**YGT episode 170**

You're listening to. You've got this episode one 70 welcome to, you've got this, a weekly podcast for higher education professionals looking to increase their confidence and capacity for juggling the day to day demands of an academic life. I'm your host, dr Katie Linder. So on the last episode, I shared the kind of big news that I have taken a new job and my partner and I are going to be moving from Oregon to Kansas in early 2020 and this raised a bunch of questions for people.

So I thought I would spend this episode answering some of the questions and I'm admittedly, I know I couldn't go into all the details of everything on that announcement episode. Um, so hopefully this will fill in some of the gaps. And then. Feel free to even send an even more questions if you have them.

So, um, one question that came in was it sounded like this was the only job that I applied for. And so somebody wanted some clarity around that. And yes, this was actually the only job that I applied for, and I was open about that when I interviewed there that I was being really picky and selective about where I went next.

Part of the reason for that was kind of what I mentioned in the, the announcement episode about how. Um, I'm not always looking for a title. I'm not always looking for, um, you know, certain things that other people might find helpful as kind of milestones or signals when they're on the job market.

I'm really looking for a job that feels like a good fit for my strengths and where I can make a contribution and that will help me kind of grow in a direction that makes sense to me and my values. And, um, at this stage in my career, often that does mean kind of moving up. It doesn't always mean like a lateral move.

Um, but. I'm kind of open to a lot of possibilities there. And this job happened to be the one that kind of came across my plate that seemed like a really good fit. And then it ended up being a really good fit. So I didn't feel like I needed to go and look for other jobs or apply to other jobs once I was in this process.

Now, I would also say that, um. I was looking around and I wasn't seeing other things that were a fit for me. So that's part of it too. Um, my partner and I are pretty selective about where we live and, um, so that was something else that I was kind of paying attention to as well. Um, and so yes, this was, this was the only job that I applied for.

Um, another question that came in from a couple different folks was what happens with our business, um, with this move? So we will be transitioning the business to Kansas. Um, I, at the stage, I'm not entirely sure what that entails. I'm hoping it's just paperwork. Um, but the business will continue as is.

Um, this was something that I talked about pretty openly while I was there for my interview and made sure that it was okay for me to have the business and that there weren't any concerns about me having the business on the side. This is a job that actually, I think. Possibility of conflict of interest.

Um, then the, the job that I had before. And so, um, that's something that I was also kind of looking for, was really trying to keep those things separate and got really good signs, um, when I was there, that that was fine for me to have this business. Um, so I will continue with doing the coach training and, and with all the other programs and things that I've talked about.

Um, and keep in mind too, that I've known about this longer than when this is being released on the show. So I have had some time to kind of plan and prep and think about what this would look like. Um, knowing that we might be going through a move and a transition. Um, okay. Somebody asked, how did I decide the timeline to leave?

Um, and this is, I think, a real, it's an interesting question and kind of a challenging one because there's a lot of variables. Um, and so w when I was offered the job, I was actually offered the job right before I went on like two weeks of travel, um, for my current job. Then it was Thanksgiving, and then we're entering into December.

Um, and so what I looked at were a few different things. Um, I was interested in trying to make sure my health insurance was going to be covered from one institution to the other and that I wouldn't have to do Cobra in between. And that meant I had to work a certain number of hours, um, into the month of January in order to trigger that health insurance going all the way through the end of February.

So that was something that I took into account. I also took into account that the new job was looking for someone to come relatively quickly, so I wasn't going to ask them to wait, you know, six months for me to to come. This was a job, as I had mentioned, that had a, had a failed search, and so I wanted to.

Um, make sure that I could be there and kind of get things up and running relatively quickly. I also thought about the timeline of selling our home and buying a new home and how relatively quickly that could happen. Um, that was something my partner and I talked about a lot because it would mean a really rapid, um, quick timeline and we had to think about that.

I also took into account any vacation time that I had, and basically the timeline that we chose means that I'm spending some of my vacation at the very end of the period that I'm going to be working. I will not be taking vacation over the holidays. Um, I had planned to do a creative retreat and I basically canceled that.

Um, so that I could. Make sure and close this out in the way that I need to. Um, and so that was something that we took into account. Um, and also I just was really thinking carefully about how I could wrap up things in my current job with, um, feeling good about that and making sure that I wasn't just like shoving things off into other people's hands and that we could have a really good, strong transition.

And the folks at Kansas were very open to that and really wanted to make sure that I felt good about how I left the current job. So all of those things were kind of what went into the timeline. But basically what that means is I start at Kansas in like mid January and we'll need to be physically there in order to do that.

So that's the timeline that we're working with right now. Um. Okay. Somebody asked, what does my partner really think about this? Um, so I, I thought about kind of having him come on the show. Um, but I think he would be fine with me sharing that. Um, he initially wasn't entirely thrilled about moving to Kansas.

Um, I have talked for a little while now about wanting to maybe move toward the middle of the country. Um, because I travel so much, it is more helpful for me to be located not on a coast. Um, but there were a lot of variables that went into us thinking about where we wanted to live, including things like food options because we both have limited diets.

And, um, we did look at housing prices and things like that. Um, but this was something that ultimately, I mentioned on my gratitude list episode a few episodes back, that my partner and I have felt very aligned in the season. And I was absolutely referring to this as well. Um, this is something that we made a decision about together.

Um, we have absolutely thought about my career and where my career is going together because I am the breadwinner for our family. And, um, so he, I think kind of came around to the idea. He's actually been very, um, super helpful and supportive around all the logistics that are going into this move because of my travel schedule and other things I have going on.

A lot of that is falling to him. He will be flying out to Kansas to do house hunting, probably by himself. And, um, so I think that it's, it's kind of shocking how quickly it's happening for both of us. Um, but as someone who doesn't really like change, it's a little bit more challenging for him than it is for me.

So I think we're both just trying to support each other in different ways. Um, I am more open to the change, but it's obviously kind of a big deal for me to be moving into a new job. Um, he's less open to the change, but. Is also wanting to support me as I'm going through this transition. So, um, but I would say in general, like he's very supportive and I wouldn't have made this decision and we wouldn't have made the decision together to have this shift in transition if both of us weren't completely okay with it.

Um, okay. So I also got the question of how did I know that this was the right job for me. And especially because this is a good question, especially because it was the only one I applied for. Um, and in the past, especially the first time I went on the job market after grad school, I had multiple things that I was kind of thinking about, um, in terms of directions that I could go.

Um, but this was very similar in some ways to when I applied with Oregon where it was like the only job that I was seeking at that time because I was, again, very selective and picky about what I was looking for next. So. I feel like, um, there were several things that helped me know that this was the right job for me.

Um, when I went there, I put together a presentation. I did interview there for about a 12 hour day. Um, I flew out on Halloween and then the following day I interviewed and met with a ton of different groups of people, including the team that I would be overseeing and, um, the person I would be reporting to and some campus constituents.

And, um. Really enjoyed all of those meetings. I felt like I had a really clear handle on what was going on, um, in terms of their context and their next steps, and how I could potentially contribute to the next parts of, of the journey that they were on within that unit. Um, and I also just felt like this was a job where I could really make a contribution.

Um, that I had kind of a unique constellation of experience and abilities that would allow me to come in and really, um, offer something unique to the particular job. Um, I will also be honest that part of what made this the right job for me was the package that was offered to me. Um, I was pretty clear going in about.

My salary requirements. And even before I went out for my interview, I talked with our HR person and kind of clarified what I would need. And, um, I was given a very strong package. Um, and so that was something else that I think if I had had to heavily negotiate and really push. Um, and kind of have to be very, um, forceful about like, my value, you know, within this particular situation.

Like that would not have made me feel very good about this. Um, but I did not have to do that. And this was something where, um, they also saw the fit that I saw and they were very interested in having me come. And so I was able to negotiate a really strong package and that felt really good for me as well.

So, um, those things I think were, were all things that helped me to think about it as a, a good fit for me. Um, okay. And then I also got a question about how I am approaching, entering into a new environment, um, because it is a totally different job than what I have right now. And, um, so one of the things that actually.

I was really happy about was when I interviewed there, I was asked to give a presentation and the presentation that I gave was very focused on kind of my strategy and vision for how I would move this unit forward. And, um, that I think is actually a really good starting point for when I go in there, um, is to say, okay, so I gave this presentation.

These were the steps that I thought would be kind of good initial steps. How close was I, you know, like, do, do we all agree that like, this is a good direction to go in? I had given kind of some very tactical, um, uh, suggestions of like what I would recommend that we do. And, um, so I would want to kind of talk with people and see, you know, like what they thought about that plan and if it did seem aligned with what their expectations were, then that would be a roadmap that would allow me to kind of know some early.

Potential things to do. Um, I'm also thinking a lot about how to connect and engage with my new coworkers and the people who report to me because it is a bigger team. Um, and they are an established team. They've been working together for quite some time. Um, they have recently gone through some transitions and some other things that, um, I'm aware of, but I really want to get to know them.

And figuring out what their strengths are. And that is kind of coming from my coaching perspective of I'm approaching this job much more with the coaching mindset than I probably have ever approached job in the past. Um, which makes sense given my focus in the last couple of years. Um, and so that's something that's on my mind.

And, um, I would also say I'm trying to give myself a lot of flexibility and grace during this time period. Um, it is always a challenging thing, kind of emotionally and physically and mentally to close out one thing and open up something else. And, um, because of that, I am trying to keep my expectations reasonable.

Of what I'm able to do. Um, I'm also trying to give myself a little bit of a rest period in between. I'm stopping one job and starting another one. So that's something that I'm, I'm working on in terms of the timeline. And, um, I'm also really wanting to learn from the people who are there. They know more information about the context and the players and you know, what their goals are.

And my job is really to kind of try to shepherd those things forward in a way that makes sense and to create, you know, project management. Tools and strategies around that, that will help everybody to do their jobs better, more efficiently, easier. Um, so all those things I think are kind of on my mind.

The other thing though about that is there's the job part, but then there's also coming into an entirely new city. And so that is also on my mind. Um, I will immediately be going to their public library and getting a library card, which is like the first thing I do. Anytime I moved to a new city, um, my partner and I are going to have to scope out, you know, the restaurants and the grocery stores and kind of think about that.

Um, we have not solidified where we're living yet there. So, um, that's something that we're still working on. Um, and I am hopeful that we are going to be able to settle into some routines that are gonna feel familiar and that that's going to help us to settle into a new city in a way that. You know, it doesn't feel completely foreign to us, and sometimes that's tied in with food.

Sometimes that's tied in with, you know, television shows that we watch, or just a schedule that we keep, you know, that's our routine of, of having a movie night or something like that. Um, but I'm, I'm hopeful about the whole thing. That's kind of how I'm approaching it. I'm approaching it with a very hopeful attitude, um, and a very positive attitude and I'm pretty excited about it.

So I'm hoping that, that, that'll take me pretty far. Okay. So those were some initial questions that I got. Um, thanks for people who sent those in. I wasn't sure how open people would want to be about their names and things like that, so that is why I did not mention any of them. Um, who knows if these folks are on the job market or doing other things themselves.

And so I wanted to keep that, um, private, but thank you to people who emailed me and tweeted and, and contacted me. Um, I've, of course I'm happy to answer other questions and, um, I may. Offer some other little updates about the move and other things that are going on. Um, it's also may be helpful for me to mention that, um, obviously I'm going to be a little bit disrupted during this period in terms of where I'm recording the show.

So it is totally possible that audio quality might shift a little bit. I don't know what my situation is going to be. Um, when we're moving and when I get to the new place, and I'm going to do my best to not have any kind of disruptions in terms of releasing of the show, which means I'm probably going to prerecord some episodes and, and all of that.

Um, as we get closer to the end of the year, I'm also really happy to share some 2020 goals and intentions, and that's gonna take up probably at least a couple of episodes, so that'll be fun to go in that direction as well. But you can always feel free to contact me. You can email me@helloatdrkatielinder.com.

You can tweet to me at Katie double underscore Linder. You can connect with me on Instagram at Katie underscore Linder. And I'm going to say, as of now, probably stop writing me a letter because I am going to be moving. I will be shifting my PO box address and I will share that as soon as I have it.

Um, but I want to make sure that nothing gets kind of lost in the transition. So, um, that is sad because I do love receiving those letters. But, um, I think that I will be able to share something relatively soon about what that will look like. So thanks again for listening and any way you contacted me, I always love to hear from you.

Thanks for listening to this episode of you've got this show notes and a transcript for this episode can be found at Katie linder.work/podcasts if you found this episode helpful, please also consider rating and or reviewing the show in iTunes. Thanks for listening.