

The Nurse Becoming Podcast # EP 119 - A Surprising Reason Wh...

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SPEAKERS

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Hello, hello, welcome back to the Nurse Becoming podcast. It's your host, Amanda Guarniere. I'm so happy to be in your ears today. How are you? I feel like it has been a little bit. It's been a minute since I've recorded a solo episode, and I am excited for the two that I'm recording for you today. If you if you didn't know my process, I do batch record some episodes, particularly when I'm doing solo episodes. So I'll spend like a day outlining two or three episodes at a time. And then I'll spend a couple hours recording those episodes. So I'm recording two for you today that I outlined earlier this week, and just excited to share these things with you. I really would love to know which you like better... Do you like these solo episodes where it's just me? Do you like the interviews that I do with other nurses and NPs? Or do you like that it's a mixture of both? I would really love to know that. You can shout me out on Instagram or send me a direct message @theresumerx if you have an opinion, if you want to vote. Or you could leave it in a review, if you want as well. That would be cool. So what are we talking about today? We're talking today about misalignment. And I will of course go into detail about what I mean here. But I want to start with a question. I'm wondering, have you ever been unhappy in a job, but you can't quite put your finger on it? And you can't quite figure out what it is that makes you unhappy. Like for example, your pay might be great or acceptable. Your role is exactly what you wanted. You might even love your patients. But for some reason you're like overly annoyed by certain things in the workplace, and you end up festering about them during and after work. Have you ever been in this position? If you haven't, maybe this episode won't be entirely relevant to you. But I think you should listen anyway, because it may happen in the future. And I would want you to know what this may mean. I know that I've definitely been in this position before. And today I want to explore something that we really haven't touched on yet in the podcast, and that is workplace values misalignment. Kind of a big phrase. Once you break it down, I think it should be clear what I'm talking about. And we've had earlier episodes. I don't have the numbers offhand. But I know that there's an episode that I did with Liz Rohr from Real World NP you know what to do if you hate or "I hate my NP job, now what?" so that's a topic that we have explored before. And I've presented this kind of framework as to when you should consider quitting, right. But this is really diving deep into this one specific reason that may be making you unhappy. And I think this is an important topic because workplace values

misalignment can be a huge contributor to burnout. And it might just sneak in without you realizing exactly what's going on. Now, when we talk about values, I'm referring to the core beliefs or principles that are important to you. Everyone has different values. And we even have different values in our personal lives versus our professional lives. For example, some of my personal core values include safety, connection, freedom, creativity, space when it comes to time, whereas my workplace core values include integrity, collaboration, autonomy, and mutual respect. Now all these may resonate with you. But there may be some things that I've said that just aren't important to you, which is totally fine. This isn't like a right or wrong exercise. This is more about what's important to you individually. So it's entirely possible that you and your co worker doing the same job might have entirely different experiences in that job. And this could be to you having different workplace values. For example, if it's one of your workplace values that everyone is resourceful, but you have medical assistants who are constantly asking you questions that you know that they could look up, then that could be a values misalignment. Or another example if autonomy is one of your workplace values, but you find yourself frequently micromanaged by your supervisor, that also could be a values misalignment. So, you know, basically we're not necessarily talking about a place being a terrible place to work period, and certainly those things exist. But we're talking about when you individually hold certain values that then are contradicted in the workplace. For whatever reason, so I want to break down, you know how you can tell if you have a values misalignment at work, and I've come up with three different signs that I think might help you figure out okay, is this is this a problem that I'm having? I'm unhappy? Could it be workplace values misalignment? So here's one. The first one is you can't vacation yourself out of your unhappiness, basically, no amount of PTO can get rid of this feeling that you have. I've certainly been in a position at work, where I was just so tired and rundown that really, all I needed was time away, to relax, to rejuvenate, maybe reevaluate my schedule and my commitments, before then returning to my job and actually having a refreshed outlook. I was fine after taking that time off. That's really all that I needed. That's not values misalignment, that's being overworked, that's, you know, not taking enough time for yourself, that's more of like a scheduling balance issue. If you take a week off, and truly rest and return to that consistent nagging feeling of being annoyed by every little thing, if you find that even a week away, could not heal your relationship with how you feel about your job, that could be a sign that there's a values misalignment. Sign number two, your co workers can't relate to your frustrations. So it's certainly possible that there have been maybe some collective values that are misaligned, especially in workplaces that have kind of a generally toxic work environment. You know, I definitely want to affirm that those exist. But I don't think that's necessarily every workplace. But if you kind of all have some collective values that are misaligned, that could definitely lead to multiple people in the same workplace being unhappy. But if you were seemingly the only one with your specific complaint, or frustration, or you bring something up, and you know, really bothers you, but it doesn't seem to bother other people. That could be it an example of a workplace values misalignment. The third sign is feeling disconnected from the impact of your work. I think this is a sign of burnout in general. But if you feel as though the burden of these workplace issues is overshadowing the impact of the work that you're doing, the care that you're taking, that you're taking care of your patients, you know, the general good work that you're doing, because basically, we're all out there doing good work. In a clinical environment, this could be a sign that a values misalignment is contributing to your degree of burnout. So just to recap, these three signs that you might have a values misalignment at work. First, you can't vacation yourself out of your unhappiness. Second, your coworkers can't relate to your frustrations. And third, you're feeling disconnected from the impact of your work. So the question is, what do you do next? Right? If you are resonating with any of those three signs above, or there's another reason why you think this may be a problem that you have, you obviously want to take some next steps right to to make it not the case. So there's certainly a

lot to say, and a lot to explore on this topic and how to recover from a workplace values misalignment. But you know, I like these episodes to be actionable and not overwhelming. So I'm not going to give you you know, an entire 12 step plan on how to fix this. If you want me to talk more about this, and this is resonating, please let me know somehow. But I do have three important next steps that I think that you should take if you identify that you may have this type of misalignment before you just decide to impulsively jump ship. And when I say that I mean, quit your job. Certainly caveat - you know, you are, you don't need my permission to quit your job. If something is really wrong, if you know if things are unsafe, if there's fraud going on, you know, certainly if there's a need a reason why you need to quit your job immediately... You don't need my blessing and you know, or permission at all. But if you are kind of contemplating whether or not you should, you should quit, and it's possible that you may have a workplace values misalignment. I really do encourage you to go through these steps before you submit your letter of resignation. Okay, so these are three steps in order. The first one is to figure out your workplace values. So you can certainly recognize that there's a misalignment without knowing what your values are. But if you can uncover those values, and do this exercise, then it may be a lot easier for you to figure out how to proceed. So this will take some time and reflection, okay, there's not, you know, a definite quiz, at least that I know of, or, you know, really super easy way to do this. I think it's helpful to search online for a list of values, or even better a list of workplace values. I did not put one together for you. But I do have some examples. And basically, if you read through a list like this, or one that you find online, just read through and see what resonates, see what seems the most like you. Okay, and hopefully, you have a good sense of self. And you'll be able to say, Yes, this is important to me, this isn't as important to me. Some examples that I found when I was searching for workplace values include autonomy, responsibility, flexible schedule, humor, productivity, supportive leadership, collaboration, recognition, and I threw this one in excessive time off, that's definitely something I would value in a job for sure. So that's step number one, figure out your workplace values. The second step would be to audit your current situation for the actual areas of misalignment. So once you're clear on your core workplace values, you may end up with a list of five to 10 or so I think that's a good a good amount, start to examine how your workplace stacks up against those values on your list. Where are you feeling the friction? What are the biggest things that bother you and feel misaligned? This will help you figure out okay, where are the exact areas of misalignment now that you know your workplace values, and now that you've examined those and and stack them up against the workplace itself. So that's step two, doing the audit. The third step is to actually ask yourself, what can be changed here? So the final step, and again, ideally, this all comes before quitting your job is asking, "What can I change? Can I change any of this?" I think it's important to realize that you have some agency, and perhaps more than you realize, over your experience. And it's entirely possible that some of the things that feel burdensome to you can be addressed and potentially changed. In an effort to alleviate that misalignment. I think it can be so tempting just to run and say, "Oh, I'm done with this, this isn't what I want. This doesn't align. So the only answer is to find something new, as quick as possible". But I definitely think that it's worth trying to improve the circumstances first, especially if it's a role or a position that otherwise really aligned with your goals. Okay, so that's definitely a challenge, I think it's not really the default for a lot of people. Usually the the pathway is, I'm unhappy at work. So I'll start looking for a new job. Whereas, you know, what I'm really suggesting is if you recognize that you're unhappy at work, try to dig into that a little bit more, and see if there's anything that you can change. And you may find that you can't, but at least you have gone through this process. So that you then are super clear about your workplace values as you go and look for another position, right? Because what don't you want to happen, you don't want to end up in a position like you are now right? Like the goal is to find a workplace that not only has the role that you're looking for on paper, and the salary and the perks and the benefits, but a place that also embodies these workplace values that that you

have, you know, having shared values, like that's important when we're looking for a partner or partners, you know, in romantic relationships. It's important in friendships. And I think it's important in the workplace too. I think it's a huge bond, a huge bonding element that keeps us with people and workplaces is that overlap and shared values? Okay, so just to recap again, we went over three signs of potential workplace values misalignment, the first being no amount of PTO gets you out of feeling unhappy in your in your role, the second being your co workers can relate to your frustrations. And the third one is you're feeling disconnected from your impact. And so the next steps ideally before looking for another job or quitting the one you have is to first figure out your workplace values, which you can do by just kind of searching for a list reading through and, and seeing what resonates. Or you may or have some already that come up for you when you think about this. Second step is to audit your current situation for misalignment. Basically taking those values you've identified, stacking them up against how the workplace is. And third, asking yourself what can be changed and kind of empowering yourself or challenging yourself to find some areas that can be improved before you decide "okay, this workplace definitely isn't for me". So that's it for today in a short and sweet episode, I'd love to know what you thought about this topic. If you had any aha moments, or realizations, you can tag me on Instagram @theresumerx. Leave your thoughts in a review. I especially love when you review on Apple podcasts. I leave I read all of those. If you didn't like this episode, no need to leave me a review. It's totally fine. I hope you are having a great day and a great week. I can't wait to talk to you again. So until next time, have a good one.