

CHRIS'LL DEAL WITH IT

episode notes




EP 49 - Quit My Job or Show More Grit?

Status	Published ✨
Publication Date	@November 28, 2023

 www.ChrisKreuter.com/CDWI

© 2023 by Kreuter Studios - All rights reserved

 *AI Statement: All elements of this episode are products of the author, Chris Kreuter, made without any use of AI tools.*

Today's question:

I'm in my mid-twenties and a professional in the medical field. I love what I do and its importance to society. But it's an incredibly demanding field. I'm currently dealing with a short-staffed organization, exhausting shifts, and a manager who emotionally drains me. During a recent vacation, they went so far as to call me just to make me feel guilty for taking time off.

My qualifications are in high demand, and by all rights I should quit to take advantage of the current job market. Yet I feel guilty about the impact that would have on my co-workers and the clients I care

for. What advice do you have on dealing with the anguish & anxiety that I'm feeling?

Nobody should feel anguish or animosity at work. At least not on a daily basis. But you are right to check yourself, especially when it can lead to a career & lifestyle altering decision. Is what you're experiencing a case of organizational toxicity you should leave, or a sign you might lack the grit the job requires?

Let's start with the manager: Is your situation due in large part to a toxic boss toxic, or is it really your company's culture that drives the toxicity?

There's the potential your boss needs to be a hard ass in order to survive themselves

They often have their own objectives and requirements passed down from higher up

They're human too - is there something going on with them outside of work? At work?

Personality wise, what tends to rankle them? Punctuality, attention to detail, perceived dedication, respect... how well do you have a read on them?

Acknowledge that have may have specific skills, deficiencies, and unique talents.

It's hard to get over anxieties about our managers or bosses without building at least a baseline level of trust.

Now it should be cutting both ways: As it's beneficial to earn employees' trust if you're going to ask them to work demanding jobs and/or have difficult conversations.

And there might be policies or environmental factors outside of you & your bosses' control that undermine the ability to earn trust. Examples might be a strict policy restricting time off or employee schedule flexibility, or a cutthroat commission structure amongst a sales team.

And does your boss even know you're having a problem?

People can't fix/adapt what they don't know is broken or not working

Are you about to boil over, or is the heat they're giving you just starting to get you towards boiling?

Regardless of what you say, they may lack the ability, the desire, and/or the bandwidth to make changes.

Now let's discuss the boundaries you have around work:

Work can often become a scapegoat for things we have going on in our personal lives.

Are stressors at home or in relationships bleeding over into work?

It's near-impossible to stay centered and balanced if you are overwhelmed at home AND at work . . . But it's a lot easier to quit work.

Is your personal situation such that you're going to be bringing similar stressors to whatever job you have next?

How much is your current job supporting your lifestyle? Are you in a position to make a drastic change? The pay isn't always worth what you have to do to earn it.

But sometimes, your personal situation may require sticking out an awful job - **you have to be realistic.**

Are you allowing work to bleed too much into personal life? Checking e-mails after hours, constantly making sacrifices at home for the sake of your company, taking phone calls when you're supposed to be on vacation? Are you placing too much of your self-identity on your job?

| *We should be working to live, not living to work.*

Now let's talk about the quitting option: What options does our asker have if they decide it's just not worth the headaches anymore?

- Be wary of becoming disgruntled, feeling you have to get back at perceived wrongs.
- If you've decided to leave, find a peaceful, professional way to leave if you can.
 - Does there really need to be a mic-drop moment?

- Your boss today could one day become your co-worker, manager, customer, supplier, or maybe even your employee.
- Same with your fellow co-workers, leave them with the best impressions of you that you can, even if that means stifling some resentments on the way out.
- But before you take the leap and quit, do you know where you're going to land?
 - Few of us could afford to quit without a destination chosen.
 - Is the grass truly greener over at that destination? Or are you jumping for the sake of jumping.
 - Be wary of becoming someone who jumps too quick and too often. It can become harder to build a network of trust with management and co-workers, which often comes through working together through challenges.
- And I'll address the recent trend of 'Quiet Quitting': The doing of the bare minimum required of the job to still collect a paycheck, and being as emotionally withdrawn from the work as possible.
 - I do feel there's a time and a place where this strategy can be effective.
 - But there is the potential for this philosophy of work to damage your reputation
 - It's likely more effective if you have a critical role at the company, or have lot of career capital, and/or have traditionally been someone who goes over and above, who is now saying 'no' far more often.
 - And that's how this mentality of quiet quitting can be useful: It can become a useful way of learning how to say no and setting better boundaries around work.
 - If your boss & upper management are attentive, your withdrawal could become a useful tool for them to gauge your actual value. This may cause them attempt to re-engage, address your concerns to bring you back into the fold.
 - If so, meet them halfway . . . Have the dialog and try to make it work.
 - If you're not willing to meet them halfway should they be attentive to this change, then you should approach quiet quitting as an exit ramp: Put as much of the time and care you're going to pull from your current employer to find that

next landing spot, and/or address the other elements of your life that could be sources of stress.

And what about grit?! What actions could our asker take to making things work at their current employer?

- Talk with your manager
 - As I said before, managers can't fix what they don't know is broken
 - And they may not have the ability or authority to make fixes
- Talk with someone above their manager
 - Going above your boss is hard to recover from - regardless of the result
 - The exception here is someone who is being truly abusive. If you're going to leave, then your boss is going to have to justify what happened to their boss.
 - You may need to or want to control this narrative by bringing your concerns and/or complaints to that higher level. ***Do this in writing first!***
 - While it is possible you can get your boss reprimanded, or even fired, try to go into a conversation with their boss with some idea of what your desired outcome is. And what you're prepared to do should it not happen.
 - You'll want to avoid vague threats or uncertainty. Clearly set expectations for change, maybe the need for more effective boundaries, and what improvement looks like to you.
 - Avoid setting your expectations too rigid: There's humans involved, as well as a complex network of relationships, history, and company culture. It's almost always messy and never simple.
- Continue to stew - possibly poisoning the well
 - In our askers' case, as a medical professional in high demand, they may have the clout & equity to pull on more levers for change - but how you pull them matters.
 - Be wary of burning your bridges or further eroding the environment for yourself, your boss, and especially your co-workers.

- Keep in mind that you may have the means to survive without this job - but some of your co-workers might not. Anything you do that puts them or their jobs at risk will not be taken kindly and almost certainly tarnish your reputation.
- Try to avoid letting your situation seep into the customer or client experience - your
- Be wary of seeing your actions too altruistically... or not enough. (I'm doing this for my coworkers so they don't have to put up with this)
- You may not understand all the nuances of their jobs and their lives - the impact that could have on their livelihoods
- There's a difference between standing up for yourself and being insubordinate
- Or lastly you can decide to bring more grit to the job
 - You could recognize that you were bringing unrealistic expectations to the work. Not every job is an easy cake walk. In fact few of them are.
 - You can take perspective on your company, the job itself, or your chosen career as a whole - there are far worse things we could probably be doing to make a living.
 - There may be better employers out there, and there may be a lot worse ones too. It's hard to know, but you may recognize that the devil you know is a more stable place. And finding a way to make it work could turn your current job into one worth keeping.

Episode 49 Quote:

For today's episode quote, I'll flip the script a bit and offer up four helpful tips for employers to keep their best employees:

1. Be authentic & open - and allow them to be authentic & open
2. Build trust by giving them space & some authority to do what you're paying them to do
3. Throw parties: Cultivate some joy & camaraderie
4. Truly invest in your team's wellness: Allow them to bring their best selves to their job & grow into tomorrow's team leaders