helpful. And it may not always just happen immediately, but I think if we're willing to kind of hear people's stories, we can definitely have an impact on some level. It could be a small way. It could be a big way, but there's no— there's no door that is necessarily closed. Don't ever believe your doors are all closed. We can all find solutions and be inspired by someone if we're just willing to kind of keep those conversations going with—

**J****Jason Duff** 25:49

Yeah, there's that even-keeled approach, right? Like the highest highs and lowest lows. No, I love that. Let me ask you this, for both of you, your time in leadership, if you could pinpoint it down to like what people, what you would want people to remember about your work and time in the roles that you're in or the positions that you're in, what would that be?

**J****Jon Husted** 26:12

You know, for me, I mentioned one, the EdChoice Scholarship, which is giving students school choice across the state of Ohio. That's an important one to me. The ChooseOhioFirst Scholarship, which is a STEM scholarship helping more students go get a STEM education. Um, you know, big projects like the Intel project, you know, those, those, those things stick out. But, but the ones that give it the most meaning are when you— it's a person, it's like an individual person that, but for you, they would have never got that problem solved. I mean, I, I remember one case when I was a state legislator of this, of this student who was eligible for a college scholarship because because their father had been killed in, uh, Iraq. And the window on that scholarship closed, and he wasn't gonna be able to go to college because he couldn't afford it. And I helped get that window open so that he could get to college. And then many years later, I met him. He was a doctor. He was a medical doctor working at Kettering hospital, uh, helping, you know, save people's lives. And it's just like, are you kidding me? Like, that really happened as a result of that one little thing that you did? And so those are the most meaningful things that you remember as a public servant.

**J****Jason Duff** 27:40

Yeah, no, I appreciate that. So one question that I have is, um, you've worked a lot in state government and in state public service. There is no question that we turn on the news and on the federal level, the heaviness and the ugliness and the divisiveness. As you think about your roles representing this state and kind of leading, you know, what kind of examples do you think we could provide as a state that would be a good example for other of our national leaders to look at?

**J****Jon Husted** 28:15

Well, you know, I don't claim to know that I have the answer to all those. But, but look, if you're just a good person, like, just like, there's a lot— get back to the basics. You know, what's the golden rule? Do unto others as you would have them do unto you.

**J****Jason Duff** 28:34

Right?

**J****Jon Husted** 28:34

Okay. That's a pretty good one. Let's just stick to that one. Right? You know, so if you're gossiping about somebody, would you want somebody to gossip about you? You know, if you're being duplicitous, if you're, you know, what, like all of those things, just, just treat people like you want to be treated. And carry that into your life. Like, we know what character means. But can we, can we take those things? It's like, it's like, okay, you go to church on Sunday, and like, you got your operating instructions for the week, and then you walk away, and you go home and you get mad at the football game that's on or something like that. Like, no, Come on, let's just try to carry what we know is right into our lives as parents, as children, as professionals, as spouses, as friends, as community members, and fight the urge to do what the world wants you to do and do what you know is right.

**T****Tina Husted** 29:38

I would also say just try to find things that we have in common that unite us instead of focusing on the things that we disagree on all the time. And, um, you know, we have a, we have a lot of friends, um, on both sides of the aisle, and we— I don't see people as their political, you know, affiliation. I just don't see people that way. I know we all have unique experiences that may lead us to one direction or the other. And I think each and every one of us are— we're all fighting a different battle every day. And I think having, you know, a kind heart and love toward our fellow humanity is so, so important. And so I just— I try really hard. And I know it's difficult, especially our kids tell us a lot, you know, that they're treated differently because of being John's children. And But I just try to remind them that just turn the other cheek, try not to engage in something that you might be treated differently because of that. Because we still need to live our lives on a higher level and be good examples. And as John said, just treat others as you would want to be treated. It's the golden rule. And love your neighbor as yourself.

**J****Jon Husted** 31:00

And I've taken to do this recently because there's so much negativity, by the way. I'm sitting like I pick up my phone. This thing can be a great value and it can be a great detriment. That's true in life, social media and the negativity that's out there. And I have in the last few years, I, I always, I always try to, um, uh, ask people when I'm places like, what's the good news? What's, what's the best thing that's happening in your life or in your community or things like that? Because we have a tendency to when you ask, hey, how's it going, like, people like want to tell you the bad things that happen. Yeah. Okay. And, and, and if you talk about the good things, if you can just get— if you can train yourself and, and just make it your human nature to focus on the good rather than the bad, it's amazing how you can elevate the conversation of everybody around you to the right things. And I kick myself every time I fail to do that because I fail to do that on on many occasions. But if you can get the conversation going about how we're gonna solve the problem rather than dwelling on the problem or what we've done that's worth— it's like, if you're in Bellefontaine, if you ask somebody in Bellefontaine today, what's the good news? There's plenty of things to talk about. Absolutely.

**J****Jason Duff** 32:16

Right? Right.

**J****Jon Husted** 32:17

But, you know, if you— if you allow it to be the last thing they read on their social media feed, then it might not go in the right direction. So those are the kinds of things that we can do to just in the little pieces of the world we touch to, to move people toward gratitude and opportunities and away from the things that maybe divide us.

**J****Jason Duff** 32:37

I love that.

**J****Jon Husted** 32:38

Yeah.

**J****Jason Duff** 32:38

No, I appreciate that perspective. And I know we want to be sensitive of your guys' time today, so I'm just going to leave us with a closing question here. But I just want to say, you know, I, I'm very encouraged to hear that from, from the two of you, that kind of attitude and perspective. And, you know, we certainly on this podcast, we appreciate the economic development advances and things like that, but we also appreciate, you know, the artistic approach and these— and treating your neighbors well. This is all what makes our communities vibrant, right? And worth, like, living in, what makes Ohio a great state. So, I appreciate to hear those things from our state leaders. But as we kind of round out the episode here is, what is one professional development resource that was impactful for you along your journey? And I hear from either of you.

**J****Jon Husted** 33:26

So I'll let Tina go first on that one. So things that influenced her, because, because by the way, she can do everything. She's— I heard you're a real estate broker, a physical therapist, an artist, you know.

**J****Jason Duff** 33:38

Did I hear like you ran a marathon?

**J****Jon Husted** 33:40

No, she was at one point in time, she was one of the top 10 fastest women over the age of 40 in the country. Like, she ran like a 2:46 marathon one year, and when she was in her early 40s. So, you know, I mean, she's still in her early 40s, by the way, right? So we're always forever young.

**T****Tina Husted** 33:59

Yes, we'll take that. Yeah. Honestly, I— because I have done so many different things, I don't really think I can answer that question other than I could say probably the Bible, you know, the Scripture, the inspiration that I get through Christ. That's, that's kind of, you know, what inspires me every day. And the acronym of the Bible is Basic Instructions Before You Leave Earth. And so I feel like that's where I kind of go to, especially when I'm struggling. It's really important.

**J****Jon Husted** 34:34

Well, I would consider every person in my life has been a mentor because I've always— because I had asked that question, like, Well, every person that I've seen and encountered in my life who's been successful, I'm like, what did they do? What is it that they do that makes them successful? And, and sometimes, you know, you learn both from the negative of why maybe somebody failed. And it's called, you know, and it ends up being wisdom. And it's a lot easier to gain wisdom from other people's pain, right?

**J****Jason Duff** 35:09

Sure. That's right.

**J****Jon Husted** 35:09

In your own life, right?

**J****Jason Duff** 35:10

Yeah.

**J****Jon Husted** 35:11

And, uh, and I, and I watched people who've been successful, so that's been a guide. But I think it's a constant struggle to, to be that person every moment of every day of every hour when, you know, you're not gonna be perfect. And to give yourself a little— Tina says this to our daughters a lot, you know, like, give yourself a little grace. You're gonna make mistakes from time to time, but that it doesn't define you. Then you just, you brush yourself off after you do that. You get up and you go and you keep going. But that's generally— but I will, I will con— I will say that sports were the biggest thing that shaped me because you learn how to be tough, how to be self-disciplined, how to work with others, how to, you know, win with, win with, uh, grace and, and lose, you know, um with dignity and know that both of them are going to happen. You get to experience them and you recut— you learn from your, your, your both your, your successes and failures. But sports to me, you know, playing football, basketball, baseball, track in high school, and then football in college at the University of Dayton, that, that to me was shaped the foundation for, you know, my path forward.

**J****Jason Duff** 36:28

Yeah, no, thank you for sharing those. So just thank you guys for being on the show today. One thing that I cannot not take away from this is just your authentic, genuine nature. And I think for people that maybe have not been to Ohio, but are seeing how Ohio is succeeding on the national level, it's because of those two principles and leaders like you that are leading by example in your lives and in your communities. And I'm just excited for our state and for your continued service and success as you keep our state strong. So just thank you for being here today.

**J****Jon Husted** 37:07

Well, thank you. And I want to compliment Small Nation because what you're doing here and in other communities around the state is a big deal because that's giving them hope. And it's somebody showing them the light that they can walk toward to help improve the quality of their community. So thank you for what you do.

**J****Jason Duff** 37:26

Yeah, thank you. Appreciate it.

**E****Ethan DeLeon** 37:27

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