

16 What if you quit or got fired?

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In this episode, I want to talk about what you can do if you got fired. If you quit your job, or if you're thinking about quitting your job, I once got fired. And I also decided a couple of years ago to quit my job. And I just wanted to share the mistakes I've made, but also my wins. And in my case, both events lead to great things in my life, and that's often the case. But getting fired or quitting your job might be very scary because you're unknown about the future.

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Let me first go a little bit in the past when I got fired because it happened a couple of years ago to me as well. I was working in a pharmaceutical company as a marketing manager, and I just gave birth to my second son. And I wanted to work 80%, four days a week and in Belgium, it's legal to then ask your employer for that 80% work schedule, and they cannot refuse but I knew that my employer wasn't really keen on it. They had already told me in our company, you either work or you don't work, but we don't believe in 80% but still, family is an important value for me and so I wanted to be there. One

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They a week plus the weekends for my children. So I asked for this 80% work schedule. And what happened then is I got fired the day I asked it, I got fired. And I got fired. It was really ugly because not only did they asked me to come into the office, they then told all my colleagues that I was getting fired, ask them to go home, then I get ahead to get all my stuff and leave as if I was a bad person. I couldn't even say goodbye to my colleagues. And so after that, I really, really felt bad. I knew it had nothing to do with my skills. It had everything to do with the fact that they wanted to give a message inside the company. That working 80% was not okay in that

pharmaceutical company. But still, I felt bad and

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that's when I made my first big mistake.

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I didn't sleep for three days, you know, I was thinking, but I had done this and this right and this right? I felt really like, it wasn't just it, it was an injustice. And I feel like I wasn't worth it. And I really wanted to prove that I was worth it. And that's when I made my first mistake. What I did was, I immediately applied for a new job, and I applied for a new job without thinking about what I really wanted. I just applied for a similar job in another company. And it didn't went well. I failed the test. I talked too much about myself and because I wanted to prove myself that I was okay and I was worth it. And that's the first mistake. When you get fired or when you quit your job. I believe you should take the time to first get your energy back

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And also to listen to your emotions and accept them. And I didn't listen to my emotions. I was scared, I was angry, I was fearful. And I put them aside and I went directly into action. And that was a big mistake because I didn't get the job at the end. And I knew that if I would continue applying for another job with that mindset, it wouldn't help me. So what I did instead, at that moment, was really first get my energy level up again. Then I felt about what was important to me. And at that time, I had always proven myself at school, at university in my career, I started at Procter and Gamble, I climbed a ladder pretty fast, and then I got fired. But now what I really wanted to do what I cared about was my family. But also I wanted to

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Have a job where I could make a difference. And so those two values were really important to me. And that's what I, that's when I decided I would look for a job in line with those two values. So I would look for a job where I could work on the four days a week, and a job where I could make a difference. And I don't know if it's by accident, or maybe I sent a message in the universe. But I got contacted by a headhunter and he contacted me for a job in educational publishing a marketing job. And I had really a nice interview with him. I had a second nice interview at that job. And right before my last interview with a CEO, I remember I was sitting in the car in the parking lot calling with another friend who's a headhunter and he was telling me you know, Murielle, this is a step back in your

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Career because it wasn't a big job. It wasn't a big name or a big company. And I thought, yeah, but I don't care. Because with this job, I can make a difference. I can sell as many school books as I want, it will make the world a better place, and I could work 80% and be there for my children and my family. So I took the job. And that was the best decision ever, because a couple of years later, I became the CEO of that company. So here, please, if you just got fired, what will make all the difference for you finding a new job is getting over everything you feel so listening, accepting what you feel, and then think about really what do you deeply care about what are your values and look for a job or maybe it will present itself

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To you like it with me look for a job in line with those values.

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And then fast forward a couple of years and I was the CEO of this organisation, and I had transformed it with great results, financial results, but also great results in terms of happiness of the people within the organisation. And it was really tough. It was really tough because I had a lot of pressure coming from my shareholders. I had a lot of pressure coming from my employees. And I almost burned out at that time or a couple of years before I almost burned out and I really had to transform myself before I could transform the organisation. And it was really

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a journey of two steps forward, one step backward two steps forward one step backwards, and I wanted to give up at least 50 times

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But what kept me going was my why I wanted to prove to the world that even with short, with a short term pressure to increase revenues coming from my shareholders, I could transform an organisation and lead it with my heart. And I could build a meaningful life for me and be there for my children, for my family and for my colleagues, also, of course, so that's what I wanted to prove. And then I succeeded. So I had transformed the organisation. I had succeeded, and that's when I had this little voice telling me, it's time to quit. It's time to quit. Because first I wanted to help other organisations and order leaders like you reach this meaningful life and transform their organisations and lead differently. But I also wanted to quit because

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I wasn't aligned any more with the values of my shareholders, which were only profits, and I got very high bonuses really, I, I even had the possibility to get a bonus of 1 million euros. But it wasn't aligned with who I was I had to count every euro of everyone in the organisation. Well, at the other side, I was given bonuses for the great results we were getting. And I didn't feel like this was me. I wanted really to have a life fully aligned with my values. And I was convinced that by quitting this job, the money would come back because my purpose is bigger than the money and money always follows purpose. So that was a second reason why I wanted to quit. And the third reason is because I have a profile of transformation. So I like

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Creating new things. And I like putting new things in place. I like big transformations. But then once we are transformed, and of course, we have to keep changing a little bit, because the best way is to constantly change. But I'm not very good at maintaining or just improving the things that we have put in place. So I thought it would be better to have another kind of SEO and that's why I decided to quit my job my high paying job with a company that I really loved with colleagues that I loved. I decided to quit it to launch my own business to help you reach meaningful lives.

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I'm interrupting my own podcast to let you know that in the last years, I've helped many leaders build meaningful lives and organisations and I've identified specific traits that characterises each of them. Do you want to know which type

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leader you are. Take our free two minute quiz to find out. Go to rebel leader with a heart.com slash quiz or to the show notes of this episode to take it. You'll receive your leadership profile, seven personalised lessons and a roadmap to transform yourself, your team or organisation. And remember, you are a leader of your life. You don't have to have a team to take this quiz. No, let's go back to our episode. And this time, what I did well was I listened and I accepted my emotions because you might think because you quit your job that everything is going to be okay. You're going to be enthusiastic and that soul, but it wasn't the case. I was of course enthusiast take at times, but at other times, I was afraid because I was quitting a high paying job and would I make enough money to make a living out of it?

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And I was also said, and said till the point of crying as if someone had died because I was sad because I was leaving a family this this organisation, I had put my soul and my heart in this transformation with these colleagues. And now I was leaving them. So I was sad. And I really had to listen to that sadness, because it was telling me what was important for me, of course, these colleagues but also what I had built with them, and I had to listen to my fears as well because they were genuine. And of course, when you start a company, you don't make a lot of money from the start. So I had to listen and accept these emotions. And then what I did and that I what I should, what I believe you should do as well, is to try new things. And I was I knew what's my mission

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what my purpose was I wanted to help leaders build meaningful lives and organisations, but I didn't know how exactly I didn't know if I was going to become a coach or consultant, if I would be in boards of organisations, if I would become a teacher, I really didn't know what I wanted. And so instead of thinking too much about it, I tried it all. So I did some consulting, I did some coaching. I taught, I gave work, I gave workshops, I was in a couple of boards of directors. And then I bought this house in um, Volusia where I'm currently at, and I decided, you know, I really love this village in Andalusia and normally I live in Brussels. So I really love this house in under luzia. And I like the concepts of being able to work where and when

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I wanted and that influenced my my concept. So what I decided to do after trying a lot of things is I decided to launch my own online business. Well giving keynotes and workshops as well on the side because I love having contacts with people and helping people not only through digitally but also life. So this time I did it right. So what should you do if you quit your job or if you get fired? Listen and accept your emotions, increase your energy level, because it might be that you are exhausted. Maybe you quit your job because you're hot, you had a lot of stress or got fired while you had a lot of stress. So increase your energy, try new things or make new experiences or talk with a lot of people which I also did. I talked with a lot of people

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around me and people in my network and even people I didn't know I just asked them if I if I could have a coffee with them to just know how they were just to have a better ID. And then think about your values, what do you really care about. And in this case, for me, it's still family. It's helping leaders making a difference and powering people. It's well being not only my well being, but also

the well being of others. And it's of course family. And that's why I choose this new career of launching my own business. So think about your values as well and just act upon it. And don't forget, it doesn't have to be perfect from the start. You might not have the perfect job, or the perfect organisation. When you start you can always pivot later. And it was the same for me the organisation that I started three and a half years ago is

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Not the same as the one I have today, because I constantly pivoted, and what I sometimes imagined wasn't always what I thought it would be. So that's it for today. In my next episode, I'm going to talk about the meaningful rich because I believe you could become a meaningful rich as well have really the life you desire. And I'm going to talk about the steps to get it and why it's so important. So thank you for listening. Don't forget to subscribe if you want to receive the next episode automatically, but also subscribe if you want to have a meaningful life and organisation.