**YGT episode 171**

You're listening to. You've got this episode one 71 yeah. 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. On this episode, I thought I would share some more reflections on my recent job search and transition.

Specifically from the angle of thinking about radical self trust. On the last episode, I shared some general answers to questions from people, um, who were listening and kind of wanted to know more. On this episode, I wanted to go a little bit deeper into how I really try to manage this job search from the perspective of radical self trust.

And I think I had alluded to in the announcement episode that it was not always easy for me to do this. Um, and so I wanted to kind of talk a little bit about that. So there are some kind of obvious things I think about radical self trust. They come into the job search. One is definitely the concept of superpowers and how you leverage them in a professional setting and really understanding what those superpowers are.

And that was a way that I could really be rooted in confidence. When I went into interview spaces and when I was kind of articulating my cover letter, I was able to think carefully about what it was that I was bringing to that position. That would be a really unique contribution. The other thing was living core values with intention.

Allowed me to really go into this particular job search, thinking very carefully about the kind of job I wanted, the contribution I wanted to make, and how it fit into my larger constellation of values and things that I really cared about. And, um, this was true even when, um, for this job that I ended up accepting, I wrote the cover letter.

And, um, they didn't ask for anything specific in the cover letter. It was just kind of a normal cover letter. But in the cover letter, I decided to lay out a little bit of my vision for what I thought the job would be. And, um, it was one of those situations where I thought if they. Don't like this vision, I'm going to know it's not a good fit and I, I'm gonna know that I'm not going to get the phone interview because if this isn't aligned, um, I was definitely coming at it from a particular angle and it was an angle that would make the job interesting to me, and that would help me to kind of fit it within my values.

Um, but I knew that it was possible that they were also not coming at it from that perspective. So when I got the phone interview, I was like, okay, I feel like there's some alignment here, because they wouldn't have offered me the phone interview if they weren't even open to this idea of the angle that I'm kind of coming from for this job.

And so I was pretty open from the very beginning about what I wanted, what I was hoping for, what I thought I could provide, the questions that I had, you know, those kinds of things. And it did really help me to present myself. With confidence, because I was very rooted in my values, in the kinds of things that I knew I had strengthen.

Um, and that I could speak about with confidence. Um, I also want to say though, that the opposite side of that confidence coin is, um, I have probably never had, you know. A spike in anxiety as I did with this job search. Um, job searches are incredibly emotional. It doesn't really matter what you do.

It's, um, something that will impact your life. It is something that you're making a decision about over the next several years of what your life will look like, at least in my case. And, um, it could mean moving my family, which it ended up doing in my case. And, um, it's a big deal. And as I've talked with clients over the past year or so who've been on the job market, one of the things I've really emphasized to them is it's okay to treat this time.

As the big deal that it is, because sometimes we try to kind of, um, talk ourselves out of it being a big deal and we're kind of, and then we kind of give ourselves negative self talk about like, well, I shouldn't really be anxious about this, or I shouldn't be as nervous as I am and all of this stuff.

What I kind of feel the opposite. It's like, no, it's actually okay. It's okay to feel anxious and nervous because it's kind of a big thing to put yourself out there and people are judging you and deciding whether or not you're a fit. And all of that is a little bit scary. So I think it's important to create space for that and to know that it is a time of anxiety and nervousness.

Now, I was so. Empathetic toward people. As I was going through this process who are trying to do this with multiple job searches at the same time, I intentionally chose to go for this one on its own cause I felt really strongly about it and I stopped looking cause I was like, I'm going to go through this process.

This is stressful enough. It was moving really quickly and I just thought, I don't want to have to juggle multiple, multiple of these things at the same time. You know, like, I would prefer to just go through this one and see what happens. And then if I don't get it, then I'll move on to something else.

And that was how I personally chose to handle it. I understand that not everybody comes from a place. I mean, that to me feels like a place of privilege that I could make that decision. I was already in a job. I was not actively, you know, trying to find a job because I didn't have one. Um, so I think that all of those factors could change how you handled it.

Um, but for me, that was something that helped me to kind of manage the process a little bit was that I was really only doing one thing at a time. Um, the other thing that I think is important is that it is okay to keep it private. And I did for a good chunk of the time. Um, I waited until there was the possibility that it could become public because it was a public search and my name was going to be up on the Kansas website.

Um, I did at that point tell my supervisor so that she would hear about it from me and not from someone else. Um, and that was actually earlier than I would have chosen to say something. I usually wait until I am. Actually a finalist, and they're checking references before I say something. Um, and that is my personal preference.

Um, it is something that I feel more comfortable with. And, um, in this situation, it worked out. Um, my supervisor was incredibly supportive and ended up serving as a reference for me. And, um, but I, I felt the need to really keep this private. To the degree that when I went and interviewed, you know, obviously I wasn't sharing about it on social media.

I haven't been talking about this until it was kind of a final, um, you know, like the final paperwork was signed and all of that, you know, I felt the need to keep it really kind of quiet. Now, that said, I think it's really important to find friends that you can talk to. Um, this is not a situation where I felt like I could be isolated.

Um, my partner and I were definitely talking to our families about this. I had acute, I had a few close friends that I was talking to about this and kind of letting them know what was going on. Um, so that was helpful to me during this period. I also think that you have to kind of use the component of radical self trust, which is really that self knowledge piece.

To know what you need in a time that is very stressful. And for me, I really needed reflective tools. I turned to the morning pages, um, a lot, and to really try to figure out how I was feeling about this whole process. And I also talked it out a lot with my partner. And I'm super grateful that he was willing to listen because that was one of the only things I could do to kind of get my brain to shut down a little bit around some of these, um, issues as we were kind of trying to work through them and deal with them and make decisions.

Um, and so those reflective tools were really important for me. Now something that I felt like I didn't do as well as I could have. And looking back, I feel like it's advice that I could give to others who are in this situation is to know when the ball is in your court and then try to let it go when it's not.

So, for example, once I submitted my cover letter and my CV to this position, the ball was not in my court anymore. I was not going to be making the decision about whether or not I got the phone interview, so I needed to be able to let it go and just not think about it seem. When I did the phone interview, then it was like, okay, I did my part and now they get to decide if I'm going to come for an on campus interview.

And, um, then when I got the on campus interview, I prepared the presentation. I prepared myself for that interview. So there were certain times of the process where I was very actively preparing something, or I was very actively engaging in a part of the process. But then the ball was not in my court anymore.

And I had kind of handed it back to them and said, okay, here's my presentation. I interviewed with you. Now you get to deliberate and decide if I'm the right person, you know, for this role and what you want to do about it. And, um, I was not always the best at letting that go. Um. And not that I felt like I could do anything to change it, but I was having a really hard time just not planning about like, well, what if this happens and what if that happens?

And I definitely felt like I had to prepare myself kind of mentally and emotionally for not getting the job and for getting the job because it would have been kind of equally challenging, I think, or disruptive either way. And so I was trying to kind of, um. Do that preparation and it made it hard to not think about it.

It was definitely a period where I felt very distracted. I was having a hard time, um, just kind of letting it go. At the end of the day, um, I was getting sleep, which was helping, um, actually felt like a respite to just like sleep and not be thinking about it. Um, but it was hard. I mean, it was a period where I definitely felt like my anxiety was kicking in more, and I was having a hard time kind of letting that stuff go.

It was a huge relief to have the decision made and to kind of know that I could now plan for the next steps. And I think part of that is just who I am. I am a planner. I am someone who likes to think about strategy and action items. And so I. It was hard to not have that comfort of being able to do that and just to kind of be waiting and knowing that it could go either direction and it wasn't really within my control.

Um, I did try to practice a lot of gratitude throughout the process. I did feel so grateful that I even got a phone interview. I felt grateful that I got the on campus interview. And when it comes to those searches, I always have this feeling of if it doesn't work out, there's probably a reason.

And I try to be as honest as possible when I'm in the interview process of who I am, what I stand for, what my values are. And what I can bring, because if I'm not a good fit, I actually want them to know that, you know, like I, it's kind of like how I feel about brands with my business. It should draw you in or repel you pretty quickly.

You know, like you should know pretty, pretty soon after you encounter my website or my services, whether or not I'm a fit for you and your goals and what you need. And I feel the same way with going on the job market. And so I was trying really hard to think about this process. As, you know, however it works out, it's kind of how it's meant to be.

And if I don't get the offer, then something else is coming. And if I do get the offer, then I can kind of make a decision, you know, based on the variables that come out of that offer in the package. So I was trying to be really grateful. I do feel like, um, it is a huge deal that I can go on the market that I can.

Um, find other jobs. Um, I know many people are struggling to find jobs in higher education, so I do not take that for granted. Um, and it is something that I am thankful for every day that I'm employed and that I can do work that I find meaningful. The last thing I think, um, that I was able to kind of lean into radical self trust about was to try to just take breaks when I needed them.

Um, and part of the way that I did that was kind of how I described earlier, just doing this one job at a time. Um, I did not want to try to juggle this and have multiple competing offers and like, just that would have taken my brain, I think, in too many directions. Um, I did. To have moments where I just would kind of check out, like at the end of the day and we'd watch a movie or something and I would just have a chance to kind of rest.

And I was, I'm trying to sleep more during this period just to kind of stay rested. And this was also during a heavy travel period for me, so I was trying not to get sick. Um, I was very concerned that I was going to go into this interview. Sick, and that was not what I wanted, and thank goodness that did not happen.

Um, and so it was kind of like a marathon. It felt like I was just really going from one thing to the next to the next, and I wanted to be able to show my best self in this. And so I was really trying to take breaks when I could and to find solitude time when I could find it and just make sure that I was getting what I needed.

So I think when it comes to thinking about a job search from the perspective of radical self trust, it is important to know yourself and to know your superpowers and to know your values because those things are always going to help you to better understand if a job is the right job for you. I also think though, it's really important to do the loving kindness work of giving yourself the breaks and the rest.

And the understanding that this is a difficult time, it's a stressful time and you're going to need different kinds of things in that time in order to make it work for you. I think the playful experimentation comes a little bit with trying to think about what jobs could be a fit and being open to some other possibilities.

And then for me, all of that is kind of rooted into this concept of, when I think about settling into my life's purpose over time, it's become more and more clear to me what is involved in that. And so I'm always looking for opportunities that will allow me to sink deeper into what that means for me.

And part of that is my day job. Part of that is the work that I do in our side business and other elements of my life as well. And um, so there was a real question for me during this whole process about alignment and to what degree I felt like this job was aligned with where I wanted to go in the future with where I felt like I could make a contribution.

Right now. And so I was asking myself those kinds of questions all along the way. So that's a little bit about how I was kind of keeping radical self trust in mind as I was going through this process. I do want to say that my heart goes out to everybody who's listening to this, who's currently on the job market.

Um, it is tough. It is really stressful and it's hard to control. I think sometimes the emotions that come out around it and the fear, um, I think we often associate our jobs with how much we are valuable. To the industry or to other people, and it's hard to get away from those messages and I was kind of constantly aware of that and really trying to think about that throughout this entire process.

So I would love to hear, if you are currently on the market or you're thinking about going on the market and you want to tie it in with the concept of radical self trust and you know how that could kind of boost or strengthen you during that period. Um, feel free to email me. You can reach me@helloatkatielinder.com.

You can also tweet to me at Katie double underscore Linder. You can also connect with me on Instagram at Katie underscore Linder. And for now I'm asking people not to write me letters and my PO box because I am going to be transitioning that address when I have the new one. I will let you know as soon as possible, and I do hope you will flooded with, um, nice messages and letters to kind of welcome me to that new part of the country.

Um, that would be a great way to enter into that space. So as soon as I know, I will give you that new address. And um, thank you for listening. Any way you contact 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.