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Making a Change in 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, welcome back to the Remembering to Be Me podcast. This is Jenn Shallvey and I am here to go into episode 40 on making a change in your work. And we are continuing with the series on changing your work. And if you've done everything up to now, then you should well, and truly have a lot of information ready for you to either decide that you're going to make that change or postpone that. But by the end of episode, 39, I hope that you got that information sorted. So today is a bit shorter episode. I just wanted to go through some tips and techniques, some reminders, that type of thing, nothing too fancy, or full-on. we've done lots of activities in the other episodes. So this was really kind of bringing it together and just finding a way to support you while you're in the process of changing the work you do.

So as a starting point, number one is to be really clear about what is it, what is it that you're changing? Can you actually articulate, define express what it is that you're actually changing? What's the change you're making in your work? And. A way to discern this is to imagine that you need to explain it to somebody else and practise articulating that before you actually do practise, get an idea of how that sounds to you and then perhaps going out and actually talking to somebody to express that and to see how it sounds part of that support team we talked about in the last episode. The other thing is, just even ask yourself based on your own insight, could somebody understand what I'm trying to do? That's another way of looking at it. So you express it and then you even ask yourself, would somebody else understand this? If it doesn't make sense to somebody else then it's not going to make sense to you trying to express yourself as you go through the process.

And then also in terms of being clear about that, there's two different aspects of clarity. And that is one is the iterative aspect of it. And I like the word iterative because it's about refining through action. And because making a change in your work is an interactive iterative process. It's something that you start doing and it doesn't necessarily have a discreet end until you are in that new work. So you'll go exploring investigating, perhaps trying, putting yourself out there, um, even applying for things, maybe investigating what the next steps are and so forth. As you take each step of action rechecking and refine what it is so that you're still super clear about the change you're making in your work.

And the other one is, and I said this in the last episode, is to stay focused on that. Let your decisions that you make around this whole area lead you. So it's not just iterative in terms of what you learned



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through that, but it's also a progressive set of actions now as you begin to do, things. Related to the change. So that means that you're doing something that I think is really important in this stage is you're acting on a decision. Now, if you haven't made a decision, then that's already a stepping stone that you need to go back and do from this point of view, it's exploring what does that decision look like and then what's your answer to the decision. We asked that in the last episode, when I said, ask yourself, are you ready? And you would have said yes or no. And then work from there. Here is the same type of thing going on is as you make a decision about something, it's acting on that.

Another aspect to consider how you might deal with it is handling other people's input. Once you begin to make it public and known to others that you're changing the work you're doing by default, people feel like they have the right to give you advice, tell you what to do say, 'Hey, I think you should do this'. That's going to happen. And you might have two different reactions to that. One would be you just go with whatever anybody tells you, which I hope that's not the case, but the other one is you also might have resistance to that. So if you've surrounded yourself with some really interesting people in your support team, then you might have a situation where they are giving you some very truthful and honest input that maybe you don't want to hear as you're going through this process.

Or you might step forward in a decision to explore a certain aspect of work. And then you hit a roadblock and it isn't an area that you can take action on right now. And maybe you get some feedback on that. You might experience resistance around that. So be careful about the navigating of this time, around how you are going to handle other people and their input and feedback.

So then we go to the other side of that and I say, well, if you're not listening to other people, what do you listen to? Yourself. And this is when your intuition needs to pop up and become really strong in how you listen and navigate. No time is more important than in this time, right now, when you're actually making the change of the work you do to consider trusting yourself, listening to your intuition and really paying attention to what comes up inside of you. Because you've spent so much time priming yourself to be super aware and super conscious about the change you want to make, as you bump into things, they will help you discern whether that's right for you or not, right for you. So continually and regularly, check in on your own knowing and understanding. And there's a lot more work around that. So if you need more support on how to hone or develop that skill of intuition, then let me know I can help you.

The next thing I wanted to explore in this category of the change is the idea of planned versus being agile or adaptable. When you're making the change. Sometimes we can sit down and say, well, this is what I'm going to do. And as we go along, we may resist the iterative aspect of that and stay very fixated on what we made our decision to do. But as we go along, we might find new information. So I feel that this is a really important aspect of this phase, and that is learning and working with the interplay between the two. How to go to your plan and leverage from that and follow that.

But at the same time, be more agile about that. Working with both. So you have a plan really important to articulate that, but then also know that circumstances can arise, that will change or require an adjustment. So think of an example of someone, for example, wants to climb Mount Everest, and there are three routes and you get to the climbing base. And on that day, there's an avalanche on one of the routes, the one that you were planning to take. You have two other routes



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you can take. So you would have to consider, are you able to do those? And if you've been doing the preparation and planning prior, you would have probably planned, I can take all three routes, but we're going to choose this one first. And I think the same thing happens when we're looking at changing our work. We put out a plan that says, here's what I want to do first. And in the background, we have our other options that we will say our plan B, plan C and so forth. So you can't have blinkers on you can't hide from the reality of a situation you need to be right in it and be able to adjust to that and not too rigid in your planning.

And the last thing is to also take another view and that I would call is the micro versus the macro view. And of course we all hear about that all the time. And if you do any work on your preferences, people will tell you that they like the big picture, or they might like the details. Going past that you might have learned, but you can look at strategy and big picture. And you also, might've learned to pay attention to the details. In this type of scenario. I think you need to look at both because it's really important to keep yourself focused.

And so the big picture allows you to do that. When you get caught up in the detail of a situation and it goes the way you don't want it to go then a good thing to do is to go back up and look at it from a big picture and say, well, that's just one part of the whole equation of what I'm doing right now. And likewise, you can stay in the big picture, but when you need to take action, you're probably going to have to get down into the details for that.

So be really comfortable navigating between micro and macro aspects of making a change in your work. And one way I think is useful to do this is have, and it goes back to the original part of this episode of articulating and defining what it is you're trying to change. Have some of the succinct idea expressed in a way that you can say it and be able to respond with that, that covers everything and then have a plan of actions that are the steps to take.

So you have the two things guiding you one's the details and one's the big picture. So those are just some really simple, I know they're probably things you already would've thought of, but from the point of view of this podcast series, I wanted to give you some more points to reflect on and to consider in doing the work you're doing.

So what activity would I suggest? Well, nothing really you're already done so much. So the only thing I would do is just follow the three R's - review, reflect and revise. And if you have some sort of diary or a document that you keep track of and just have a list of things that you're coming up with in terms of doing that, I think that will help you get to a more refined, targeted, directed, very clear change in your work. So review, reflect, and then revise. And just keep going around and around and around in that and keep finding your way.

Now, as I've done the other episodes, I wanted to just share a few little thoughts that I came up with when I thought of this topic. So the first thing I thought of was when you're making a change in your work, you're actually in it, it's about little actions, baby steps, things like that, that you really need to suss out what's happening and then take the action in that moment that works for you. So it's listening to your intuition and letting it guide you, but also doing that in small increments, not really large giant leaps, because I think that's going to make it more achievable. And I'm not talking about the smart goals, all that stuff I'm talking about, making it doable, making it something that you can actually see progress in so you don't feel like, oh, nothing's happening. And in that sense, because



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you're doing little things along the way, you can stay very grounded in your actions and that will help you because we've done all this imagining and we've done all of this thinking out and we need to actually ground your process in some real action.

And so take some time to do that. Because every step you take is an action towards the change that you want to make. So see how that nicely comes together. The word that you're going to keep hearing in this stage is action. Reflective action, but you're going to take action. So as you're going along, you're doing your action and you're doing things then it's about being mindful as you go being aware and finding a way to keep checking in.

So here's a way to do that everyday you wake up, ask yourself what feels right today. What do I want to listen to? What do I need to act on? What do I need to listen to more? And what do I need to act on more? So really go in and say, I hear this is where I need to go. I know this is where I need to go and I'm going to go there and then actually do that. So that you're making it happen.

So there's just, those are just some thoughts that I've had. My big question for you at the end of this episode is how do I listen to my intuition as it guides me in my day to day? So think about that as you're going through all of this change in the way you do your work or the work you do, listening to your intuition, intuition daily, all the time, checking in really hearing that voice inside of you that knows the answers to what you need and want and pay heed to that. That's what I would suggest.

So hopefully that's a useful episode for you. I know it's got lots of little tips and suggestions and it's very high level. But they're there simply to get you to think about it and to just really encourage you even more, to be strong and clear in making the change in the work you do. So I wish you well, and thank you for listening.

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."