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# Is it Time to Change the Work You Do?

### Introduction

Welcome to Remembering to Be Me, a podcast that helps you find your own way to a place of authenticity and service of others in a world that is ever changing. I am your host, Jenn Shallvey and I invite you to join me on a journey of reflection, insight, and wisdom, as well as be challenged into growth and change. The choice is always yours. I simply hold the space, and offer an invitation and support you in the process. As you find your own way to balance the ups and downs, be rewarded with freedom, contentment, happiness, acceptance, peace of mind, and clarity. Trust yourself, discover more of the real you and share your wonderful, amazing whole self with the rest of the world. This is not always easy. So, start with this simple message to yourself, "Be me, and when I forget, remember to be me."

### Main podcast

Hi, this is Jenn Shalvey and welcome back to the Remembering to Be Me podcast. I am back today to continue with our series on changing the work you do. And today's episode is all about how, you know, when it's time to change your work. The aim of this episode is to do a couple of things. First. I want to help you increase your self-awareness. I imagine you already are a very self-aware person. When it comes to areas like this sometimes we block or don't pay attention or don't want to know. So when we consciously look at the whole area of work, it can be an increase in our self-awareness. So that's one aim for today. The other is I'd like to help build your confidence in your decision. Whether you change or not, or whether you wait a little while or you jump into things right now, there's a need to accept your decision, even if it may not incite any kind of change. So I'm going to provide a series of what I call prompts or points of reflection in this episode that will help you to clarify where you're at right now.

So the first thing I want to look at is what does it mean in terms of work? When I talk about changing your work and we've already done this episode, or this series, a couple of episodes of the idea of work I hope you've gotten now is it's not simply a job where you go to an office and work for somebody in employment, and come home. It's much more than that work is so much more than that. So I'm looking at different aspects of it first, so that you get an idea of where it might be, that you're focusing on in terms of your change.

So the first one would be type of work. What does the nature of the work that you're looking at? For example, you might be in a corporate role or working in an organisation that's corporate. You might want to move to a non-for-profit, maybe you're changing in that direction. Or you might completely leave the employment situation and move into a entrepreneurial type of role where you own your own business or work in an independent manner in your own way. Another might be becoming a consultant, working in a consortium of others.

The other one would be a place of work, the actual business location of the company or organisation that you're working with. So for example, you might commute right now, an hour to get to your location because that's the only way you can get there. Or it happens to be the only place this business is located. And maybe that's a bit of a drag and a drain on you. And you're thinking I need to change my lifestyle. And the work is first place you're looking at.



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Another change area or I should say terms of work would be the role. So think of the role as the title or the actual job you do. And it could be a title in seniority that you're looking for change in. It could be that you supervise people and you don't want to anymore, or vice versa. Maybe you work in a role where you'd like to now step up and supervise people. Or maybe you want to move into a really senior leadership role and start to make change at the organisational board level or at a, I guess the CEO level, you could be wanting to go way into a whole different direction. Let's put it there. And you could also want to go down in role and say, I don't just want to stop working so hard. There's lots of different changes in the role.

The next area would be time at work or the structure of the job. So you might be full-time and wanting to go into part-time or maybe you're part-time and you might want to go full time. You could be seeking some kind of sabbatical from work or returning one. Maybe you have been on maternity leave, or you're going to go on maternity, or I should even say paternity leave, sorry, but you could be on leave for that reason. And that could be a structure change. You could be at the end of your career in a very conventional sense and be looking at that really strange word retirement, which I don't think means the same thing as it used to do let's say 20, 30 years ago. But there's a change in the way you work at a certain stage at the end of a career that you might want to jump into what you call next phase. So those are structural or time at work aspects that you might want to look at.

Another one would be geographical place. We looked at place of work as the actual business, but what about location? Like you currently work in the city and you don't want to live near the city anymore. You want to move states. You could even want to move countries and go to another place. Those are really big decisions because that's an upheaval on more than just the work level, but that could be a factor.

And the other one I thought of was format. Are you in a desk job? Do you work outside or would you like to do more of the other? Do you travel? Do you sit on the phones all the time and want to get off the phones? I mean, there's, you'll do a lot of meetings and don't want to do meetings anymore. There's so many different formats of different jobs or types of work. That's what this whole thing is about considering. That's one thing at first to think about change in terms of the kind of work you're doing and where is it that you're looking to shift or adjust, maybe it's everything on that list. That's a massive change. Or maybe it's just a little, so we'll see.

So a simple starting point might be just ask a basic question. What is working and not working right now in the work you do? You like how I use work a lot in that. So, but what is working in not working as in what supports you and doesn't support you? Is there a mutual exchange between what you put into the work you're doing and what you get back from that? And there are multiple layers of what that exchange could be. There can be a very practical exchange. There could be another level beyond that, which might be satisfaction that you've done work that day or wherever you do. It could be the recognition of seeing how you impacted other people, made a difference. It could be that you are using your skills, the ability that you have and applying that in a place that is satisfying. There's a lot in this because what it's doing is it saying, I am putting something into this and I'm getting something back. And it means it means something to me. So whatever level you're at, whether it's I went to my work and I got my paycheck versus I am achieving my why and I feel fantastic, or I'm not, it depends on you what matters in terms of what's working what's not.



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Some of you might want personal growth through your work. You want achievement. You want to be able to see yourself growing, learning, moving through different roles that you can challenge yourself. For other people. It might simply be you want stability. You want security. And there's nothing wrong with either of these. There's no perfect answer. And so maybe that's the thing is that you're going along and you're saying, well for now, this is just for the stability. I just want this I don't want to worry about anything else right now. And then maybe your shift is you're going well, I've done the stability thing for a while now I want to do something different. Maybe you had the mortgage for awhile and you've got most of it paid off, or you're happy and content where you are living and you don't really want to move for a while, but your work isn't stimulating you. Now you're looking for growth in the work you're doing. That's a different, that's a different state of being. So basically checking in on what's working and not working in those areas. That's one way of looking at this.

Another is what I call the internal check, the four-quadrant approach. For those of you who listen to other podcasts, you've probably heard me mention this. I like to go through the four quadrants of mind, body, heart, and soul. And so I look at a problem or an issue or an aspect of whatever you're dealing with and ask questions around those four areas.

So the first area of a quadrant check-in would be to look at your thoughts, the mental aspect of how you're going inside of you. So an ask just simply to pay attention to what you are thinking, be aware, give yourself more awareness of the thought process that go on while you're in your work, when you think about your work, when you're doing your work. Not the actual work itself, but just notice your internal dialogue. And also notice are you stimulated or challenged in a way that you want to be? Does it really push you at another level mentally that makes you enjoy what you're doing or is that a struggle now? And the other thought would be with the mental aspect would be, are your thoughts constructive or not? Are they serving you and helping you or are they not, are they destructive? I think it's really important to look at the nature of your thoughts. That's a mental aspect of your check-in.

The next one I would do would be your physical and look at the senses of what you're picking up in terms of your five senses. What are your energy levels like? What is your body actually physically going through and feeling when you're at work or you think about work? Notice the body reaction. There's a really beautiful built in signal to who we are about what's really happening in our life. And you can think about that because for example, think about a really difficult decision you've had to make in your life and think about not the answer or the outcome, but the decision process and how it was like before you made the decision. What was your body reaction? A lot of people I know will have tension and physical issues come up when they're trying to make a really big decision and they don't realise it, but then the body starts to show them. And you can ask a chiropractor or anybody like that. And they'll tell you right away that people's issues and challenges will manifest in their physical body. And there's a direct correlation to that. So I think it's really important to pay attention to the body as a signal. And so does it do your body reactions and the things that happen to you physically, do they fluctuate? Do they change? Do you see a pattern related to your work? When are you feeling on top of the world? When are you feeling really energised? When are you jumping around going, I love doing what I'm doing and when are you like flat deflated in terms of energy levels and your body is like, I don't want to get out of the chair, even. That kind of thing.



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The next check-in would be emotional to look at the way you're feeling your actual feelings. How are you feeling? Now, many people ask this question as a throw away line, when we catch up or talk or whatever, and most people will say fine. No one wants to talk about feelings, right? Well, there's no one else in this conversation except for you right now and me on this podcast. So it's okay to talk about your feelings. And for those of you who talk too much about your feelings, well, why do you talk about them and what are ones that come up? Notice that how are you feeling? And there's a really, I forget where the information is, but I've seen it many places, but there are so many examples of what feelings we can have. It's much more than I'm happy or sad or angry or frustrated, but there's so many different emotions that come up. And it's really important to look at. All emotions are okay. But sometimes the emotions that we experience can be damaging to us if they are consistent and persistent and they're not healthy. So it's really important to pay attention to the nature of them, the frequency and the persistence. And in terms of this podcast, I want you to see how they correlate with the work you do. When are certain emotions tied to the work?

And just as a side note, if you're noticing that your emotions are not the best that they usually are, and you're having some struggles and it's not really feeling right. And you think that you need some help, always, always err, on the side of asking for someone to talk to. I would encourage that with anything you're doing in this exercise and not because I want you to come talk to me, please don't take it that way. I really mean it when I say, as you're going into this kind of self exploration, and especially when you're looking at emotions that might make you feel some emotions. And some of us aren't skilled or trained in how to actually process that. Not all of us have had the benefit of going through any kind of self-aware type of learning. So teaching ourselves, how to process this information is sometimes difficult. I strongly encourage you to find contacts or resources or ways to support yourself in particular, in that area.

Physical's easy because you say, oh, my body hurts. I'll go to somebody to help fix it. You don't think about it too much, right? Your thoughts I mentioned earlier, I'm going to maybe put a proviso back in that one again, too, because if you're not thinking good thoughts then as in, you're not thinking supportive thoughts, then you need to talk to somebody about it. I really do believe that. And not keep it all running around.

And another thing I might mention now is as you're doing this internal review, if you catch yourself thinking and you don't like the thoughts that you're thinking you have incredible power to actually in that moment change that. So one of the skills that I like to teach people and teach myself, I've done this a long time, is how to work with that moment when you are aware that what you're thinking, isn't constructive, what you're feeling, isn't constructive. Because if you have the skills to shift that energy you can. Even the physical stuff works. Um, if I'm not feeling right, one of the most valuable things that I can do is go for a walk outside, especially in nature. I have learned that for me, that works and it may not work for you. But everybody has a tool or a technique that they can find that will help manage this. So this is not really relevant for the work conversation, but I do think that as you're going through this, you're probably going to bring up some stuff and stir the pot a little bit inside of your self. And you might want some support in different areas. And I'll. about that later when we talk about the next episode of preparing to change the work you do, because that's when you probably want to go into that more detail. But for now, as you're doing this, self-reflection just



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be mindful of how you take care of yourself while you're doing the process. And if it's too much just step back out of it and work on it at a different time. Find the time when this worked for you.

And that's when I get to the last check-in, which is a really lovely one, because we often don't hear about it or mention this, especially in work context, but that is spirituality. And I also equate this to your passion. And when I say spirituality, I mean, I'm open to all aspects of what you would describe as spirituality in your life. It isn't necessarily the church you go to and the religion you practise, you could be an atheist and still have a sense of a spirituality to something you connect to that's bigger than yourself and is all inspiring, and what brings into you a passion for what you do. That is what I'm talking about. So whatever that might be for you is a sense of that. It's indescribable, it's immeasurable, but it comes into you as motivation and inspiration.

And to me, that is one of the most powerful, amazing aspects of being a human. We have that in us, that motivation that passion. I'm sure my cat gets excited because dinner is being served, but I don't think it's the cat's passion. That's getting him to run over for that kibble. I think he's probably just hungry. But for me, the passion of doing something comes out and it's separate from the other aspects of who I am. I look at someone who has a favourite hobby and they get really excited about it. Where did that come from? Not because they needed to eat. Baking bread because you want to and because you enjoy it and because it brings you excitement and thrills, you go, wow, look what I did. That's passion, that's excitement.

I'm looking at you checking in now and saying, how passionate or motivated am I in my work? We all are at some point in our time, because we're human, motivated in our work. Often. It's the first day on a job and I've done this in many workshops in the, in when I, when we actually do workshops. And I often would get groups to actually look at this question. Because if you sit down in a group of people that work together and you ask people to remember what it was like the very first day they started working for that company, there's a really interesting reaction. And if you could remember why you joined that company, your passion and motivation can sometimes be reconnected.

The challenge is sometimes it's not. And you need to find another way. And maybe that's where you're at now in terms of changing your work. And so that check-in this internal check-in that I will often prescribe or suggest to people to do is a really basic tool to just go around the four quadrants. My mind, my body, my heart, my soul, and check in mentally, physically, emotionally, and spiritually, and just really do a big scan and say, how am I going? And I do this for stress management, self management, self care, everything. But for now I want you to put the topic of work around that. So in terms of work, check inside of you, how you're going, all right. I hope you got some good information from that. I haven't put too much time in there.

So what's another area to consider as a reflection point. Well, let's go outside of yourself and look around you. And this is one that I want you to be doing with strong intention and mindfulness as well. I want you to notice what other people are saying. So here's my proviso, because to be honest, I don't think it matters. What other people say. I want you to that's the base starting point. However other people can often see things that we can't see. And in terms of behaviour, the way we act and show ourselves that's observable. And you might already know this if you work in corporate, when you do performance management feedback, what you need to observe is how the person performs



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and you can see that. I've always said that if it's not something you could repeat and observe again, and it's not a behaviour. It's important to notice that.

So some people might see that, and that would be in your formal feedback. So what are other people saying in your formal feedback, it might be your performance management. It might be customer feedback. Maybe you get you are in one of those types of workplaces where you get the regular feedback from customers or surveys, things like that. It could be about your team. It could be about your division, your company, even who knows.

Then there is the informal feedback. Now sometimes informal feedback can be more of a challenge because it's not structured and it may not come in the frame of the objectivity of formal feedback may not have been thought through properly. So I say, take this with a grain of salt when you get informal feedback. So the first thing is to think of who you actually getting that informal feedback from. Is it somebody you trust and regard highly? Is their word one that you will listen to?

If not, then it may not be a healthy thing to do. So when you ask for that informal feedback where you get it given to you, without you asking, what does it say? How is it indicating your position at work or where you're at in your work?

So someone might just say your friend over coffee. Wow. I've noticed that a lot of what you've been sharing today in our coffee catch up has been negative. Do you not like your job anymore? That kind of thing. And not like I have friends that would talk like that. Maybe you don't. I have a lot of people who do coaching and mentoring that are friends. So that means we wouldn't talk like that. So, but your friend might say, oh, you don't like your boss. Do you? Maybe that's it. So think in terms of what kind of feedback are people giving you that you didn't ask for that just kind of like shows you a little bit of an insight into where you're at in your work.

And then you could be brave and courageous and go. I'm going to ask for input. And that's the hardest thing to do, especially when it's outside of your normal process. And here's where you actually can set it up really well and say, I'm doing some self exploration around my work, and I'm wanting to ask for your help. And this is an offer for you to come and give me some input. And I'd like it to be balanced and constructive and supportive. But I also want the truth. And I want you to be honest about what you see in terms of how I am with the work I'm doing right now, what are you noticing? And you'll see what people come up with.

And then lastly, just observe reactions of others to what you do. So this could be at work in work, in your work you're doing. Notice how people are responding to you and what goes on in that whole dynamic, there might be some signs that you can pick up and interpret as well.

And the last area of prompts for reflection that I want to give you is a bit more deeper and more meaningful. And this is big picture stuff that probably ties into the last episode. But I want to ask you how aligned do you feel to various aspects of yourself. And the areas that I want you to check in with on how aligned you feel you are, is with your, why your joy factor, your goals and plans and your values. I'm not going to go into detail about each of those, because I covered your why and the joy factor in the last episode, personal goals and plans are self-evident and your values are self-evident. And we talked about that last time, not being an area that I'm going to explore in this series. But how aligned are you to those areas of your life?



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So the first point might be, do I know those things, which I asked you before in the last episode, do I know my, why? What brings me joy? Do I have any goals or plans? And do I know my values? Are they the same now as they used to be? So how aligned am I do all those areas now that I know those things? How aligned am I to that? And it could be that that's the indication you need to show you that you may have diverged or stayed on track with the work you're doing. And it's a really important exploration because when you take these prompts, you're going in multiple layers of yourself, you're going superficially and deep. And somewhere out of that will come information that will begin to give you a picture of where you're at in terms of whether this is the time to change your work.

Now you've done all this reviewing and reflecting. Some things might come up and I think there's a sort of aha moment or some realisations that you might have along the way. I kind of alluded to this when I talked about the four quadrant check-ins and how it can bring up things that you weren't expecting. This is about managing the expectations and the realisation of that. And the first thing I wanted to say was nothing is wrong with anything that you feel or how you deal with this at this time. It is your life, your journey, your experience. So you can start, stop, pause, go full speed ahead. You can do this however you want this right for you. The most important thing out of all is that you take care of yourself and have some fun looking at this and go, wow, I'm going to take an opportunity to explore.

And because you're doing this, it might be a little scary. You might find things and go, I'm not ready for this yet. And it might be a big block that you're not ready to get past. So you don't worry about that. Right now, you stop for a moment because that could be a sign that you need to just take a moment out. Or if you are somebody who does that on a regular basis, that could be a habit that maybe you need to pay attention to.

It also can be exciting, so exciting that it can be distracting. I know some people get really into I've made the decision to do this, or I, now I'm feeling like it's time to change my work so I'm going to go and do X, Y, Z and they go full on and everything in their life is about this and they forget about the rest of their life. So watch that as well. It's about balance really. And I think it's important also to know and want your change now, but then also to balance that with what's feasible. And I won't go into any examples because they're very personal for people, but I'm sure you have stories of people that made rash decisions and then regretted that later. I don't really think of regret. But they maybe missed an opportunity and they took themselves off in a tangent in their life because they chose to take action without really considering anything, whether was it was intuitively or logically. So your change that you might want to make in your work right now might not be feasible right now. And we will talk about that in the preparing to change work. But just be mindful of that one.

And the last thing that some people have come up when they start to do this work especially when you start to ask for feedback is it may be a mutual exploration process. Maybe someone that you are tied to in the work you do also is feeling the same way about you and this might be a time of parting. That happens. And you may, maybe didn't realise that. And it might've been that you were putting off and now you have to deal with. So again, manage the expectations, be prepared for what might come up and also treat yourself kindly with self care so that you can go at the pace that is right for you.



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We've had a chance to listen to quite a few areas of reflection and prompts to help you clarify. I now have a few activities for you. So the first activities, pretty much basically going back in this podcast. So what I'm going to call it as a work, you do audit using the prompts from this episode. And all I want you to do is go back and look at each of the areas and consider the prompts and reflections and just jot down answers to those questions and thoughts. Anything that comes up for you right now. And just have a little diary or something like that, that maybe you've been using one from the last episode. And just put them down. And you can come back to those thoughts and adjust that as you get more information. Like your first reflection, might've been pretty superficial. And then as you're making dinner tonight, maybe you'll go, oh yeah, there's that too. And just jot that down. So it's the continual audit using the prompts and questions from this episode all around the theme of, well, is it time for you to change your work? How do you know that?

The next activity is to switch over to more your intuitive side and to skip the logical processing of information and just move out of that for now and just check in with you internally. And this is in a way that works for you. I don't know what works for you, but generally it's about meditation or sitting still and contemplating and scanning your situation. And then more importantly, it's to feel in to it, through your heart, through breathing, through any exercise that takes you out of your thoughts for a moment or a while, and lets you just be with the idea of your work. And it can be a challenge because if you are used to doing the first activity, which is just lots of thought about the situation to not think about it and just feel into it can be really difficult. So I think it's useful to have a guided meditation or to have something that keeps you on a mantra. If you want to use that or breathing techniques, anything that just lets you sit with that.

And then you might just ask yourself the question while you're in that state of, is it time for me to change my work. And you get a yes or a no and that's a great outcome. Yes or no. You won't get a, maybe you're going to get a yes or no. And then you get to explore what that change is. And you could even do more intuitive reflection and checking in to find out what that is. But I would actually just try and get to the answer today of do I need to change my work right now? Is it going to be a good thing for me? And I have better questions I would ask in that. So if you want some help on that, I can share that with you. But for now it's simply following a process that works for you around stopping pausing, reflecting without the thoughts and asking yourself simple questions like right now, is it the right time for me to change my work?

So after you've done the activities and you have a sense of the answers for that, and you have some gathered information then I want you to step back for a moment and out of all that you have considered today and reflected on, ask yourself how strong and how ready am I to change the way I work right now. And as you do that, as you asked that question, imagine a dial on a dashboard of a car, like a gas or a petrol indicator. Look at that dial and imagine that if your tank is full, you're ready to go. And if you're not, you need to do more to get ready, looking at that as a gauge, it means that it can be adjusted and you can put what you need in to make yourself ready to change. So you may not be ready yet.

Another way to gauge your readiness and no pun intended is self study of yourself for maybe two weeks or a month. Just take a period of time. And when you get up in the morning, think three or four things that you look forward to about your work for that day. I know it's going to be a stretch for some people, especially if you're looking to change your work three or four things that's a lot. I





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think that we can find a lot more, but because it's the way we look at things. But anyway, you might be in a state where you can't even find three. The thing is is that if you get up each morning and you say, what are three or four things I am looking forward to in my work today?

So it might be, for example, you're going to a conference and that's exciting because you get to go meet people. You could be doing a presentation in a meeting and maybe you're stepping up in your level of seniority in the organisation. This is your next level. And you're getting to work with people that are setting strategy for the company. And that's really exciting for you. Or maybe this is your first outside of organisation, client phone call and you're making, and you're really excited about it. Maybe you're not, I don't know. They're all, all kinds of things that you could be looking forward to. And they can be as small as you want to be seen a certain person. Again, it could be having a catch-up over coffee with a client you haven't seen for awhile. It can be all kinds of things.

Then after you've done this for a period of time and you've done these, check-ins gather the information. So each day, write down what those three or four things are. And then over a period of two weeks or a month, look back and lift out what you notice were positive and see how you're going. And the reason why I want you to consider doing this exercise is because a lot of the reflection in today's episode can bring up some negativity. It can bring up some challenges, but there always, always is something positive in there. But when that starts to shift and it's harder and harder to find that in the work you do, then maybe it's time to look at different work because you're not getting as much of that anymore.

And I do this with relationships as well. And I'll say there are 10 things in relationship. And people say, well, that one thing is not working so I'm going to leave the relationship. And I'm like, well, what about the nine things that are working? Well, same thing happens in a job or a work relationship. If nine out of the 10 things are working, then it's not too bad. But if eight out of 10 things are not working, then I'd question why you're in that work. And you have to look at that really carefully because more than likely those eight things not supporting you are generating other outcomes in your life that aren't positive either.

So look for the positive. Look for what stands out that supports you. And really check in on all these areas and gather data on yourself to find out whether it is time to change your work. It's your investigation for you and only you get the answer and only person who needs to know you right now. So that's the check-in stage that I wanted to take you through.

Now I wanted to share with you just some other ideas and thoughts that I had when I thought about this episode topic. Just a few points.

The first one is, and I kind of alluded to this earlier, is you have in you the power of choice, choice in what you do, how you do that when and with whom and why. Very powerful statement you have in you, the power of choice. And if you don't think so, then you have to keep looking until you find a place where you do have that and exercise that choice muscle. Because I believe that everybody can choose things that support them and lift them into a new state of positivity in their work. It just might mean change. And that's what you're looking at today.

Another idea of thought I want you to consider is balance between circumstances of your situation and the choice. And this is a very practical one. I want to move you away from blame and being the victim of somebody else, doing something to you and see, where are you actually empowered to



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respond to a situation? And when you're going through this evaluation, it can get where you say, oh, it's because that person does that. What was your choice in that situation? What were your circumstances that led to that situation happening? And how did you have a role in that and how was it beyond your control? Very interesting to look at the balance of that.

The next one I would say is follow your heart and ground it in reality. So a lot of people say that expression, follow your heart. And I really believe that. And we live in a physical world, this real world. We also need to anchor that in reality. So let your heart lead you and then look at practical ways to do that. That's a balancing act as well. And that's again, another thing that will come up in this episode.

As you're going through this, I mentioned the word earlier, courage. I think you really need to draw on your courage and to do that. You have to really work on your belief in yourself, whether it's through meditation practises or whether it's through self awareness or internal dialogue, changing journaling, whatever it is, find a way to really lift that up.

And the last thing I'd say in this episode is, and I'll say it to every episode probably is listen to and trust your intuition. You have the most knowing of anybody of what's right for you. And your skills and your ability to discern what is happening in your life in your world is the power you have and bring to the situation. Nobody else can take that away from you and nobody else can super-impose their ideas on you. And as you sit with that, as you go through all of this today, and for this whole series, listen to what comes up with you. Listen to the little voice inside of you that nudges you and just pops up in the shower, or when you're on a walk. Listen, listen to you, really hear your voice. Get to know your voice, not other people.

All the information that you bring in for this exercise is data, but it's ultimately up to you to discern what is right for you and what is not right for you. Nobody else can say that. And I think that's really important and really empowering, especially when you're looking at something like changing the work you do.

I have one last thing to share. And that's a question. So my final question for you is to ask yourself this in my heart of hearts, is it time for a change in the work I do?

So we've looked at how, you know, when it's time to change your work. In the bigger scheme of things, this is just one step of changing the work you do. It's a gathering exercise. It's a discerning exercise. And I've given you some suggested reflections and ideas, some activities, a few extra points, and a final question for you to contemplate. I really encourage you to do that. And as always know that I'm here to help you. If you need help as a mentor coach, I'm always available. There are also lots of resources on my website for you to jump onto and if it draws your attention, read, reflect on, enjoy looking at. So I encourage you to visit the website. And that's all for today. So I look forward to coming back with the next episode, which will be on preparing to change the work you do. Wow. Get excited about that. Okay. Thanks.

### Closing

Thank you for listening to another episode of Remembering to Be Me. Any information in show notes from this episode will be on my website [www.jennshallvey.com](http://www.jennshallvey.com). And after listening to this



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### Is it Time to Change the Work You Do?

episode, if you think of someone else who might benefit, please share, the more the merrier. Until next time remember to say to yourself "Be me, and when I forget, remember to be me."