



## Rants and Randomness with Luvvie Ajayi

### Squad Goals - BONUS Episode 1

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Hey, y'all, welcome to this bonus episode of Rants and Randomness. I am Luvvie Ajayi, your side-eyed sorceress. From time to time, I'll bring you a deep dive into a topic that I'm thinking about that I think is important to blow out.

So yeah, on this bonus episode, I want to talk about squad goals. And for me, it's really important to have a solid friend group that pushes me onward and upward, and I'm constantly surrounded by dope people, and you've actually met some of them and they've been my guests on the show.

I have a really interesting group of friends. Actually, I have multiple groups of friends that I've met in different times of my life in different spaces, who serve different purposes. There's friends I've had since high school and college. I'm talking, they knew me before the Awesomely Luvvieness. They knew me when I was just Luvvie and just like goofy and just cracking jokes in the middle of our high school cafeteria. One of my really good friends, we met the first day of high school. Hey, Kiarie, we were, his last name is Andrews minus the Ajayi.

So we were in algebra class -- honors algebra. And our teacher, of course, put everybody in alphabetical order. I was first, he was right behind me. By the end of the class period, we'd basically messed up the seating chart because he had to separate us. So I'm still friends with him and we've been friends since 1998.

So I also have my friends who, my West African Voltron squad, which is a group of us who came together a couple of years ago because we're all West Africans who are in different areas and, and industries. And we decided that like, we have the shared experience that actually makes us different from a lot of our other friends. So we came together and we've become a crew of people who support each other and roast each other senselessly.

I have friends who I've just known through blogosphere for the last 10 years or eight years. It's good to have different groups of friends who we see at different times who, again, there are some that I'll call if I am like if I business questions, there are some who are call if I have relationship questions, people serve different purposes and that's fine.

I think it's really important though, to have day ones and day ones are the people who knew you before any of the glow up, are the people who knew you before you got, you got cute and learned how to finally dress and learn how to draw your eyebrows in there.

The people who knew you when none of y'all even had agendas and when all y'all were a mess, and the people who know where the bodies are buried. Why it's important to have these people is because they're a mirror of who you really are, even as you're doing whatever it is in life, even as

you're going to conferences or meeting new people or getting promotions, having the people who knew you when you had nothing is important because I feel like it's a grounding force.

I'm actually always wary about people who don't have day ones. Like the people who have all their friends are two years or younger, like they've known those friends for less than a handful of years. I'm always weary of folks who don't have day ones cause I feel like it speaks to your character.

If you don't have anybody in your life who's been there since you had nothing, it's a huge red flag for me when somebody does not have a friendship of 10 years and they're 35. How? You didn't have any friends in college?

These people are also a reflection of who we are, too, because our friend groups tell people about who we are, which is why we also have to be super cognizant about the people we surround ourselves with. Like if five of your friends are a mess and you're friend six, I'm going to assume you're a mess too. If three of your friends are dishonest and you're number four, I'm going to be like, Ooh, is she also dishonest?

I think it's really important to surround ourselves with people who are like minded, which doesn't necessarily mean that they are the exact person as we are, right? But who speak to our values. I have a hard time being friends with people who are completely different from me. I'm talking like, I have certain values that are really high or like I need to be surrounded by honest people, so when I know somebody is a liar, I can't really be friends with them because I'm like, that means I can't trust you.

So yeah, surround myself with like people. I also like to surround myself with people who can challenge me. I think our friends are amazing because they should cheer us on, but they should also be the people who can tell us no, or you can do better or nah, fix that.

For me, friendship has to come with trusting that this person isn't just saying yes to me for the sake of saying yes to appease me. So how I figure out who I can trust is I just see if this person is comfortable telling the truth and usually telling the truth happens when you disagree. When you disagree, when you're in the moment, and something doesn't align. And if this person can check me and be like, yo, I disagree. Love you. However, here's where I stand. Hey, I respect that.

So when talking about squad goals, I know it's like a hashtag that people use all the time, I always think about what people see when they see me and my friends. I post pictures of us. I tell stories about us, like I post stories of us having random game night because people need to see what friendship looks like in all its forms, right? You see me with some of my friends at events that are really cool, but that's not the pieces, when it's important.

What's important is after the event, we're sitting in the hotel talking and debriefing and catching up on life and trying to figure out what's next for each of us. It's also important for me to show my regular friends who are not in media, who are not in the glow-up squad. Like these are friends who know me, who are coming over my house and sleeping over and having girls night.

We have to show all forms because I think how friendship is sometimes represented is kind of one sided, and also deep friendships are way more important than like plentiful. So this is where the

whole quantity over quality over quantity. I know they say if you have two good friends, you're lucky.

Well, I feel really lucky because I definitely have more than two, but I think it's because over the years I've been able to also do work on myself to make myself a good friend. When we talk about friendship, it has to be reciprocal, right? You can't just be expecting good friendships when you're not a good friend yourself.

When I was writing my book, [\*I'm Judging You: The Do Better Manual\*](#), I decided to have a chapter on friendship because again, it's something that is a big part of all our lives. So why not talk about it? And I know I've been a terrible friend at certain times, and I know we all have the tendency to be terrible friends.

So in this chapter I write about 10 types of friends that we should all avoid being. And these are friends, friend groups that we might've been at one point or friend categories that we might've been. The gift is to not be that person all the time.

So the first type of friend is a friend who competes with me. The competitor. We've all come across people who whenever we call them to say, Hey, I got a promotion. That is when they want to tell you that they're pregnant, or, Oh my God, Hey, I'm this dream of mine just came true. Or, Oh my God, my mom just gave me this massive check. Or, Oh my God, I just bought a house and this friend will always try to trump whatever your accomplishment is.

It's hard to be friends with people who do that because you're afraid to tell them your good news because instead of celebrating you, they try to celebrate themselves. And it's exhausting being friends with people because again, you're like, shoot, I just want to like go out and, and really give myself props for this thing that I did, and they won't let you because it's all about what they've done that's bigger than what you've done. So those types of friends are toxic for me. I said like this type of person who tried to get engaged as your wedding, so you then you have to turn around and like have a baby at the reception, and it's just the circle of pettiness that must continue.

There's a friend who only calls when they need something. I call this the SOS person. You know, the people who are ghost, you won't hear from them unless all of a sudden they're in relationship troubles or there needs to be built out of some type of issue. Or all of a sudden there is some crisis. Now they're blowing up your phone.

They're texting you like, can you talk? They're calling you at two o'clock in the morning. Like, I just need a shoulder to lean on right now. Those friends are plenty. People don't realize they do this because we're all so self-centered, right? We're all so like, my life is what matters to everybody.

So we don't realize we're doing something like this. It's hard. You have to check yourself like, wait a minute. If you scroll through your text messages and the last five text messages that you've exchanged with this person are, have you complained about an issue without you asking how they're doing? You might be the SOS pal.

In this case, you can fix this pretty quickly. All you need to do is call your friend up and say, Hey, I'm just calling to see how you're doing. Tell me, let's catch up and you don't talk about yourself. Just one phone call can actually fix you being the SOS pal, because there are times when this person will

finally be calling you, or you're the person who's SOS pal and you call on somebody and that person is like, you know what? I just don't have the energy to deal with this right now. I, Oh, got it. So they ignore your calls.

That's how people end up going ghost on you. Cause you wondering, Oh man, I haven't heard from him in a long time. Maybe because you exhausted them with all your drama all the time. I'm not saying you don't bring a crisis to friends. I'm saying when it's only your crisis that matters in this friendship, then you're being this person. So reciprocate.

The other type of friend that I always like to look out for is the adventurer. Even though I enjoy this friend, sometimes the adventurer is a friend who essentially is like the movie [The Hangover](#).

Hanging with them is like the movie Hangover. They're the ones who are going to convince you to get a tattoo, a nose ring, all that. You know, they spice up your life. I'm not against being the adventurous friend. I can be the adventure side sometimes. I mean, I'm not asking you get a tattoo, but there was that one time that I went skydiving. I might've convinced somebody to do it.

So it's cool. The adventurer is not bad. You need somebody who's going to push you. That's cool.

But what you also don't want is a, what I consider the Lannister. So for those who watch [Game of Thrones](#), you know what I'm talking about? The Lannister is a friend you can't trust.

Like you don't really know if you can invite this person to your house cause they might steal something or like they can't be in a room with somebody who you love cause you're like, I don't know if they gonna harm them. A lot of times we hang with people we don't trust because of different reasons. Oh my God, I've known them for such a long time.

Oh my God. They'd be my friend for a while. Or they did that one thing for me that one time. So I owed them my loyalty, but then to what detriments do we have? Like if I can't trust you as a friend, then we don't have nothing. So I usually am like, Hmm people I can't trust, I can't rock with.

And then there is the people, the friends, you don't really know.

And I call this the surface. The surface friend is one where you might have been friends with them for 15 years, but you realize you've never met anybody they've dated. You've actually never met their parents. You don't really know what they do outside of when you see them at brunch, you're like, Hmm. I also don't know your work. Like do you, do you actually do something for a living?

Do you realize that this friend that you've had around you for such a long time, you know nothing about, you don't like, they're essentially, if LinkedIn was a person, like, you know, on LinkedIn we're all the buttoned up versions of ourselves and, but you really don't know people on LinkedIn. This person's a walking LinkedIn account.

I looked up one day after college and I realized one of my friends was this person. I had never met anybody she had dated. She didn't come to graduation because she was like, I'm going to go do something else. We don't know what that's something else was, and we realized that like, wow, I had known her since high school but had no clue who she really was.

And I was just like, Hmm, is this person even really my friend? Or is it just an acquaintance I see all the time. So making that delineation, it was also important for me before my twenties was up.

And then the people who yes, you to death, like the friend who's always like, all they do is cheer you on. That's literally all they do. Like, yes, girl do it. Even though you on shenanigans. You can tell them you did something completely stupid and they're like, it's fine. You okay. You don't need people like this in your life either because they're not a good filter of good behavior. They're just the person who's there to cheer in spite of anything that you're doing, and it is something that doesn't balance it out. You need the balance. Stop using yes people all the time because they're just going to get you in trouble.

And then there's a friend who a flake. Y'all know the people who are you like, Hey, I'm going to see you at two o'clock and at one 30 they're like, Ooh, I can't make it. Something came up. See. The older we get, the more valuable our time is. And you know, leaving the house gets even harder when you get older. So when you have appointments that set up and people can't make it in brunches, they keep canceling on you. That's when I'd be like, you know what, I'm gonna just stop asking you. I'm gonna step back and stop asking you places and hopefully the person doesn't get mad when they realize they stopped getting invites. Cause I'm like, if I invite you someplace and you cancel on me twice, I ain't gonna to invite you a third time. I'm straight after that. I'm good. Like you can worry about yourself over there.

But yeah. I don't know. Friendship is interesting cause I think it really does matter who we surround ourselves with how far we can go. Because it's the people who are closest to us who serve, they can be our pedestals, they can be our, or they can be the one like this grabbing us and being crab in the barrel.

So how we make sure we curate good crews, again, besides the like-mindedness trying to figure out who doesn't make sense, and it's some of these friends, SOS pal, the flake, cutting them at your life, and then seeing who's harmed you and who hasn't paid for it. You know, I feel like sometimes we don't think about our situations deep enough to figure out that, Oh, we already had the answer in front of us.

I got somebody who emailed me and was like, how do I figure out when to cut off somebody who's a friend? And I'm just like, when the person, when the thought of this person stresses you out, it might be time to cut them off. One, two, if this person makes you feel bad about who you are, this is, and this is different from the person who's challenging you. I'm saying if they make you feel bad about who you are and they're just mean to you, cut them off. If this is the person who you cannot depend on if you were in a time of crisis, you might have to step back from them and that's okay. I'm a Capricorn. I'm super loyal, so it's hard for me to cut people off.

But when I have to do it, it's because I realize this person no longer wishes me well, or there's something about this person that I double guess and which makes it hard for me to be straightforward and open with this person. I've had to cut off people on my journey. And I think a lot of times we do, we, everyone ain't going to come with us.

You know, the friends that we have today will not be the friends we have tomorrow necessarily. But when you have to cut off people is actually hurtful. It's like, it's not easy. I know I had to cut off

somebody who, once they found out that I was doing something major, like a major announcement was made about a project that I was working on, they, in turn, asked the question of why wasn't it them? They asked it to somebody else angrily. And I realized that like, if you can't celebrate my wins, instead you're looking at my wins as your fail and then you're angry about it and wishing my win was your win as opposed to being like, how can I also win?

That's when I'm like, Ooh, yeah, we can't be friends anymore because I will know how to cheer, I mean I'll cheer you on, but I, I will always think you're not wishing me well, so I had to let this person go.

And when you letting people go out of your squad, you can do it a couple of ways. There's a ghosting that a lot of people do, which is not great. I think ideally when we are cutting people off, if this person is worth receiving the reason, and they ask you about it, like, you know, Hey, why have you pulled back? Tell them. But if it's something with somebody that you realize is actually like toxic and wouldn't receive any explanation that you have, just, you know, pull back and, yeah. Go do your own thing. Go do your own thing. If they come back and ask, absolutely explain. But I don't feel like we always owe people the explanation.

A lot of times we'll try to explain ourselves to death or feel guilty that we're protecting ourselves. I think some people are not worth the guilt that comes with like, you know what, I'm choosing me here, so that means I actually have to completely be gone from your space.

I'm always wary of people who just don't have core friends, like people who are like, I don't have any friends. That also scares me because I know people are hard to trust and I know friends are hard to come by, but if you actually bragging about having no friends, it makes me be like. How is that a point of pride? I know we're supposed to be picky, but dang you ain't found one yet?

Anyway. Somebody asked me about making new friends in our thirties, and what I can say about that is I've made a lot of new friends in the last three years. And how it's happened is organically through shared interests. Like we'll realize we love the same foods. We have the same values, or we see each other in the same rooms all the time. We finally go to dinner and realize, Oh my gosh, you cool? Shit. Cool. Let's friend this up. It's not to be forced. It's not saying the person you met today is your friend.

It is building a relationship based on organic shared interests. So for those who are like, Hey, I have a hard time finding new friends, you know. Go to places where you find interesting and compliment somebody's shoes cause you think they fly and then y'all have a good conversation and this person is cool.

Go to dinner. Honestly, friendship is almost like courting sometimes cause you got to figure out where this person fits into your life. If they're worth spending time with, if they're worth, seeing you in your most naked in that, you know, your most vulnerable moments. Cause friendship comes with people seeing you crying, and in the moments of heartbreak and the moments of failure, can this person actually stand with you and pick you up? It's kind of like dating, except you know you're not going to bed with them, but it's, friends are important. Friends are really important because they are the core people who help see you through any and everything.

And losing friends is hurtful, but it will happen. Changing expectations and being flawed or faultless in it. As we get older, like our friendships changed from, from college, like before everybody was one door down. Now you actually have to make effort to see them cause everybody lives cities away or blocks away, neighborhoods away.

And the whole expectation of, I'm going to see you all the time. It's not going to happen. We're all busy. Stuff happens. But check in, check it, call people once a week. The people who you haven't talked to in a while, when you realize I'm like, Oh snap. Like how is she doing? Call them. In this busy social media life, sometimes we think that we're keeping in touch with our friends cause we liked their Facebook pages or like a status that they post or like the picture. No. Call them up and be like, Hey, what's going on? Let's catch up.

And then when conflicts arise, have conversation be adult about it. It's just, I'm always frustrated when I find out people are not being really grown up about conflict, like so many friendships have gone by the wayside because people just refuse to have the initial conversation. I think, I don't let people go unless, of course I'm like, I realize you don't wish me well just because of conflict. If, let's say you do something that I don't like, my whole way of doing is like, Hey, can we talk sometime in the next couple of days and then on the phone, Hey, here's this thing that you did that I didn't love.

And then if the person is not receptive to it, and let's say they somehow cross a boundary of yours or harmed you in some way and they're not forgiven or empathetic. Then you can be like, Oh, we're done because you just are so rigid. You don't want to see me and see this thing that you've done. But if the person's willing to fix behavior, fix it, things happen.

Okay, so that's how I have friendships of 20 years. I have people who've known me since I was nine who I still saw two days ago. Conflicts will arise, but friendship is not just the lack of, of, of any type of discord. And you're just people who are just rah-rah-rah-ing each other. Friendship is the whole through thick and thin.

It's how you build these lasting relationships that pay off over and over again because you realize you have people who will be there for you in the rough times. In the times when the rest of the world just kind of coming at you or you feel like things aren't going your way. I think friends are the buffers of life, besides family, of course, but they're the, they're the chosen family.

So yeah, curate a crew of people who cheer you on, challenge you, check on you and are committed to creating an awesome life with you. Our friends are really part of the fabric of our lives. So. Pick the best people, you know, hold on to them when things arise that don't work. Talk through it and then trust yourself and your discernment.

And that's how you get a dope squad. Alright, thanks for listening to this bonus episode of randomness. Follow me on social at @Luvvie. L. U. V. V. I. E. See you on the next episode.

Links:

[I'm Judging You: The Do Better Manual](#)