

11-10-20 Draw Your Line

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Hey, everyone, welcome to another episode of legendary leaders. All right, let's dive into the topic for today. I want to call this one something like draw your line in the sand when it comes to your day job. All right, what in the heck am I talking about? So, when you work in the corporate world, you have to play by those rules, right? If you're working in that world, now you know exactly what I'm talking about. If you've ever worked in the corporate world, you know what I'm talking about.



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You have to dedicate your life



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to achieving those goals, sacrificing your time sacrificing and dedicating your brainpower and essentially, all of your efforts for the good of something else, right? The good of that organization, which is much larger than you, once you've worked for a company long enough, it's really hard to separate what they say is right with what you believe, and what you actually believe is right. Okay, so let me say that in a different way, the longer you work for an organization, the more likely it is that you're going to continue to get closer and closer to the beliefs that that overall organization has, be it the world politics, current events, the way in which a customer should be served, the way in which a product should be delivered. Whatever it is, right, it starts with the customer and the product, but then it sort of morphs and carries itself forward throughout all the different pieces of your life. Because it permeates



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right.



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And so as you continue to move through your career, you may be asked to take certain actions, or be put in a position that challenges your moral code. Now, I will tell you that most organizations that have integrity, try very diligently not to put you in this position, it's usually the leader that you report to that, that blurs the lines a little bit, okay, but the organization as a whole wouldn't ever want you to take those steps. It's become so big that it's a leader asking you to do that. Either way, the point is that you may be asked to take certain actions and be put in a position that challenges you. And when that happens, it's fairly obvious and pretty clear that maybe you need to leave, or at least look for someone else to report to, okay, doesn't matter what your career plans are, if your organization is fairly small, and there's really no one else to go report to, or this is actually the action being asked of all of you, throughout the organization. And it doesn't sit right with you, it goes against your core values within yourself. Pretty obvious that you're going to have to go work somewhere else. And that happens from time to time. But what about situations when the company or your leader or both actually just outright disrespect you. When they treat you poorly, like, you know, you've given everything and your evaluations are on point and everything is as it should be. And yet they move someone else into a position that really should have been yours. Or they make promises about pay or time off, or other benefits, but never really get to deliver on it. Yeah, that will happen, hey, we're, you know, we're trying to raise some money, or we're trying to allocate some funds over here, or we're trying to deliver in this quarter. Once that happens, you know, you'll get X, Y and Z. But either the goal that they've established is way too lofty. And you and I both know, if we looked at it, that the goal is never going to be achieved, the business isn't structured in a way to allow that achievement or is achieved, and yet they still don't give it to you. They keep kicking your your ask right? Whatever it is down the road. Okay? Well, I know we said that, but the company is still not in a good position. If you wait a little bit longer to get x, y, z, whatever you ask for, then we'll deliver it to you. Okay, or maybe they're going through a restructure, and they don't support you in the changes you have to make. Maybe they just started to say, Oh, well, you want to, you know, lay off XYZ or you want to do this, that and the other Okay, well, you know, they sort of dusted hands off. And I say, well, that's yours to handle, go for it. Right, not supporting you, even though ideally, you would probably prefer to keep those people but you're executing the ask of the organization. And then when you make your selection, they don't support you because they don't necessarily like your selection, little things like that. Now, hopefully, you've never experienced any of these things. I really hope that you've never experienced any of

them. And I hope that you never do. But I will tell you that those are less obvious lines that have been crossed. And the reason why they're less obvious is because we tend to make excuses for people. Okay, and I'm gonna talk about that. in a second, but before I go any further about why we make excuses, the first thing I want to tell you is that if you feel as if a line has been crossed, then I want you to find peace with the fact that it has been in your gut, you think a line has been crossed with you and against you than it has. There is no one that can tell you that it hasn't. There is no one that that should talk you out of it. friends and loved ones can ask you questions to help you validate that it has



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happened that way.



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But your good is right. There's a reason why we have our good. And so I want you to find peace with that. Now, I don't want you to find peace with the fact that has happened. But I want you to find peace in the fact that if you believe that a lot has been crossed, then it has, let's move forward with the acceptance that it has. Okay. Because here's the thing, the worst thing that we can do. And I think we've all done it in various situations, but the worst thing we can do is over analyze the situation and make excuses for their poor behavior.



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Okay, it's what I just said, We overanalyze it,



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ah, you know, I don't know, maybe they, maybe they didn't do that. Maybe they didn't mean it that way. And yet it keeps happening, and it keeps happening. And it keeps happening, right? Or it's, it's happened several times. And you keep making excuses for it. Stop making excuses, doesn't mean you have to necessarily do anything about it, it simply means that you need to accept reality for what it is. Okay? We certainly try to make up reasons why we have been treated with such disrespect, I can tell you that we all make up reasons why we think, if I didn't mean to, or maybe I deserved it, or whatever, okay, we all come up with something. Because ultimately, we think that maybe, just maybe we did deserve it. Maybe we are in the wrong. And I'm going to tell you just as honestly as I can

attach crap. And I'm going to say that in a nice way I'm not, I'm trying not to, to go down the path of, you know, inappropriate words, but that's crap. You don't deserve to be treated like crap. Whether you are fully devoted, excuse me, whether you're fully devoted and have no side hustle whatsoever, okay? Meaning the only job that you have right now is to take care of that organization. Okay, or if you are fully devoted, and you're running your own business at the same time, because here's the deal, you can be devoted to both. We can be loyal and execute and deliver on our promises to multiple people. You wake up every day and deliver on promises to your family. And if you have a spouse to deliver to them, and your kids, if you have them, right and best friends you deliver on promises to all those people. So why can't you deliver on promises to two different organizations, one that you own, and one that you work for? Because I can tell you that a lot of women over time, say, well, maybe I deserve to be treated that way, because I'm running my own business. And they probably know not quite as loyal or not necessarily even know. They think that's the better word. They think I'm not as loyal. And so because they think that well, maybe, maybe I deserve to not be supported. Or maybe I deserve to not have that. No, I'm here to tell you right now. You are loyal to them. If you weren't loyal to them, you wouldn't stay. There's a difference between staying and getting a paycheck and not doing anything, versus staying and showing up and sharing ideas and getting work done. And doing your part. And I would tell you, if you're listening to me, you're the latter. You show up every day you give your all you do your part. And then when that that is over for you during the day you go when you give your all to your business. Okay? Neither neither one of those, whether you're you're focusing solely on that company and have nothing on the side yet, or you do have something on the side, and yet you're still fully devoted to your day job. Neither of those situations is a cause for disrespect and a failure and an honor to who you are and what you bring to that business. You deserve better treatment than that. I'm here to tell you. So stop making excuses. stop wondering if you deserve it, stop wondering if it really happened, acknowledge the fact that it has and then move forward. So my challenge for you today is this. If this is happening to you right now, then it's a little harder what I what I'm hoping I'm doing is catching you a little bit before any of this may happen to you because what I need you to do when I'm challenging you to do is I want you to create your line in the sand. I want you to know which events are non negotiables for you such that if they ever happen, or if they ever happen again. Okay, you know you're leaving. Now, you could sit down and say my non negotiables are A, B, C, and D And you can look back over the past month, and see that that at least one of those has happened. Which means you've drawn your line in the sand, and maybe it's time to go ahead and leave. And you need to be honest with yourself about that. if nothing's happened, go ahead and still draw your line in the sand.



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Because here's what I'm gonna tell you right now. You can find another job, you are amazing. I promise you, you're amazing. You have something amazing to give to this world. Don't stay in a place of disrespect that will only bring you down and cause you worry and stress and self doubt. Remember, confidence is your superpower. We've talked about this before. You can't let anything gain your confidence, especially if you walk into a place that you really are committed to. And they're trying to derail you and blame you, and do things that truly You don't deserve. So I want you to draw your line in the sand because you deserve the best. And I want you to make the list of things that if they happen, you will not stand for it. And you're not gonna be stupid, you're gonna keep working there. But you're going to start steadily looking for something else. And you're gonna go find something else that supports you, and your commitment, and your talents and your gifts and the values that you have. And you're going to give 100% of yourself to that business. And you can still keep doing your business on the side until it gets to where you want it to be. Okay. And here's why I'm telling you this. Because if you're running your own business, and you keep thinking, you know, my business is off almost off the ground, I'm only going to hang in here for another month or two. If that company continues to ding your confidence, it's going to take you longer and longer and longer to get your business off the ground. So either you've got to be in a good mental space to not let that business affect you. Or it will. And it depends on where you are in your business. If you're like a month or two away, maybe you can't hang in there, maybe they won't gain your confidence, only you are going to know that. But I would tell you if you just recently started your business, or you have a plan that says, you know, based on my trajectory and my revenue goals, I'm not going to be able to leave my corporate job for two years, two years is a really long time to sit in a position where they're where they're damaging your confidence and where they're not treating you respectfully. Okay, a couple of months, I would imagine you could probably hang in a couple of years is going to be very hard and you are amazing and you deserve better. And you can go and give all of your talents to another organization while you're growing your own. And then you can step away 100% Okay, line in the sand. That's my challenge for you today. What are your non negotiables such that if they happen, you know what you need to do to take care of you. Go and be legendary.