



Catalyst Empowerment Summit

Knowing When It's Time to Leave

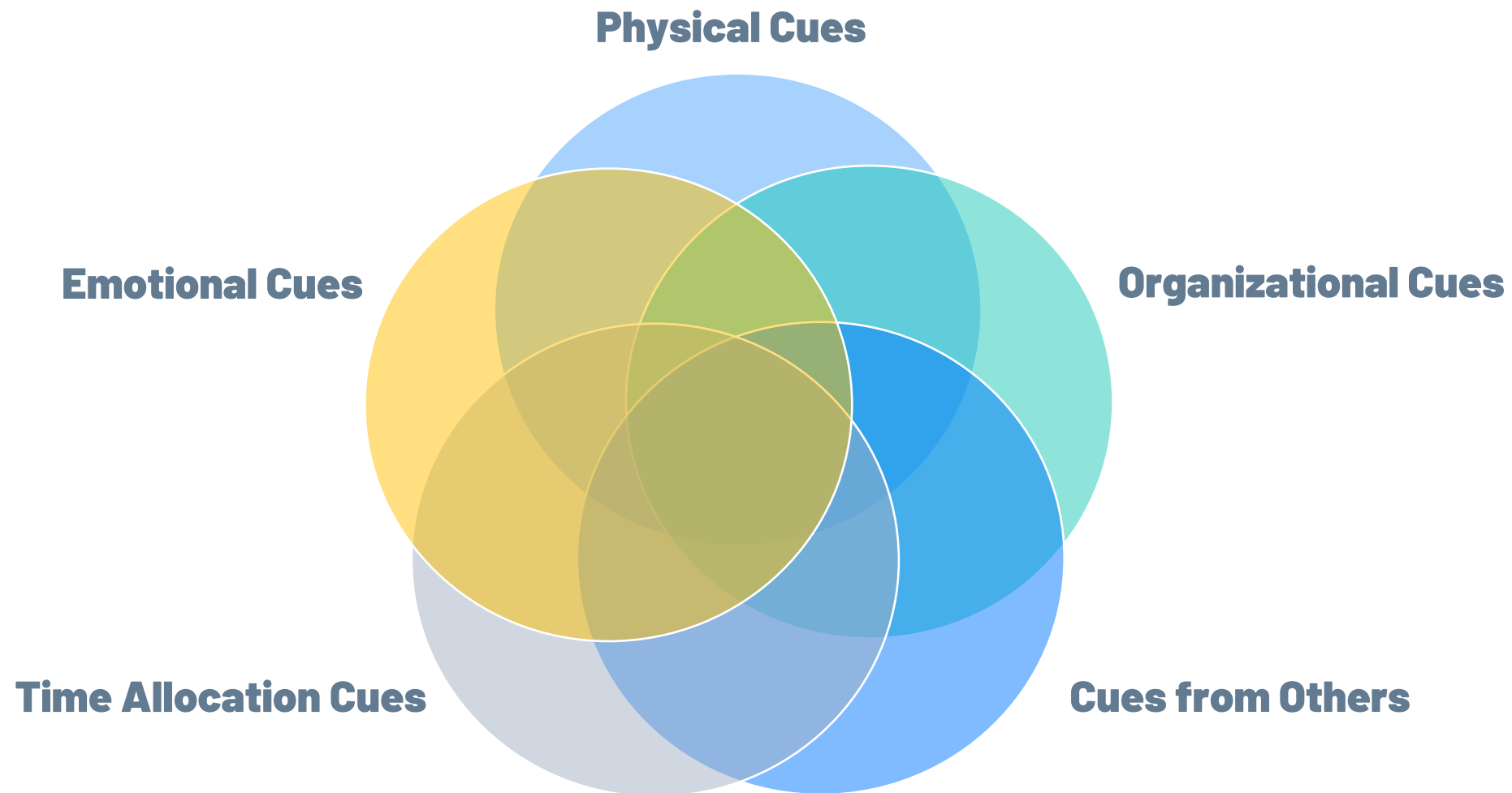
Tracey Lovejoy, co-CEO Catalyst Constellations

June 7, 2022 | 7:00AM pacific | 1600 CET

Using chat, please share which statement is more true for you using numbers 1-5.

I feel job security.	1	2	3	4	5	I suspect I am being pushed out.
Most of my work activities give me energy or are neutral energy exchange.	1	2	3	4	5	Most of my work activities drain my energy.
I see a clear pathway to success.	1	2	3	4	5	I keep trying things but I see no path to success.
Others support me at work most of the time.	1	2	3	4	5	I am experiencing gaslighting at work.
I spend most of my time working on things that can meaningfully impact the business.	1	2	3	4	5	I spend most of my time justifying my work.

The Signs It Is Time to Leave



The Signs It Is Time to Leave

Emotional Cues

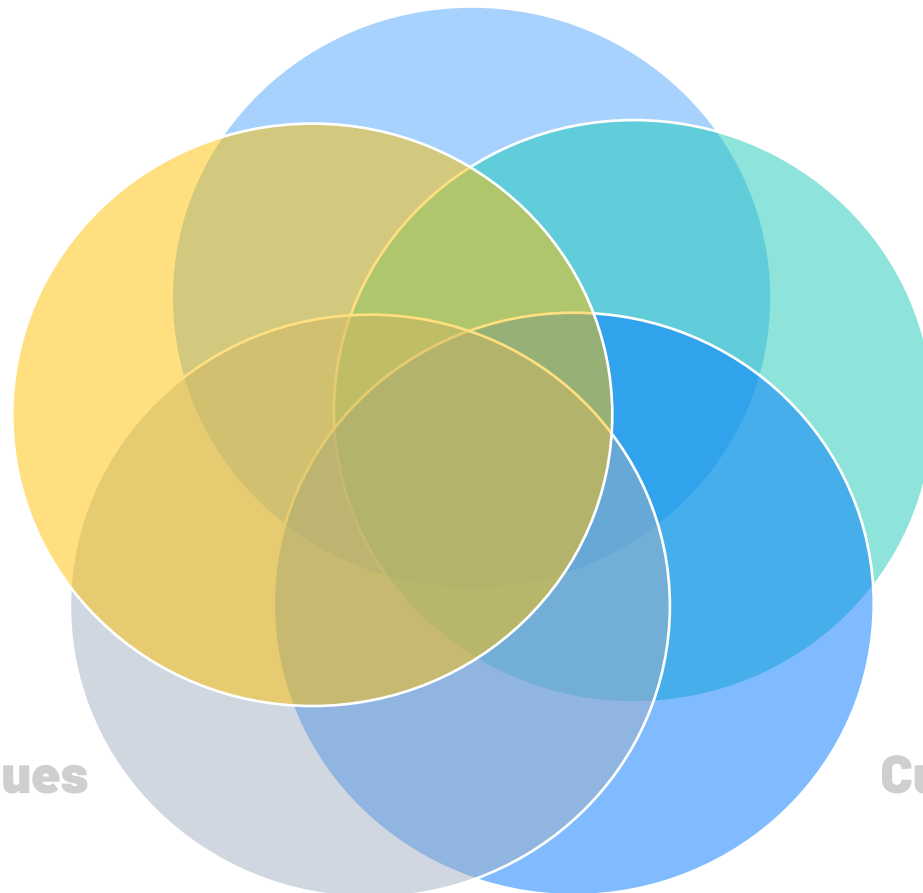
- Boredom
- Frustration
- Anxiety
- Dread
- Fear to share ideas
- Sense of blame
- Sense of getting pushed out
- Feeling crazy

Physical Cues

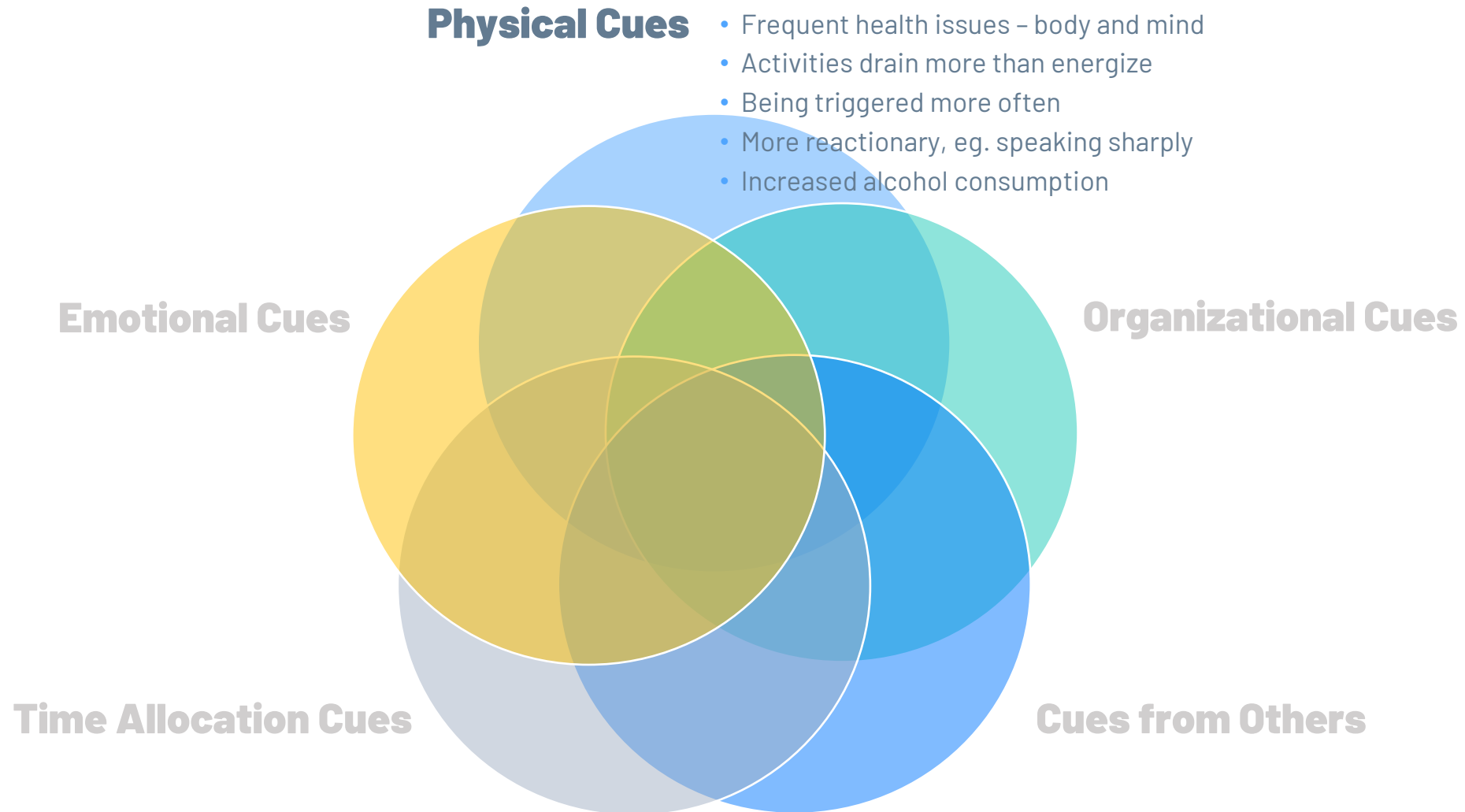
Organizational Cues

Time Allocation Cues

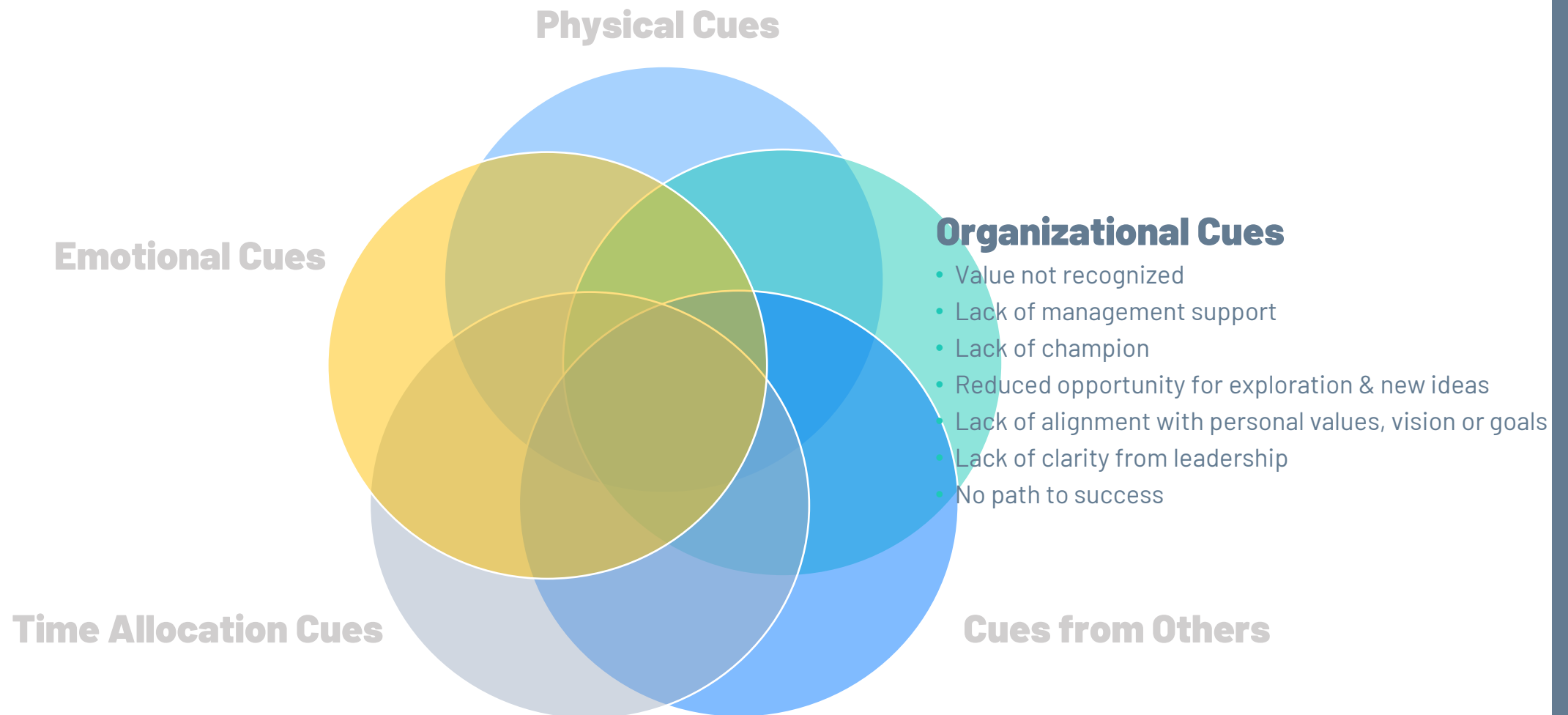
Cues from Others



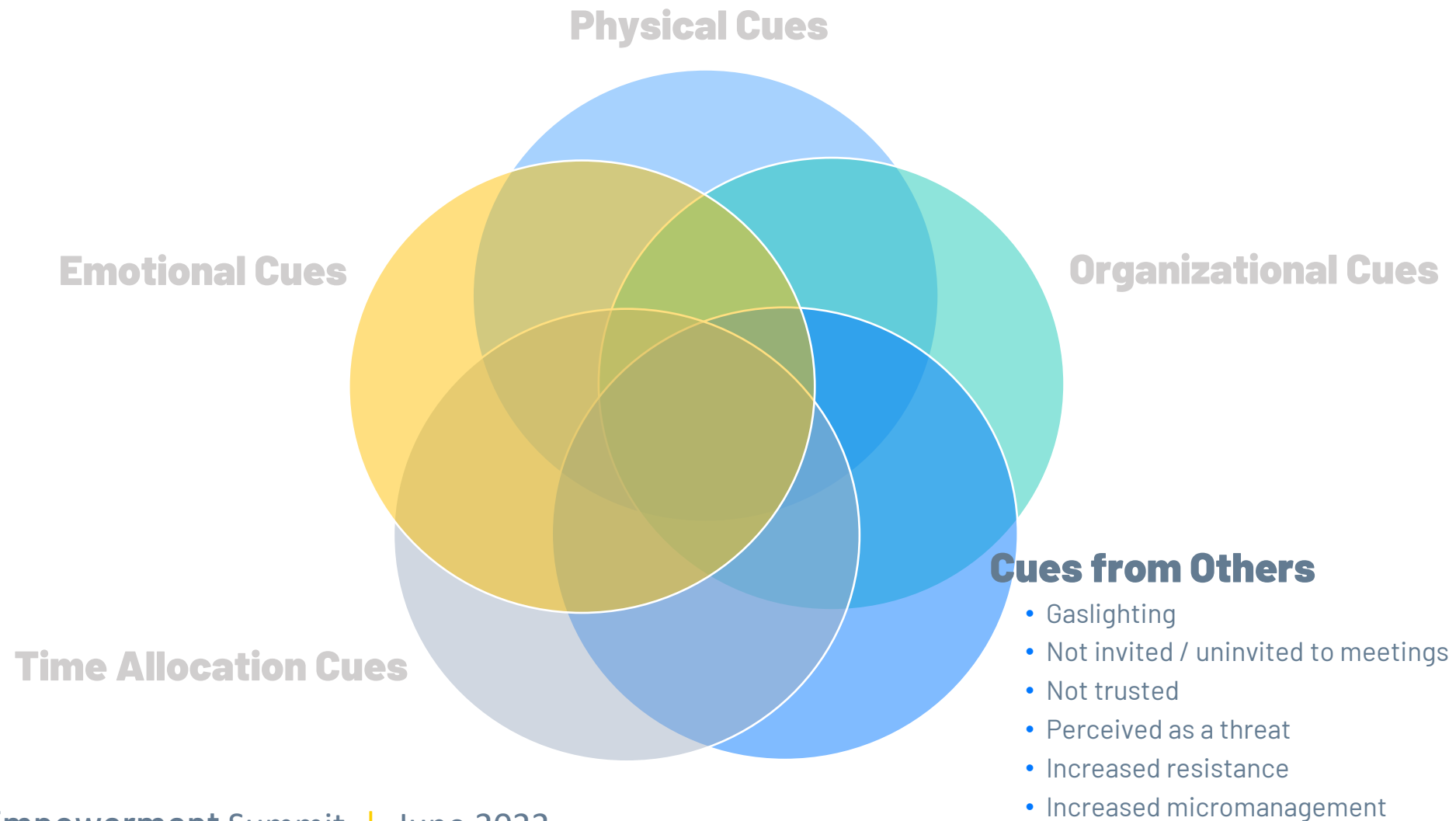
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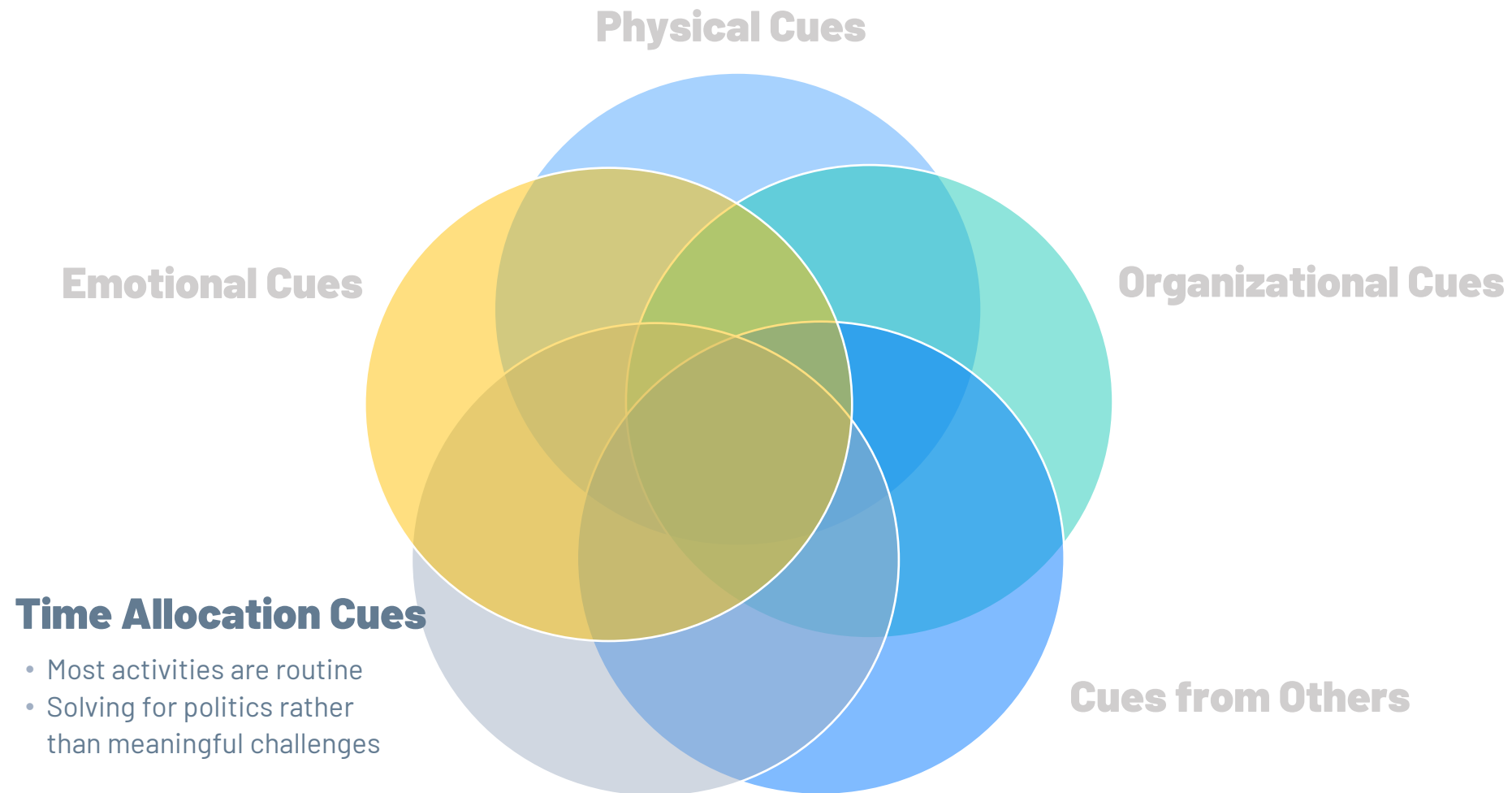
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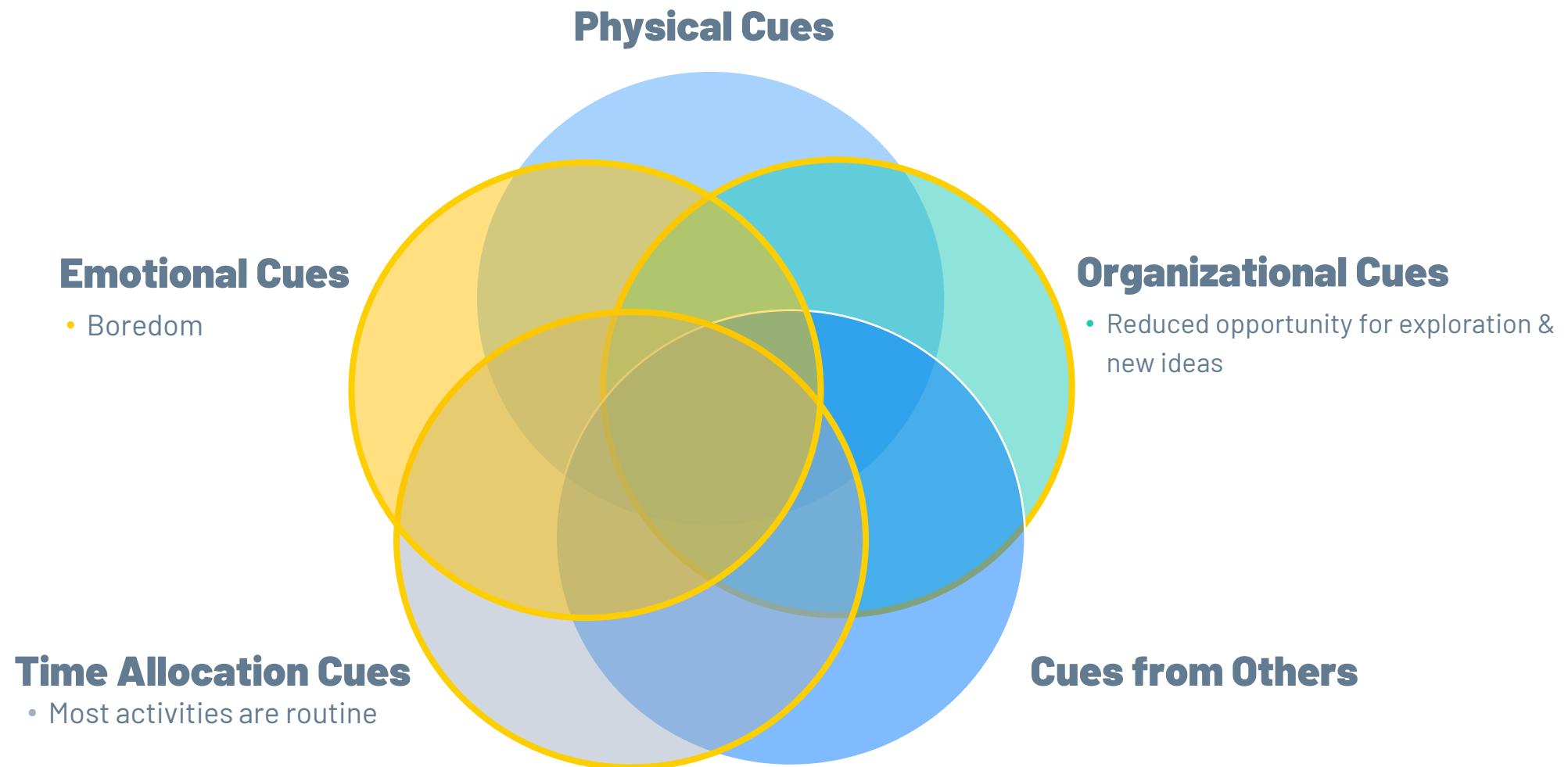
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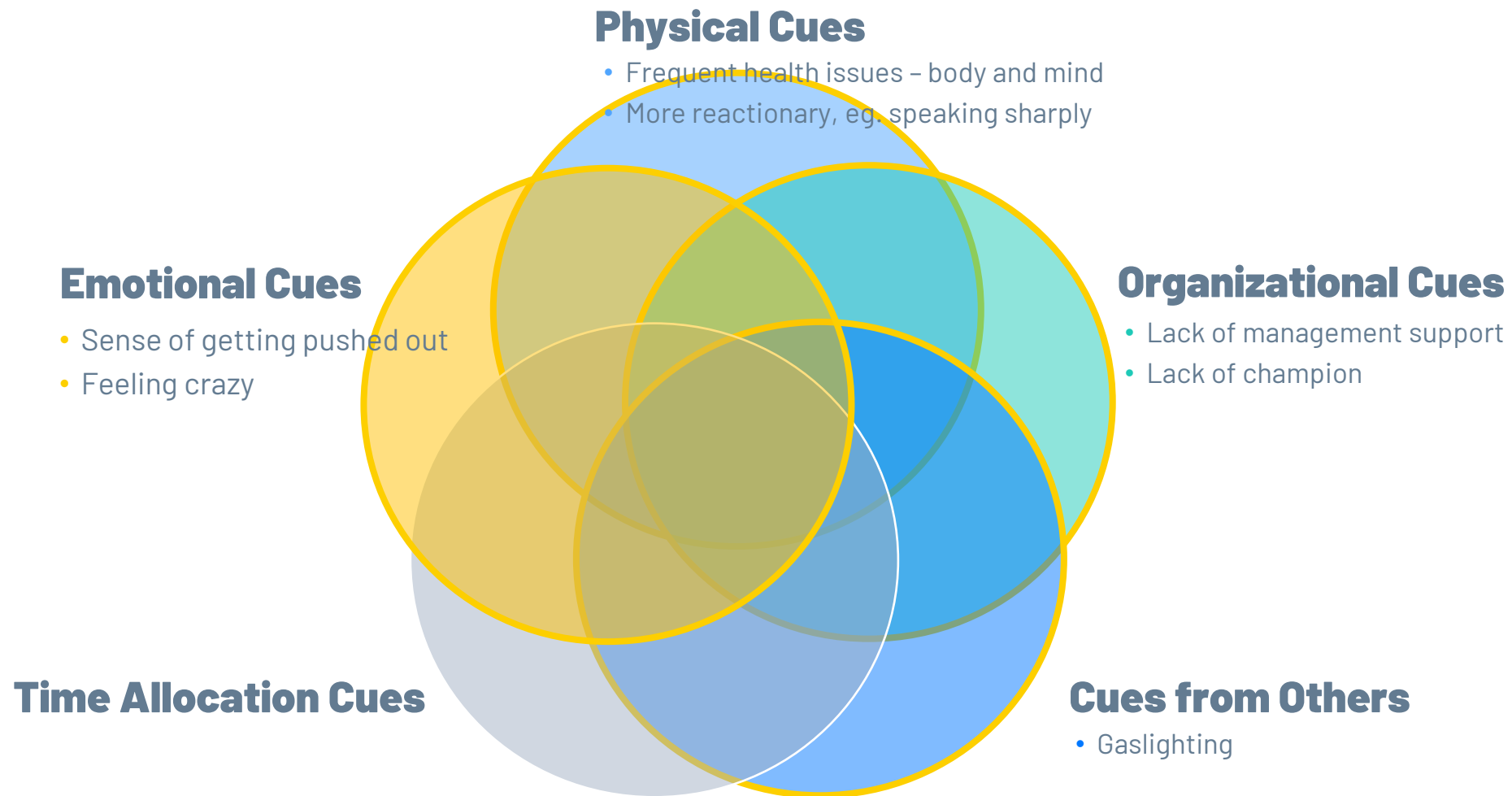
The Signs It Is Time to Leave



There Are Usually Multiple Signs That Are Connected



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Direct from the Data

“ When there is no change possible and you can predict what the next 6-12 months looks like to a level of detail implying someone with lesser big thinking skill could accomplish. Boredom cues are not finding a big new area to tackle. ”

“ Hmm where to start...emails to managers not answered, no-one seems to get you or your vision, you have tried multiple times but they don't want to see it, when you are avoided, when you have been overly forceful and people don't like you, when you dread going in, when you start thinking about self sacrifice, when you totally burn out and assume you must be mental, when you are completely overworked and people pile more on, when you are criticised rather than praised for taking more responsibility, when none of your values align with what you see around you... ”

Identify Cues

The table below can be used to identify if there are any cues in your current work situation that suggest it may be time to consider leaving. The statements on the right have been identified by Catalysts as cues that it was time for them to leave a job. For most respondents there were multiple cues.

This is not meant to be used as a formula. Rather it is intended to be used as a diagnostic tool to help you gain clarity on what you are experiencing in your workplace and help you bring awareness to areas that would be useful to look at more closely.

The table will be most helpful if used over time, to track if there are changes that can illustrate if cues are growing in number or intensity.

Instructions: Read each pair of statements below and indicate which is more true by marking one of the boxes between them. The '1' box indicates that the statement on the left is much more true. The '3' box indicates they are equally true. The '5' box indicates that the statement on the right is much more true and correlates to identified cues. Anywhere you choose '4' or '5', take time to consider what might be contributing to your experience in those areas.

	1	2	3	4	5	
I feel passion for my work.						I am frequently bored at work.
I feel safe to share ideas or concerns.						I feel unsafe sharing ideas or concerns.
I'm excited for work.						I dread work.
I feel confident at work.						I frequently feel crazy - like something is off.
I feel job security.						I suspect I am being pushed out.
I am mostly responsive and can maintain calm in the face of stressors.						I am frequently reactive and increasingly show up in ways I'm not proud of.
I am consistently healthy - body and mind.						I have frequent health issues - body and / or mind.
Most of my work activities give me energy or are neutral energy exchange.						Most of my work activities drain my energy.
I have support in my management chain.						I have no supporters in my management chain.
I see a clear pathway to success.						I keep trying things but I see no path to success.
My contributions are valued.						I do not feel my value is understood.
Leadership has a clear direction.						Leadership direction is unclear and / or constantly shifting.
My organization and leadership are open to new ideas and exploration.						My organization and leadership are resistant to change.
My personal values align to my organization's vision, values and / or goals.						My personal values are not aligned with my organization's vision, values and / or goals.
I am trusted by colleagues.						Colleagues have stopped trusting me.
I am included in meetings that are important to my success.						I am being left out of meetings that are important to my success.
Others support me at work most of the time.						I am experiencing gaslighting at work.
My management gives me autonomy.						My management is increasingly micromanaging my work.
I work on challenges that keep me engaged.						Most of my activities are routine.
I spend most of my time working on things that can meaningfully impact the business.						I spend most of my time justifying my work.

Based on your ratings, take time to make note of what trends you are noticing and what you would like to look at more closely in the days and weeks ahead:

Deciding when it is time to leave a job is not an easy decision. Our financial security and our personal identities are connected to our work. Plus, as Catalysts, walking away from an unmet vision can feel like you are abandoning something. If you are feeling uncertain, you are not alone.

We created this tool to help Catalysts think through their current situations, and to put words to things we often feel, but are not sure are real. We hope that by seeing that these are common experiences for Catalysts, it will help you understand your situation and feel confident to make a choice that best supports your health and feelings of personal success.

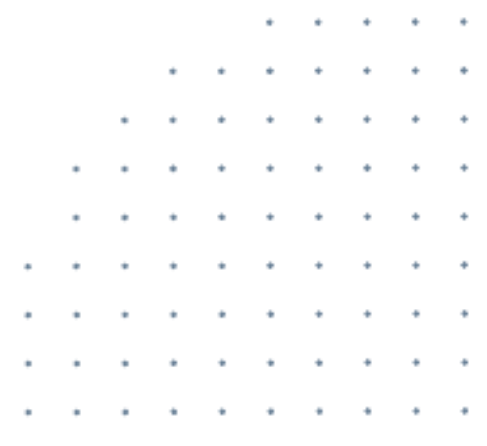


This free downloadable worksheet outlines five categories of cues that suggest it may be time to consider leaving.

There is also a diagnostic tool to help you gain clarity on what you are experiencing in your workplace to help you bring awareness to areas that would be useful to look at more closely.

To receive the worksheet as a PDF via email, please go to:

<https://mailchi.mp/c86628a6c5ca/wa0t2nek0o>



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Participate in our new research!!

Supporting Ourselves and Others through Burnout and Change Fatigue

Take the survey here:

<https://www.surveymonkey.com/r/catalystburnout>