

The Jason Cavness Experience

Unfiltered Wisdom: 50
Quotes from The Jason
Cavness Experience

The
Jason Cavness
EXPERIENCE
Podcast



About Jason Cavness



Jason is an INJF tattooed Retired U.S. Army Officer and CEO/Founder of CavnessHR. Which provides provides HR to companies with 49 or fewer people

He hosts The Jason Cavness Experience, a top 2.5% and top 81 tech global podcast with 300+ conversations.

His motto: “Be Great Every Day.”

Start Here: Unfiltered Wisdom 50 Quotes from The Jason Cavness Experience

Over the course of 300+ conversations with founders, veterans, creatives and change-makers. One thing has become clear: the most powerful insights often come unscripted.

This eBook is a collection of 50 unfiltered quotes. Raw, honest and direct from the guests of The Jason Cavness Experience.

These aren't polished soundbites. They're real words from real builders navigating uncertainty, failure, growth and vision in real time.

Some of these quotes may challenge you.

Others will affirm what you already feel. All are here to spark thought, reflection and action on your journey.

Dr. Conrad Webster: *“Take your dream and put it into action”* and emphasizes the need to work for what you want, treating “white noise” as surface level distractions to aim high.”



Dr. Conrad Webster is a CEO, mental health advocate, critical race theorist, writer, organizer and facilitator



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Natasha Petrovich: *“A fulfilling career aligns with one's personality and interests.”*
She encourages entrepreneurs to invest in ventures that align with their inner calling.”



Natasha Petrovich, a lifelong entrepreneur, blends her passion for art and science



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Vlad Mkrtumyan: “You can use techniques like *creating a mastermind group*, reading books, listing options and getting feedback from peers to gain leverage to get things done in both personal and business life.”



Vlad Mkrtumyan, Co-Founder of Logic Inbound



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Dr. Sean Robinson: "We have a really good shot here. My whole career has been about taking this shot. If we all work hard, we probably will get there. *We are gonna get to the good side of this future.*"



Dr. Sean Robinson Founder and CTO of Empromptu.ai



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Ahmad Corner: "Stay curious, right? Don't be afraid to ask questions. *Don't be afraid to approach a person and ask anything.* Stay curious."



Ahmad Corner is the Founder and Principal at YPGroup and Managing Partner at Access2



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Amy Balliett: “True entrepreneurs are the last to take money out of the company. They empower others and the best ones know how to perform every role in their business.”



Amy Balliett – Keynote Speaker | Author | Visual Strategist
| Sr. Fellow of Visual Strategy | Board Advisor | Founder



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Andrew Biddle: *"Hire a team you can trust and then trust them so you can go do other stuff and learn to forgive them."*



Andrew Biddle – Sniper, Drones, Robotics, Entrepreneur



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Arkady Kulik: *"Be the best version of yourself."*



Arkady Kulik – Founding Partner RPV – Deep Tech VC |
Neuro | Photonics | New energy



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Barry Gipson: *"Get a return on your investment"* by monetizing your presence on platforms."



Barry Gipson – Founder – Official America's Team Dot Com



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Cathy Bisailon: "You should always seek out those opportunities to serve. *Seek out those opportunities now to serve* because it not only benefits the people you're serving, but you grow through the process."



Cathy Bisailon – President/CEO Easter Seals Washington



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Daniel Shaw: "Don't ever let anybody tell you that you can't do something." He reflects on his journey from Brooklyn to living globally, stating, "The journey, the destination is unknown. *The journey is fucking dope.*"



Daniel Shaw – Footwear Innovator | Building Iconic Brands and Projects from Brooklyn to Vietnam



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Dr. Linda Berberich: "Don't be scared of technology." She views fear as an "*opportunity to dive deeper*" and for "inquiry," signaling that "your emotions telling you pay attention. Learn."



Dr Linda Berberich, Founder and Chief Learning Architect at Linda B. Learning.



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Efrem Fesaha: "Do something good. Or do some good that benefits someone else. Just *try doing something good in your community*. It doesn't need to be anything elaborate."



Efrem Fesaha CEO & Founder Boon Boona Coffee



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Emily Cheng: *"Investing in yourself is never a waste of time,* or resources is the best investment you can make in life."



Emily Cheng is the CEO & Co-Founder of MedVenture



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Eurah Lee: *"Have fun with your content. Whatever you feel like is true to you. Post it. "That's what going to set you apart from all the other lanes."*



Eurah Lee Award-Winning Content Director | Turning Big Ideas Into High-Impact Campaigns



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Alec Maslov: "I think that it's important to find out your true essence and *be conscious of the mental health challenges* and find your own way to deal with it to stay sane and to live your best life.



Alec Maslov TEDx Speaker | Founder



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Jeffrey Lee Cheatham II: "We have one life to live. If you keep waiting for life to happen, it's not gonna happen. *You got to make life happen.*" He encourages people to "just go for it. Just do it. No matter what it is."



Jeffrey Lee Cheatham II Founder of the Seattle Urban Book Expo and Children's Book Writer. Actor.



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Joshua Penner: "If you have an idea, run with it."



Joshua Penner Principal, Penner & Co Executive Strategy
| WA State Representative & Mayor



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Ken Duong: *"Take the risk and the chance of doing something in Vietnam. Such as living here, working here, retiring here. It's fun, it's exciting. It's relatively inexpensive enough for you to start a business."*



Ken D. Duong, Esq., Managing Partner Duong Global Business Consulting Group



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Mark Anthony Marquez: "People who are thinking of building their own company, think hard. *Because there are easier things in life to do than this.* The toll it can take on you and your support system.



Mark Anthony Marquez – Founder SkinMatch



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Mark Shriner: "What do they say about advice, don't give it because *wise men don't need it and fools won't listen.*"



Mark Shriner is the Co-Founder and CEO of Breeze Docs, a Gen-AI-powered RFP response platform



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M.H. Lines: "My daddy always says *nothing happens until someone sells*. That's the whole point of the company. Nothing happens until someone sells something."



M.H. Lines Co-Founder and CEO of Stack Moxie



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Mariah Smith: "Focus on putting good into the world. I think a lot of *happiness can be derived from making a difference.*"



Mariah Smith Director of Operations, Accrete AI | Board of Directors, No One Left Behind



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Marsha Mavunkel: "Best I can tell you to do is talk to your congressperson talk to an ombudsman at the agency." She notes that *"So much of it is a waiting game."*



Marsha Mavunkel serves as Chair of the Immigration Group at Ryan Swanson Law



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Neetal Parekh: "If you have an idea that you want to work on. There's so much you will learn about your idea and about yourself. I would just say that it's *go and do.*"



Neetal Parekh founder/CEO of Innov8social



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Rosa Crumpton: "if you don't have a primary care provider, please find one today." Second, *"If you are a veteran and you have not signed up for your veterans benefits, please do that."*



Rosa Crumpton, DNP, MBA, ARNP, FNP-C Family Nurse Practitioner



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Sarah Bell: "Make sure you've identified a niche customer segment. *Talked to as many people as you can* within that segment about what success looks like for them; their biggest challenges and problems."



Sarah Bell Operating Partner and Chief of Staff | Setting entrepreneurs up for scaleup success



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Steve Banks: "Don't be so fixated on the product. *People invest in people*, right? The product okay, that I get it. But I want to know about you."



Steve Banks Founder President of Banks Sports Ventures.



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Stephen Buchanan: *"Know what you're getting into. There's the red pill and the blue pill and take the right one."*



Stephen Buchanan US Army Officer | Attorney | Founder
& CEO TDY Rentals



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Tami Ritoch: "*Be true to yourself.* Shed all the crap that you think you're supposed to do or should do and just dig in and do what you want to do."



Tami Ritoch Founder of Xequity



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Tigest Beyene: "Make sure you always bet on yourself. *Always bet on yourself.* Count on yourself. Enjoy the moments of life and always laugh."



Tigest Beyene Author "Love, Sex and Sorrow"



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Van Nguyen: "Try to find a good reason to start your business. When things don't happen the way you want it. You might become depressed and disappointed. *Find a good reason to keep fighting the fight.*"



Van Nguyen Tech Founder, Corporate Innovator, GFSA 2023 and Founder/CEO SMARTR.CO



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Will James: "Don't get distracted by the media and social media. You should definitely just *focus on yourself*, focus on improving yourself, improving the lives of your family."



Will James Co-Founder of 8bitcontent.com



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Dr. Youcef Abdelli: *"Support and help the new generation and to help them find the way and the path"*



Dr. Youcef Abdelli Aerospace Visionary | Driving Innovation in Electric & Sustainable Aviation



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Zac Crush: "Don't take on projects or challenges where you think I can do that. Take the ones where you think, I don't know if I can do that. *"The rewards are 1000 fold when you do things you don't think you can."*

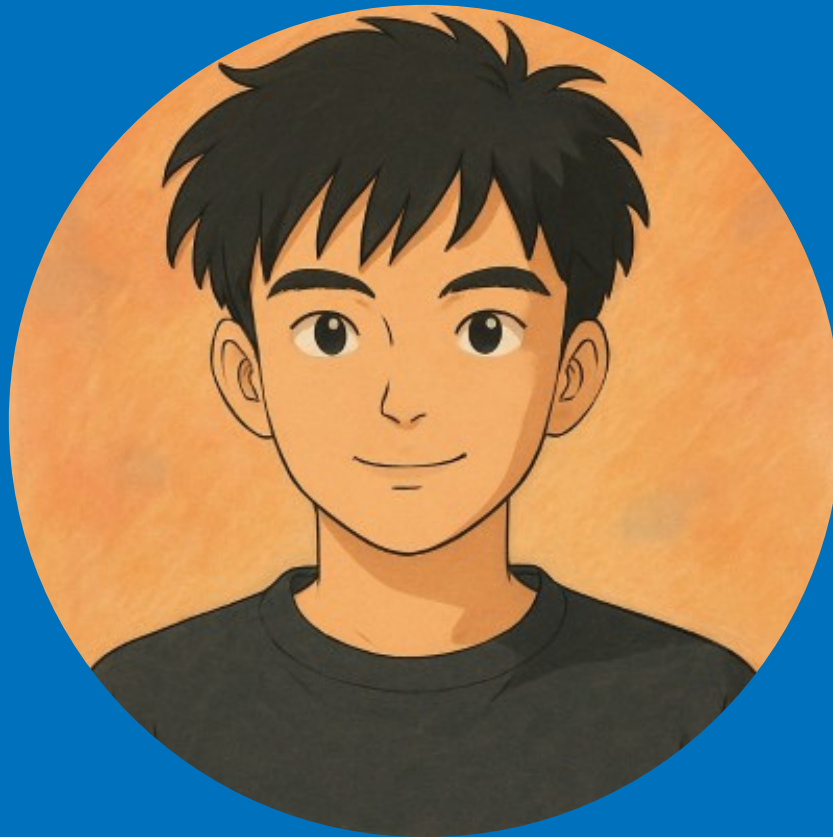


Zac Crush Empowering Martial Arts in Vietnam



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Zion Zhang: advises that when feeling stuck or procrastinating, "*Just go do it.*" That's how you build high agency, by acting, learning and repeating the cycle"



Zion Zhang COO Figbox



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Professor Agnis Stibe: *Advises befriending all aspects of human nature*, including hesitation and doubts, rather than judging oneself.



Agnis Stibe Unassailable | Human AI | Hyper-Performance
| 4x TEDx | Professor | HyperLab



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Andrew McMasters: *"Try yes for an entire day* and see where it takes you." He encourages accepting and building on what others say."



Andrew McMasters Lead Training Designer / Facilitator
– ImprovMindset LLC



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Yanjun (Andrie) Lin: "Stay in peace of mind and focus on the present." She explains that "*you can't change the past*" and you made the best decision with the knowledge you had then."



Yanjun (Andrie) Lin Building Culturally Connected MVNOs | Founder, OffChain Seattle Chapter | Veteran | Web3 AI Innovator | VP at Panda Mobile



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Clarence Dancer: *"Be true to self."* Always,
always be true to self."



Clarence Dancer Director of Operations at Academy for
Creating Excellence (ACE)



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Claude Rety: *"Your health is the most important* and then followed by a caring ecosystem, a caring circle and then business will be fine."



Claude Rety Ni Hao Ma - Mandarin Learning Lab |
Rockhill Asia



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Cris Tran: "Be careful and do your own research and *research really deeply* to understand the matter and everything."



Cris Tran Gamification | Decentralized Techs | Web3



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Crystal Clarity: *"Seek opportunities to be fully present* with yourself and with people." She believes that carving out time for presence leads to greater success personally and professionally.



Crystal Clarity COO for s2s Public Relations and Communications



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David Boyd: "Be kind to one another. I think the essence of life is just to make connections with people and have experiences. *Go out of your way to help somebody.*"



David Boyd Founder & Certified Personal Chef, Down to Earth Cuisine



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David Robicheaux: "There is no such thing as a bad idea. No such thing as a bad bad question. *The only bad question is the unasked question.* Take a chance on yourself and your idea."



David Robicheaux Founder at Blackmuse LLC



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John Conafay: "Keep your friends close, and *be good to your partner*. Don't let those things fall by the wayside. Or learn how to not let those fall by the wayside."



John Conafay Co-Founder & CEO at Integrate



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Joshua Brumley: "If you don't *understand what your staff is doing*. You have to know that job as well as they know it, to be able to manage them."



Joshua Brumley CEO at Brumley Law Firm, PLLC



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Julius Carter: "Treat each other better. Have respect for the common man. You got to just be kind to people. *Have respect for one another.*"



Julius Carter Founder



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Kate Julia: *"Believe the child that tells you that they're being abused. Believe them and listen to them and be there for them."*



Kate Julia: CEO of VirWave OAM, Inc | Advocate for Child's Rights



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Evan Poncelet: *The chains of habit are too light to be felt until they are too heavy to be broken.*



Evan Poncelet Founding Managing Partner at Dreamward Ventures and Executive Director of Venture Black.



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Closing Thoughts

The best insights don't always come from planned speeches or polished presentations. They come from real people, sharing real lessons. Right in the middle of the work.

These 50 quotes are more than words. They're perspective and experience. Reminders of what it takes to lead, to build and to keep going when it's hard.

My hope is that at least one quote stuck with you, enough to shift your thinking, guide your next step, or give you clarity in the chaos.

Be Great Every Day!

Jason

Connect with Jason



Join CavnessHR Builders Club



The Cavness Builders Club is built for early-stage founders and small business owners who are tired of outdated HR and ready to do things differently.

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Or visit: <https://www.buildcavnesshr.com/>

Want to support the bigger vision?

You can also invest in CavnessHR at wefunder.com/cavnesshr