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Roadblocks and Challenges When Changing 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, this is Jenn Shallvey and welcome back to the Remembering to Be Me podcast. I'm here to take you in the last episode of the series on changing the work you do. So the last episode was all about tips and techniques for actually making the change. And today I just wanted to jump in here and give you some ideas on how to handle roadblocks and challenges that you might encounter.

So what do I mean by this topic? Well it's pretty self evident, but for me it's about anything that appears to get in the way. And I say the word appears because a lot of times we are in such a state that we will judge or assume that something is actually a problem when maybe it's not, it might just be a way of shifting us into a new direction. So there are different degrees of what I would call challenges or roadblocks.

You have the really hard ones that will just come up and you'll go. I can't do anything else about that. Um, so for example, maybe you were changing the work you were doing and planning to go to a different country. And then we had the borders close with last year and this year, and it made it very difficult to travel. Therefore, the idea of actually changing your work into another country was a non-negotiable at the time.

Or it might be a degree of flight shift. It doesn't change that much, but it's enough to put you into a new direction. And so you might have, let's say, oh, a technology related issue in the application process. And so someone says, I'm sorry, but because those systems aren't working the way they are meant to you'll have to do this manually. So I don't know, pick a pick a strange thing like that. And you weren't expecting that no one would expect that these days, maybe that's the case. Or you had planned a face to face meeting to do interviews. And now you have to do it online via zoom and see where things are not as you anticipated in your plan.

Another aspect of what I mean by this is intangible versus tangible. And so I think of roadblocks and challenges. Some can be articulated as describable by others. You can all agree and see and notice that this is actually a challenge. And it's easy to identify in that sentence. Very tangible, very real. The not so obvious ones are more intangible and they might be very personal or internal and things that are subtle. Um, it could be the energy you bring into the process.

And then the other one in that same context would be self generated versus other generated. And I think of roadblocks and challenges coming from within you, which means that you might be able to



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adjust those a lot more than if they're from others, because you'll have to influence another person in order to work through that. So those are the aspects of what I mean by this topic around roadblocks and challenges.

So what next do you need to consider before we go into some of the ideas around this? And that is one word attitude, and this isn't about being happy and positive all the time, but it is about being aware of what you bring into the actual situation that you're encountering. What is your attitude towards circumstances, situations, people, and so forth? Is it an attitude of acceptance and openness, or is an attitude of judgement and criticism? They're very different energies and they will really affect you differently if you engage more in one or the other. You can still be disappointed and frustrated and still be constructed around how you manage that experience.

So I think the attitude part is important. And I said in the last episode, I talked about how we check in and we catch ourselves thinking when we have thoughts that are not constructive. Well, here's a really good one too, and just pay attention to your attitude, what's going on with it. And sometimes you'll get feedback from others and they'll tell you. That's one thing to help you in setting this up.

Another would be a generic approach to this versus a personalised approach. And I've been working through these episodes with a very general approach. I've done that because I want this to be applicable to people changing all types of work, not just someone applying for a job in an organisation where they need to go through the traditional route. But in the real world, you will have a unique set of skills and talent that will manage the way you go through this. So depending on who you are, what you bring to the equation, your approach in handling roadblocks blocks and challenges is gonna be very different than another person. You might have different experiences, different skills. You might be someone who uses physical activities and so forth, and you might be somebody that does a lot of mental work. Everybody's different and we're all coming into this differently.

And the last topic before I get into more specifics about this is to be mindful of what I call perception versus reality. Very challenging to know the difference because our perception we often can have in such a way that we think that's our reality. And I always refer to things like the idea of a paradigm shift. And we think back to when you get new information that you hadn't had before, and you're able to process that, and it changes the way you see a situation. And I won't go into a detail of that, but be mindful of what reality are you seeing. And what's your perception of that. And so this is where you have the support team and people like that. And you tap into that. But that's another really important area to pay attention to.

So now what I'm going to do is take you through just eight topic areas of what I would think are specific examples of roadblocks and challenges, and just give you a few bullet points on ways that you can possibly handle those. Okay.

So the first one is dealing with uncertainty. Number one, biggest challenge for most people, when they step out and begin to make a change in the work, they do. Very overwhelming for some people, depending on your personality, because some people like being structured, defined, and set. But this is an area that I think goes beyond when we're trying to change the work we're doing to everything in life. So dealing with uncertainty is a good area to get a handle on and look at some strategies and techniques that might work for you.



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So the I'll give you a few ideas from my perspective, and that is number one, I would look at how do you work on self-acceptance and then how do you work on acceptance of others? Because when you're dealing with uncertainty, the confrontational aspect of that will often unsteady you. And so to deflate that, or de-stigmatize that to make it easier for you is to accept for what it is and say, this is what it is now, how am I going to deal with that? And that's a really useful approach for a lot of things in life.

Another one is actually a practise and I'm a really big fan of any kind of meditation or mindfulness practise, whatever you like. And again, this goes back to you personally, what kind of person are you? So if you're a athletic person and you like to go for a run or a bike ride, maybe that's your thing. The key here is when you're dealing with the unknown, how do you self-manage? And one way is to bring yourself into a present state of awareness, and that can be done very effectively using mindfulness practises and meditation. There are lots of places to go to look for that, if you want any help on that, just let me know. And that brings us to the comment I wanted to share, which is be present. And I know that sounds very woo hoo. But it's actually literally a perfect way to deal with uncertainty. And I've done a few blog posts on this, but really being present is exactly what it is it's paying attention to right now, and developing a system or an approach that works inside of your head to allow you to focus on the detail of the moment and the place within which you are standing or sitting or being so that it takes you into this present moment. Because it takes you out of the worry of the future, which is what uncertainty is all about. So in dealing with uncertainty, I would suggest you look for acceptance, a mindfulness practise, and in particular focus on being present.

The next specific area would be handling other people's opinions and more. And once you open up to this process, as I've said before, you are inadvertently inviting people to comment and add their bits and pieces to say what they think you should do. And it can come from anywhere, it can come from friends, family, other colleagues, other people who presume they're the expert on whatever you're doing and it will come left, right, and centre. And so the only answer I have for this is simply this, the opinion of others just do not matter unless you want them. So be mindful of that and go into conversations about the work you're trying to change, knowing that when you invite the opinion of others, that you take that for, that, it's just that it's their opinion. And this is why when I went back earlier and talked about having a good support team, that you really picked people that you felt comfortable having in that space with you. I would really encourage you to do that.

All right, the next specific area would be self sabotage. So are you one of those people? I am, I don't know anybody who doesn't do some sort of, self-sabotage getting our own way. And how do you get through this roadblock or challenge? Well, the best way is to have a support person. Because the support person can be independent objective and outside of your perception and be able to call out the habits or behaviours that maybe you actually do that get in your own way. Keeping in mind that I think you need to give that person permission to do that. And that you have a way of working together that is constructive and supportive and not destructive. That wouldn't help at all.

The other thing you can do is recognise it and know. So if you've been doing self development work for a while, you'll be probably much more well-versed and clear about where you sabotage yourself. But if you're not clear, then it's beginning to identify that and you'll have lots of different ways. I'm not going to put any ideas out there on that. But if you want to talk about that, let me know.



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And tied to that is the idea of the challenge of habits. So of course I'm not probably referring to good habits once the support you in are helpful. I'm thinking about the habits that get in your way. The ones that don't support you. And so are you aware of any of those when you look back at past efforts or actions taken to change the work you do, can you see what got in your way before? That could be an indicator or a sign of what you might want to do this time around.

And the next challenge? It's a big one because I know this comes up with everybody and that is judgement. We are often our own worst critic. We have this little voice in our head, that's our self critic and we can listen to it. We don't need to actually do what it tells us. It's there to challenge us as part of our ego. It's part of who we are and it's there. It's not going to go away. But it's the way we manage that and listen to that and how he worked with the, um, other aspects of ourselves.

So one way I find that's helpful when we're dealing with judgement is to focus on where you are going. What is that vision that why that you picked up earlier on in the process? The other thing is to remember what you're bringing, which we talked about previously as well in other podcast episodes. And that is, you've got a lot more going than you think you do often. So we can move into self judgement and forget about all those great things about ourselves, because we're taught not to pay attention to that. But in this process, it's even more important than ever to be aware of what your strengths are, what your skills are, what you're really good at, and really beef that up and, and hold that in the presence of your awareness.

So that you can remember that you have that another way I get around judgement is I just go back to the uniqueness of who you are. And I say, well, there's no one else. Like you, you are a unique package, extraordinary person with a combination of experience, knowledge, intuition, the whole way that you are from a physical, everything about you is unique. Nothing at all the same as another person and therefore to have anybody compare you to anybody else or for you to compare yourself to anybody else and then create a judgement of that is irrelevant because no one else has the same. So I think if you hold on to that bit, that yes, I'm actually a unique, special person. You'd have to say that out loud all the time, but got to hold that in your mind and thoughts and really feel it inside of you.

And with that in mind, once you figure out that you've got all these things going for you, which is part of this process is to celebrate what makes you special really own it? You know, what is it that makes you special? And as you're going through this process, it's going to come out more and more, and that will help counteract the judgement .

The other one is fear. Now again, another area that everybody experiences. No one is immune to this. And one of the tips and techniques I gave in the last episode was to talk about taking baby steps or little steps along the way, instead of big leaps. The big leaps though can get you somewhere, but often we may need to build the confidence up. I say, as you're embarking on this process, you maybe do the easy ones first that might build your confidence. Or if you're someone who procrastinates on certain things, then you maybe work on the most challenging thing first. But with some support from somebody. Get some help from others to help you to get through some of the more challenging aspects of you might be, for example, interviewing for something. And you might get a friend to practise with you the, before the interview, so that you feel more comfortable doing that.



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Another way to manage the fear aspect is to acknowledge and process that this is part of what happens. And as you experienced it, you can step back sometimes and see it only as an objective experience. And there's lots of other physical ways you can manage that too, that I think are useful. So breathing exercises, relaxation techniques, and if you can't do it by yourself, by all means, make sure that you have a really appropriate support person that can help you talk through those things and also guide you through practises that will bring you back into a state that is, um, comfortable and confident so that you can rise above that fear. It is not going to go away. It's real, it's real.

And the last thing I'd say in regards to fear, and this also ties into those of us who might be procrastinators, is do something rather than nothing. And little bit around the baby steps part, because the more you build up the inaction, the more you create a story in your head around the fear around taking action, the harder it's going to be to do something, just anything. It might be that you go on to a website and look up something that you're interested in and take some notes on it. But nobody has to know you did it. Or you change something you're looking for in a profile who knows. So that's the fear aspect.

Another specific roadblock or challenge would be when we change our mind. And some of us are not really happy doing that. And others of us are. It depends on your personality. I think. And we went and talked about this earlier in the last episode or the last two about being agile in your adaptability, around the planning that you take through this. So I want you to just say this to yourself 'I reserve the right to change my mind'. Because it's your work, not anybody else's that you're changing. So if you want to go in a different direction and that's what you want to do, and you can do that. Nobody else can tell you to do otherwise. And that's really important because it's about self-empowerment around your choice, your action and your direction in the work you're doing. So think about that.

And the last roadblock or challenge that I've thought of this episode was rejections and setbacks. Definitely going to happen. When you put yourself out there, you're going to get people that say, you're not the right person. I can't help you right now. It isn't the best time for us. You're going to get all kinds of things coming up, right?

So the first thing to do is not take it personally. It is about you, but it's not about the, about you in the sense of who you are. It's about the representation of what you can do for that situation or that person. And somebody else is discerning that it's not the right match. And they have an equal right. To discern that and make that decision because it's their work as well. So this is if other people are involved in your decision-making.

And then I say, when you've got rejections and setbacks learn how to refine from those your next step. So if you encounter a setback, you probably have the reaction to that. But more importantly is how you're going to respond. And having some sort of reflection, process, a review, and then a regathering to say, okay, well that's off the table now, let me see what I can do differently. Differently in the sense of, I might take a different direction or I might pause for a moment and so forth. And what the rejections and setbacks really do is they are shaping the approach.

So in a big, huge, giant picture of all of this, we could also say, go with the flow, right? Maybe in the bigger scheme of things, that's not that big of a deal. But if you're in the detail of that, maybe you might get caught up in it and think it's the answer to everything. What if you step back and say, well,



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I've had this setback, I've had this rejection now, what do I do? And accept it and move on because that's going to give you more strength and more ability to take the steps you need to take.

So those are some specific examples of roadblocks and challenges and how you might want to consider, um, taking some actions and steps around those.

But generally I had seven recommended ideas for you to consider and then think and reflect on this. Here are my seven little tips for you.

1. One stay true to your values, which means you have to find and know your values.
2. Two focus on your desired outcomes, know where you're wanting to go. That is.
3. Three balance the practical with the ideal. We've talked about that before.
4. Four have and use self-care practises that support you.
5. Five stay, self-aware, catch yourself thinking, and also know how you're feeling.
6. Six, celebrate small successes along the way.
7. And seven, you don't have to do this all alone. And remember that.

Those are some of the tips and techniques so far on handling road blocks and challenges. When I wanted to do now was just finish off with a few more insights that I came up with when I thought about this episode and just share those with you.

So when you're in the middle of all this changing the work you're doing, and you're encountering the challenges and roadblocks that you may or may not have anticipated, but you are running into them now, I want you to think of something. This is not all about you. You're going to encounter things that aren't about you. So you don't have to take that on. If I can use the word energy, I can say, don't absorb all the energy of what's coming at you. That's not all about you.

You might be bumping into systematic or societal changes or organisational issues. They're not about you. They just happened to be timing at the same time. You're trying to change the work you're doing. But don't make it all about you in that sense. So what that means is it's important to have boundaries on all levels. So you don't absorb take on everything around you and make it all about you. This is your change process. This is the work that you're changing, but you're doing it in this big, giant, melting pot of life that's happening around you and not all of that's about you, right? So it's how you navigate that.

And so a couple of ideas I have around that is one is to get back to basics. And hopefully this process has done that for you. Be really simple and direct around what it is you're doing. Get clear about that, so that as you're navigating these challenges, you're more nimble in doing that.

I've given you lots of tips and techniques, but the one that I hope keeps coming back to you, as we talk about this topic is regroup, restart relook at things reset. So just think of that. You can always go back and re correct everything you're doing and adjust what you're on, what your direction is. That's really important.

Another thing is too, when you're paying attention to yourself and you are self-managing is know when you need self-care. We talked about, self-care being really important, but you need to pay attention and know when it's happening. And because you're working with intuition and you're



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working with also the very practical aspects of this process, you need a balance between the internal and the external aspects of your life. The real world stuff is just as important as the idealistic and imaginary things that are going on inside of you, that you're working through and creating as part of this process. Imagine you've gathered all this information together, you've really honed it. And you've got a clear sense of exactly why you're doing this change in the work you're doing, where you want to go. You've got lots of how's to manage it.

And so I have one final question to ask you, and I want you to consider this question. So here is the final question, the final question of this episode, and also the final question of this podcast series.

How are you prioritising you being balanced and okay during the change and transition, in the work you do?

How are you prioritising you being balanced and okay during the change and transition of the work you do?

Big question, really important question, because it is about you. And when you put the effort and the care into you, that I am hoping you do with this process, then wow, you're going to make such a difference in this world. And the world will be lucky to have you in it. Because I really believe that as you surround yourself with the people that support you, as you gather yourself and your resources, as you become clear, you know why you're doing this, that the direction that you had will be so fantastic and right for you, that nothing but positive impact can come from you. It could be anything that you choose to do. But when you're clear about that and you know, it's right for you and your heart goes with you in the work you do, and the heart from you goes out to the heart of others. And I really do believe that.

So here I am doing what my heart wants to do, which is to help you genuinely navigate this world and do the work you want to do the way you want to do it. I wish you well. And I invite you after having listened to this series, to contact me, to discuss whether or not you feel like I can actually help you. I know I can, but I may not be the right match for you. But if you're feeling that that is the case, then talk to me and let's see what we can do. So I wish you well, great success and have fun. 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. 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."