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Preparing to Change Your Work

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, it's Jen Shallvey and welcome back to the Remembering to Be Me podcast. Today, I am going to continue with the series that I've started on how to change the work you do. And today we're going to go into the topic of preparing to change. And this could apply to anything, but I'm going to really specifically look at that in the terms of you now have an idea or a sense that you want to change the work you do, but you don't know what to do. You just know that you want to. And so what do you do next is you prepare. And for this it's about anchoring all that you do, and really getting clear from a self-awareness point of view, and more importantly, from a self care point of view. Most people don't think about that when they look at changing the work they do, they just get on with the idea of I'm going to go put my resume out there, get a new job.

And off I go. What I'd like to do today is really help you to set yourself up for success and to hold yourself in a way that allows you to navigate through the uncertainty of the process, the change that you will undergo, no matter which direction you choose and that sense of self that you can keep throughout the process. My goal here is to help you, I think, oh, I guess launch from a foundation or a platform, or just think about it from that point of view. Think like your ground zero is an anchoring of you solidly on this earth, doing what you want to do. And then you launch from that. It's giving you that sense that you are safe and knowing, and clear and aware. So that as you explore, as you search, as you seek, you are going out in different directions, you can make decisions that still work for you.

It's about sustaining. It's about supporting you. Because when you start to open up to a change like this, I feel in my experiences that people can be very much influenced by what others say. And I think that's really useful to bring information in, but if you do what others tell you to do, then you may end up in a situation where you change your work and it's actually not what you wanted to do, or you're not happy with that decision because it's not yours. So here is the whole thing around preparing.

You might ask yourself, well, can you actually prepare to change? And I'd say yes and no, because there's two aspects to the preparing. One is that you actually can, and this would be when you have time and self-awareness. So for example, let's say you are getting to the end of the year, like we are now. And it's about to be the holiday season or people who live down in the southern hemisphere, where I live we go on a bit of a holiday break. I would compare it to the August break of Europe,



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where or July in the United States, where it's that time to take a break. And the work environment tends to be slower. And there's usually a shift of people away. And so not as much focus on intensity as much as other times during the year. So that's a time factor, time of year, which makes taking your time out to look for something different and think about what you want to do very relevant and very appropriate. So yes, you can prepare to change your work because you have the opportunity to look at it differently and devote some time.

Likewise, the more you have a sense of self-awareness, which you've prepared and done the work on the easier and better, it's going to be for you to know what you want to do. So yes, that's the preparation side. I think you can do.

Where it is a bit tricky is when there are factors outside of your control, and this would be more likely in sudden changes that would affect your work. For example, we've had a lot of that over the last two years with people in work situations where lockdowns or other aspects of our environment have affected the ability for some of us to actually be able to do what we do. And so therefore is going to trigger many of us to rethink is that right for me, do I want to keep doing that, or is it time for a change? Likewise, in what I would consider any time a business can make a decision to change. It can merge with another organisation. It can close down. There can be a change of ownership. You could have a restructuring internally in divisions. A company that small could join up with another company that's becoming bigger. There's so many different aspects of that.

The factors beyond your control might be that you're not in that decision-making part of the organisation. And so you're not aware of it. And then all of a sudden when that news becomes, um, I guess public knowledge, then it might prompt you to do a review. Likewise, if you're in a performance review situation, all of a sudden information comes to you that you didn't expect. Then again, it might prompt a review. There's so many reasons why things happen beyond our control that we think, oh, I hadn't planned on maybe changing the work I do, but now I better look at it. And so you probably going to come from one of those or both of those. And I feel that the preparing to change is of course doing everything you can in the sense of what you can control so that when things come up, that you are not able to influence and you need to respond to, then you're ready for it, much more than if you are not.

So let's go through some ideas that I came up for you that might help. And these are just a few suggestions. They're going to sound general because I'm trying to make this fit into any type of change of work situation, not just one. Okay. So the first one I was thinking of was to just start talking, talk it out. And I would say in this sense, the key here is to express and to clarify all that you're going through in determining what it is you want to change. So we've already had conversation in the podcast about looking at your why, and that was really important. I'm going to assume that you are well versed in the why, your purpose, whatever it is that you've got a sense of why you do what you do. So this is the time to make sure you're clear about that so that you can tie in your preparation to that. So be very clear about that why.

The other one, we've also talked about, which I'm going to keep bringing up again is where's your joy? What's your joy factor in all this? What are you looking for? What is going to keep you going, not just in the end, but as you're making the change?



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The next point to express and clarify, really get out so that you articulate. This is comfortable with your conversation e, everything is being the full, you being, the authentic you. And even I struggle with this still. And I try and teach this. So I find it a really challenging journey to express our authentic self especially when we're looking for a change in work. We are vulnerable and sensitive to feedback. And we're also uncertain about where we're going to go and what's going to match what we want. However, the more clear you are about who you are in this process, then the more you're going to be able to present yourself in a way that matches what you want to do, that will keep you going forward in the next iteration of your work.

So I know it's challenging when you're changing, because you are changing. And we often will feel pressured to compromise. So when you're going for, let's say a position somewhere, for example, that you hadn't thought of, you might be willing to compromise on some things that you hadn't done before, or you might settle for a change that wasn't really quite right for you. This is going to happen depending on your situation. The challenge is when you're trying to balance between being authentic to yourself is that once you're in that new work, if you're not aligned with who you really are, it will eventually come undone because you can't put on a facade the whole time. You can't keep pretending all the time. So in your last episode that we went through, we did the timeline review and I would go back and notice what came up when you did that.

And especially in regards to when were you authentic and when were you not authentic. So keep that in mind. It's a good idea to express yourself. So we get clarity. And I think that it matters who you talk to. And I mentioned already a couple of times in this episode already that when you're beginning to change, we're going to start talking out our ideas with other people, they're going to be people that want to influence what you say or do. And so it's good to be with somebody that you want to be with. And I think that's better than having nobody. So try and work with that. And if you can therefore have the conversation with an objective and honest person, okay? So that's the expression and clarifying talk it out because the more you articulate outside of yourself, the more it's no longer, just an inner dialogue and inner thought, and that's really important.

And then I also believe that the talking out part gives you a chance to be asked questions, to be challenged by somebody who might know you or who has experience in a direction that you're trying to go.

So what next? Well, I would want to do a kind of 'what I leave behind what I want to take with me kind of approach'. And if you're in business, you might speak in the language of lessons learned, but I'm looking at yourself here and we're in a process of change. We're about to undergo self directed transition in our work that we are wanting to initiate, and it may be prompted by others out of our control, but we are taking the initiative now to initiate this change. And so, because you're doing that, it's like cleaning house. So you're going to want to go through and kind of declutter a sense of what you don't want to bring with you to the next thing you do in your work.

And this could be all kinds of things. So the first I want to do is focus on what you want to take with you, what you can bring into the next situation. And why is this so important? Because the strength, the ability, the gifts, the aspects of who you are is what will bring you into that next step and will be what you leverage from in doing whatever the work is that you do. And you might be changing in terms of roles and so forth. So you really want to know what it is you bring into that situation. In



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terms of what you bring and what you want to take with you that you want to keep going and you want to emphasise, I think it's important to have two perspectives, not just yours, but also others. And if you can gather that information and really leverage on that, then it will help you when you're letting go of the old work that you've been doing and moving into the new one.

And from a lessons learned point of view. If I do go back to that concept, then it is actually useful to sometimes sit down and say, what have I learned along the way now? And you can even go back to your timeline review that we did last episode, and just look at some of the wisdom that you've gained. What are you taking with you? And kind of gather that information and bring it to you as a sense of learning that I can take and leverage from. And then also consider in this the experience as well. It's not just what you know, it's not just this, I got this great insight about who I am from this time. It's also about acknowledging and respecting the experience. Claim it, own it, even the things that were mistakes and challenges, because that was part of what shapes who you are and where you're going in terms of your work. And that's really important.

Now if you've got all that sorted. You've got some sense of what you want to bring with you to the next situation. Then of course, what's the opposite of that. What do you want to leave behind? Really challenging but sometimes if we're doing a lot of work on ourself, we're actually quite clear that part. And often when we're leaving a work situation, it's because maybe some of those old habits within us have surfaced in that environment and it's not bringing the best out of ourselves. And we'd like to let go of that. So it can almost use the language of that's the old me. That's not me anymore. As a, maybe the place, the environment, the structure, the way you were working before kept you trapped in that, maybe you've grown a bit more. You've learned more about who you are and what you want, and that's holding you back.

So the old me is going to stay with that. And it's a chance to let go of that. We talked about what you want to take forward in lessons learned the mistakes, the things that you did, that you wish you hadn't done, that kind of stuff. Well, you can also let go of that. You can say. Yeah. So that happened. I learned from that I'm going to move on. So you let go of that. You don't bring that with you. You bring the lesson or the wisdom from that, not the actual harping on the mistake you made. And we all have them. We all have them. Oh my gosh. Someday, if you want to ask me, I'll tell you some of mine, but not on the podcast right now, but I'll get there. Um, I don't want this one to be about me and my story right now.

So we'll keep that on the side. But I can tell you, you asked me a few pick a time in my career and I'll tell you, oh yeah, I can remember that very well. So I'm sure we all have, but do they do those mistakes define you. Are you still holding onto those? Are you still embarrassed by that? Are you letting that be who you are? No. Here's a chance to say that's the past. It happened. I did it. I learned from it. And now I'm this person and I'm taking that part forward. So really big distinction.

And what about habits? You may have picked up some habits and here's a chance to shift and break away from those. We all have them and it could be the comfort of the old work you were doing that allowed you to develop those habits that weren't really supportive of you or the work you're actually wanting to do. And maybe this is a chance to move from that.

But ultimately the, what you want to leave behind aspect of this preparation process is clearing the slate, empowering yourself to say, Hey, I'm getting a new start, a new beginning, and I'm going to let



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go of that and not let that define me. I'm going to take forward. What I learned from it as experience that shaped who I am now. And I'm better for it. Again, really important distinction around what you want to take with you. And when you want to leave behind, and it's your clarity around that, your choice, your decision.

So you can see where we're going with all this. The first bit was more about expressing yourself and clarifying, and there's a bit of internal reflection. And now I want you to do a bit more reflection. I want you to do what I would call gathering yourself. And that is a personal inventory of sorts. It's not the resume creation. And I'm going to talk about a process in a second where that actually is relevant, but it's more around taking stock of who you are and looking at yourself and then owning up and claiming the parts of you that you want to hold on to. And so it requires you to do some self reflection and that's the part that's not so easy when you're in the midst of wanting to change who you, I mean, the work you're doing. But you've got to ask some of those questions, like, who am I questions? What do I do? Well, what do I not do well? And what are my strengths and skills and things? Um, what do I let get in the way? So you do a kind of inventory, a check-in and you really put that together.

So you've done some talking it out. You've looked at what you want to take forward, what you want to let go. And then you gather that together in a sort of self-inventory. And it's your data gathering, not anybody else's. So it doesn't matter how you do it and what it looks like. Um, it can just be in your journal. It could be all kinds of ways, but I'll give you some ideas in a minute about how I to look at that. What else do you consider in preparation for changing the work you do?

Well, this is probably not self-evident in the kind of tone and direction I take this podcast, but I actually believe that one of the most important aspects is preparation with practical matters. So here's the real life aspect of the preparing to change. And there's just a few, but they're pretty self evident and obvious. I think you'll find the first of all, time and timing. What is your life like right now? Is it the right time for you? And you've got to ask yourself, that question, maybe it isn't the right time for you right now. Maybe you need to just have a little bit more searching and seeking and clarifying who you are and what you want to do before you actually jump in and start to look to change the work you're doing. Maybe it's not right from an environmental point of view of what's happening in the business world, where you work or in the environment of the industry that you're involved in or the life stage that you're in. Think about all those aspects of time and timing and what works for you and what doesn't work for you.

Now, we go back to the very beginning of this podcast and I said, um, you can't prepare for change that's been imposed on you, right? That might be a bit tricky, but you can manage how you work with that. So for example, I can think of people who've been made redundant in the past. I've worked with that, and it's a timing issue that isn't under your control, but your reaction to that process is, and how you work through it. And there's a whole other conversation for that, which is different. So for example, maybe you had support from an outplacement organisation. Then maybe you use that to its full extent before you then go and make decisions rather than jump right into the next opportunity that comes your way. Or you might be in a situation when you can't wait. So you do something temporarily while you're doing that exploration process so that it covers whatever you need to cover. And then you put some real effort into the change process. Again, the timing is really important, but very practical.



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The other one would be financial. Um, changing our work is going to have an impact on us, no matter what it is financially. Now, the best example, which I think would be what you'd want is you are going into a better financial situation. And that's one of the reasons why you're maybe changing your work. It could be the big reason why you're changing your work. Um, you have other goals in your life that might require that. Then there might be other stages of your life or other times where you're changing and that is a factor. It might go the other direction. You might be wanting to go part-time or taking a sabbatical or a leave break, whatever it is, maybe you're going in your own business. It could be anything, but the financial impact of your decision is a really big one. And that's a practical one. And that might tie quite a lot into the timing of when you make your decision to do things.

The other practical matter is your health. What's the state of your health is the fact that you are changing your, the way you work or what you do because of your health and therefore you need to accelerate it? Or is it because you want to just change and the change is actually going to make your health an issue. There could be all kinds of reasons here. Maybe you need to delay a little bit longer because the stress and the anxiety associated with it means you need to be more prepared. Think about you and your wellbeing, physically, mentally, emotionally, and spiritually, in terms of whether you're ready to prepare for changing the way you do your work or what you do.

And what about dependencies? Um, it's really easy to make a decision when you're the only person in charge of things in your life. But if you're with a partner, you might have to consider their needs. If you've got dependent family members, that's another factor. What if you have elder members of the family that you are responsible for whole factor in there. What is it that's a dependency? You could have other commitments in your world that make you need to stay a certain place and you can't move geographically. Um, that's also very personal. But those are dependencies that may be non-negotiables. They may be really important, very practical for you to make sure you're accounting for that first and then say, okay, now given that, what am I going to do?

And the last practical matter is I'll just re mentione this and that was the time of year, which I mentioned earlier, is this the right time to change? Are you trying to look for a new job in a company in the middle of December holidays, in the middle of Australia? Probably going to be a challenge, um, for the industry that most people are in. Maybe the kind of people you need to go meet with in a new business are all on leave, or what if it's the busy time of year, end of June in this country. And you've got things to do with that. Maybe not the right time to be shifting. You need to wait for that to be over all kinds of timing issues that could come up that are very practical, that matter for you and where you might be changing your work. So keep that in mind.

And then to balance out the practical aspect of preparing to change. I also want to put the ideal out there because this is what's going to pull us from our heart into what we want to do. And I really believe that this is what keeps this going. Once you've sorted out the practical aspects, it's time to sit down with your ideal wishlist. So you've got all this information and I want you to really be as imaginative and as possible in your vision. What is possible for you? What is your vision? Just take that blank slate and think, wow, if I could just paint a picture, what would it look like? And then find that and get that clear so that you can articulate it. You can see it, you know, it really anchor it in all your senses of what does that look like? What am I really aspiring for right now? And from that, you



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could even create a statement or let's say a guiding mantra of sort that says here is what is going to be my statement, sort of guiding me and where I want ahead and what I want to do in the change.

And then I'd also encourage as you hold this ideal vision aspect of your change process is to have a grounding practise, a way that anchors that in your day to day real life. So that even though you are aspiring to this ideal vision of what you really want, you can see it as something that's possible and you can feel it and know it. So I have no idea what that works for you, what that looks like for you. I just know that if you put something together that is a daily practise that allows you to hold that, then there's almost like a light guiding you and not something pushing you if that makes sense.

So in terms of preparing to change, those are just some of the initial thoughts that I had for this part of the podcast series. So now I want to go into a couple of activities, I think about three. So are you ready? You can think about this. There's three different ways to support you in this process.

And the first one I'm going to call your support team. And I say this because we all benefit from others, helping us. Everybody does, even if we don't think we do. And the balance that we're trying to get to between what I'd call individual self-direction and personal responsibility with the other side, which is asking for help is a very delicate one. And depending on your personality, you may tend more towards getting others to help you. Or you may be tending towards, I can do this all by myself. Just first checking right away and go, what kind of person am I am I one of those I don't need to ask for help I can do this by myself. Then you really need to go and ask for help, because it's not just about you. If you get a support team around you, then it's going to make the journey more successful, I believe. And if you are someone who defers to everybody else, then maybe it's, you need to get yourself aligned and know who's on your team.

So the questions here are, when is it right for me to consult others or ask for help? When is it okay for me to consider the input of others? When does that work for me and support me? And when does it get in the way? And you'll know that because you'll have the kind of people that really help you, that you can call up and get help from. And you'll know the ones that you just don't want to call. Because they'll probably tell you what to do, and won't be in your best interests.

And then also think of the kind of people on your support team from another perspective, we've talked about this before, but I look at it from the four quadrants and say, who's helping you in terms of your mental wellbeing, who's helping you in terms of your emotional, who's helping you in terms of your physical, and who's helping you in terms of your spiritual. So I've given you four areas. What kind of people would you invite or having your support team in those areas? So it could be, who do you actually like to talk with? Who do you actually get along with to have general conversations about what you're thinking? That could be one, you could have a, I don't know, some people have therapists or counsellors or coaches or mentors that can help probably cover all of the areas. Do you have a physical support person? Like, do you get a massage every once in a while or go and get, you know, physical support from whoever is in your world that would help you feel better physically. Um, do you have a spiritual practise, a, a place where you can go that allows you to hold onto something that's maybe bigger than you. That's part of your support team. And there must be in everybody's life people that represent those aspects of our care that we can call upon and bring into our world.



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So I would suggest as an idea that you create a team of people that are there for your support, and you want to include real people. Ones that you find support you, get you people that are also helpful. They could be friends and professionals. It's up to you, what you put into that team. And you want to be clear about why you're asking for their help. Um, the, you have of, I would call variety or breadth and depth then the better it is for you, because you can sound out a lot of what you're going through and get different support aspects covered.

So one person in your network, for example, your support team might be really good at strategy. And you might talk to that person if they were a mentor about strategy of where you're going, what you're doing, your work choice, they may have already been there. Maybe they understand it. They can be a sounding board. Another one might be a person who's really good at networking. Maybe there's a connection in that because they can help you connect and to really expand your presence in this world. Consider tapping into that. Find the people that will be supportive of you, and that are willing to also be there for you, not just feel obliged to. You want the right energy in that.

And the other thing is you all also need with your support team is balance the need for others to listen well to you. If you get them to come and just tell you things, then that's not in balance, is it? So you also want this support team of different individuals to be there as good listeners, to really hear you out and to support you from that point of view. So that's one idea of an activity that you can do.

Okay. And another one I'll give you one more activity and or maybe two is your, what I call authentic self resume. And I wrote about this in a newsletter a few months back, and you can find the full post about that on my website and on that also is a recording of the audio so that you could download that and listen to that on your own. But the purpose of the authentic self resume is, and this is really key in preparing to change your work, is it's taking a different slant on the word resume. Because changing your work may or may not actually involve using a real resume. You might not be changing jobs. So you don't have to actually create a resume, but anybody who does do that will tell you how affirming and also how challenging that can be. Because often we can uncover our self doubt in ourselves because we may feel we don't have enough information or the right information in our own judgmental perspective. But then the thing that I would have to highlight is that it's a really great process to find out what our strengths and what we do bring to a situation are. And so I want you to park aside for a moment, the idea of creating a traditional resume, the kind that you would normally have on the side for when you apply for a job.

And so instead, I'd like to invite you to do that reflection practise, because I think it will help you feel more empowered. I think it will help build your self esteem and gather your wisdom from your work-life to date. And that's really great in helping you, as I've said earlier, preparing to change the work you do.

So that's my indication. The process is pretty much just a series of questions, but it does dive into the significant points in time. And I want you to think that as a practical and purposeful exercise, not something that you just do at a very high level, because I think it's really useful to have valid information, really useful data, things that you can go back to. And so, by going in a more in-depth review of your past career points, you can come away with some solid information that will help you



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and support you. So it's well worth a look at the prompts and questions, and I think it will lift your spirits and keep you motivated to go forward with your preparing to change the work you do.

And the last activity or idea I have is akin to what you probably have heard people mention they say, well, what's in your toolkit. And I think we need a preparing to change the work you do to kit. And it's not anything special other than it's created by yourself. And I would imagine that you have a box of things that you're going to put aside metaphorically for you to draw from, or grab or use to help you when you need it. And so think of all the different types of tools that you might need in order to be effective in actually commencing and going through the change of the work you do. You might want to be able to have it at your disposal and be able to pull things out whenever and anywhere you need that.

So I don't know what you would creatively do. I wouldn't say it has to be any certain way. It could be fun. It could be different. You could have a computer file of what these things are. You could actually have a physical box, you could do all kinds of things. You could have a bag that you carry around and it has things in it. Um, it's up to you, but it's more the metaphor of that. And what are you grabbing?

So for example, referring back to some of the things you've already said in this podcast episode, I would include in that a list of the names of the people that are on my support team and what they can do to help. That would be a great thing to have in a single place so that you can also keep track of that and how you're managing the variety of reasons why you might be contacting these different people. The other one might be slightly more realistic like music you like to chill out to. You might want to have a podcast or a music, like I guess, playlist that you've put together things that inspire you. And maybe you have a little folder of that or an idea list of that. And you could maybe motivate you and keep you going. You might keep some notes in a particular journal just for this purpose and have that aside for your reflection. You might want to include some meditation exercises that help you to stay focused on the process of preparing to change but also once you're in the process of actually changing your work, how to help you stay grounded, stay I guess, balanced and mindful of who you are in the process. That's really important. You might also have in this toolkit, some of the notes and things that you've already gathered about yourself from earlier in the other episodes. And of course, if you did the exercise on your authentic self resume, then you might even have that printed out. You might even have some of the themes that you've got, where the mantras or the, I should say. Um, the statement, the affirmations that you've gathered from that process. All part of the process of preparing to change the work you do.

So we will summarise that and say that you've got a few activities you can do and exercises. What I'd like to do now is just share a few other insights that I came up with when I thought about this topic. Okay. So what are some points for reflection in terms of preparing to change the work you do?

Well, the first thing is to think of this time in your life as a door opening, you are deciding to open that door and go forward in that. So there's a lot of empowerment in that process because you're the one in charge of making this happen. Even when you're being asked to leave an organisation, or you need to change a role or a way of working because of what somebody else says to you. That's really important to think about that, that the door opening is you opening that door and choosing the direction you take and how you go about doing that.



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I think that important to this whole process is how you think on a regular daily, hourly, weekly, whatever basis, just what are you holding in your thoughts? And when I do work with people, I've always used that expression, catch yourself thinking because the more self-awareness you have around how you think, and whether it's supportive of you and constructive, the better that will be for you in what you're doing. And I think in this situation, even more important than ever is that you catch yourself. So an example might be, you're doing, let's say the authentic self resume, and you dive into some self-critical words and thoughts about yourself because you realise you were missing a particular skill or you didn't complete something that you needed for maybe some work you want to do in the future. That initial experience of realising your thinking that can then lead you into, okay, well then what am I going to do about that? How can I change that thinking and make it more supportive. Not easy. I think it takes practise and skill doing that, but that's one of the things that we talked about.

Another thing is to acknowledge all that you have done. Think of everything that you've achieved, developed, become as a person and look at that and really celebrate it. This is a time to own it, to claim who you are to be fully celebrating all of who you are and not looking back and saying, I'm missing this. I don't have this because especially as you move further and further along in your career, I guarantee that there is an accumulation of experience, wisdom, knowledge that is uniquely you coming together that is a package that nobody else is going to have the same. It's you it's uniquely you. And it's really special and magical. And how do you make that come alive? I think one thing is to start by acknowledging that yourself within you and celebrating that, because if you don't then who else is going to do that?

Next I'd say, especially in this phase, you've thought about what you want to do. You thought about your why, but in this stage, it's really important to be clear about that. You really need to know what you want. Like get that crystal clear because the more you vacillate around different ideas, oh, maybe I want to do this, or maybe I want to do that. Then the more you disperse the energy and go off looking for things that are not relevant for you. Or you delay, or you sabotage, or you deflect from your ability to actually go after what you really want in the terms of changing the work you want to do.

So in that sense, when you look at all of that, stay focused, stay clear, keep coming back on track and stay aware of when you take yourself out of that. And there might be a valid reason. I'm not going to say that you need to be perfect about that. It's a really good thing to stay on track with it.

So what can help you do that? I think that going back to your why and staying true to your sense of what your why is, and when that is clear, you'll notice that it brings you joy. It makes you happy. So thinking about it and connecting into that will tie into the work you do. Make sure that that is always front and centre in your focus and your work that you're doing around this.

And the last reflection point would be to know that you're not alone. You're not the only person doing this. You are one of many and others understand that. And also the support team that you've assembled in your preparation I guarantee that everybody in that support team has also gone through different types of changes that the work they do. So not only do you have them in your team for support in certain areas, like I said earlier, for example, one person might be a mentor on strategy and so forth. But you actually have people that have done change in their work before. And



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that's key because they have experience, they have understanding and they can work with you and support you in that same aspect, not just the content. So they're just the reflection points that I wanted you to think about.

And lastly, I wanted to close off the episode with a question for you to just sit with contemplate and reflect. The question you ask yourself, after you go through all of this is put your hand on your heart and you just ask, am I ready? And whatever comes up is perfectly okay. You might come up with no, I'm really scared. I'm not at all ready. And that's okay because that's where you're at right now. Or you might come up with yes, I was ready yesterday. In fact, I was ready last year. Maybe you've sat for a while and waited and waited and waited and said, now it's the time and I'm ready. And you've done all this preparation. You're like, I can't wait to go. Both of those answers are fine. If you're not ready, then you acknowledge that and say, okay, what do I do now that I know I'm not yet ready? And what will it take to be ready? And when will I know that? And how will I know that?

So ask yourself that question. Am I ready to change the work I do? And if you get the answer, yes, then you get to move on. And if you get the answer, no, you get to come up with, well, what's next for now?

So there you go. Big episode today because I think there's a lot of information to cover. And it's a lot. And as they say, um, preparation really sets you up for success. So I believe very strongly that the more you invest in yourself being clear and prepared for what kind of change you want to make, the more successful and easy that change will be.

And so lastly, of course, I'll mention that I would love to help you because this is what I specialise in. I love helping people figure out what they want to do, where they want to go and how and all that. It just, it lights me up. And I get really excited to see people finding their path, their calling, being really excited about that and getting clear. So if you're interested and you want to do some work with me, I'm very flexible about the way I can help you. It's simply starts with a conversation about what you need. And then we work on the different ways. And I've done so much with people that it can be in your terms. But I do know from experience what helps to create the momentum that you need.

So I'll leave you with that I look forward to hearing from you. I do wish you well in this process. And please come back for the next episode, which is the one on actually making a change in the work you do. So thanks a lot.

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. And after listening to this 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."