



Rachel Grubb: ([00:02](#))

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Joanna Meyer: ([00:30](#))

You're listening to the Faith and Work Podcast, where we explore what it means to serve God, neighbor and society through our daily. Hello, and welcome to the Faith and Work Podcast. I'm Joanna Meyer, the director of public engagement at Denver Institute for Faith and Work. And how are you doing today, dear listeners? This episode will air the week after the presidential inauguration here in the US, which is ironic because today's topic is related to job loss. So whether you are a president, a political appointee or a project manager, at some point in your life, you're bound to lose a job. The reality is that job loss in whatever form it takes is one of life's most stressful experiences. In less tumultuous times, losing a job can be deeply wounding. It challenges your self-esteem, and it can raise some fears for our finances or our future, but in the middle of a pandemic, it's even more pronounced.

Joanna Meyer: ([01:36](#))

In April of 2020, statistics show that up to 15% of the American workforce was unemployed. That's 23 million people needing to look for work in a season where jobs were hard to come by. I know I speak from experience. I have lost work during downturns in the economy, I've been fired. I've suddenly lost a job when a project I was working on as a contractor just suddenly wrapped up. So I know that feeling of being adrift and fearful and confused. Today's conversation is intended to provide a little bit of encouragement and perspective for you, and also some practical things to help you think about how to trust God and use the season well.

Joanna Meyer: ([02:16](#))

Let me take a moment to introduce you to the speakers we'll have on the podcast today. The first is Rachel [Grubb 00:02:22]. Rachel comes to us from a long career in finance. She most recently worked as a senior vice president for a large national bank. Rachel was laid off early in 2020. She'll share that it's a process that launched a season of soul searching, and we'll dig into that a little bit more with her. We'll also be talking to Lisa Slayton, who is a dear friend of the Denver Institute. She is a founding partner and CEO of Tamim Partners, which is a leadership consultancy. Previously to her role at Tamim. She served as the executive and CEO of the Pittsburgh Leadership Foundation for almost 13 years, which is amazing. She's a national leader in the Faith and Work movement. Lisa's an amazing coach, you'll hear that in our conversation with her, she has tremendous skills for coming alongside people and some of life's most painful moments and helping them navigate themselves toward a more hopeful future.

Joanna Meyer: ([03:13](#))

I'm excited for this conversation. So let's take a moment and welcome our guests. Well, welcome to both of you. Thanks for sharing your insight with our listeners. Rachel, I'm excited... Well, I wouldn't say excited, but I'm intrigued to learn more about your journey of job loss, because really, who is excited about talking about losing their job? So, tell us a little bit about your professional journey until now.



Rachel Grubb: ([03:39](#))

Yeah, thanks for having me on. It's a great opportunity to share with one another. Hopefully I'm not the only one out there that's lost a job. But in terms of my professional journey, summarized as high performing, high potential. I joined the banking industry directly after college and joined a well-regarded credit training program and built success on success on success. As you move up through analyst to officer to vice-president, you are building your confidence and your ego, and you get well-deserved opportunities to grow and advance. Always teetering on workaholicism and I think many of us listening in can relate to that. Then within several months of joining one of the top financial institutions in the country, I was being groomed for a leadership position.

Rachel Grubb: ([04:50](#))

Training teams, taking on stretch assignments, bringing in new analysts and just building, continuing to build on the success and putting, I think in terms of professional journey, it's easy to convince yourself that everything you're doing is in God's plan for you and on God's path for you, unlike alcoholism or other addictions, it's easy to explain a way being a workaholic sometimes. There's all kinds of biblical passages about it. "We are created to do good works," Ephesians 2:10. Philippians 4:13, First Thessalonians 4:11 through 12. It's just, we convinced ourselves that when you're building on high achieving high functioning, you're building on confidence and ego, that you're getting all of those things that you've worked hard for and that you rightfully deserve. That's the story of my career, is working hard and building on success, and then finally becoming a senior vice president and a market market leader of a sales team and just moving up through the through the ranks.

Joanna Meyer: ([06:42](#))

Yeah. When you say moving up, you really had a career journey that was up into the right. What you want to see in a company's chart is that their profits are always moving up and to the right. That trajectory changed dramatically earlier in 2020. Tell us a little bit more about what happened.

Rachel Grubb: ([06:59](#))

Yeah. Again, I had joined one of the top financial institutions and was being groomed for a leadership position. For many of you listening, if you work in corporate America, you can relate to when you're being groomed for that position, when that position becomes available, no matter what's happening, you're expected to take it. For me, that opportunity came at the end of 2019. I had a four month old and a two year old, we had just moved into a new house. There was a leadership opportunity open and it was basically like, Hey, this is what we've been preparing you for. This is your spot. I prayed about it, I talked to work mentors and biblically grounded mentors, but I was excited.

Rachel Grubb: ([08:01](#))

It was a crazy time. I had little kids, my husband and I were jumping into the adventure of relocating our family from Denver to Minneapolis. So I started that leadership position and started working with that team in early 2020. It became evident pretty quickly that the team that I took on was likely overstaffed.



Then on top of all of the pressures of COVID and the pandemic and the pressure that is putting on financial institutions from a loan reserve standpoint and from the businesses that we're selling into and all of the pressure on business, basically it was evident that my team, we weren't going to make, for the first time in my career, we weren't going to make sales goals. We weren't going to make the projections that we had put out for ourselves.

Rachel Grubb: ([09:25](#))

I presented that to my leadership team and a way to slim down the team, but then it became evident that they were going to make some dramatic changes. This happens in corporate America and even with small to medium sized companies where the executive team decides to make giant corporate shifts. So me and my team were definitely on the short end of the stick for some of the restructuring that needed to happen.

Joanna Meyer: ([10:04](#))

Yeah. So slimming down the company slimmed you right out of a job?

Rachel Grubb: ([10:07](#))

Yeah. I think for me, yeah.

Joanna Meyer: ([10:12](#))

So intense. I'm just curious to know, somebody that you alluded to feeling like your job could have been a little bit of a drug of being a workaholic, what did losing your job reveal about what you thought about work and the role that it played in your life?

Rachel Grubb: ([10:27](#))

I felt [inaudible 00:10:28]. For me, I had always... Again, you build on success and you take feedback and you take constructive criticism and you adjust and adapt and you build. So to just have it all stripped away was harder than I thought it would be. I think we tend to tell ourselves that we could walk away at any moment. You always say, if my job was affecting my marriage or my family or my relationship with God, I would walk away. I think any of us listening might say that, but in reality, especially for those who are maybe workaholics out there like me, I would never have walked away from a job without a plan, definitely without a plan.

Joanna Meyer: ([11:39](#))

Oh, [crosstalk 00:11:40]. Yeah.

Rachel Grubb: ([11:41](#))

Definitely without a plan and definitely now reflecting back, I wouldn't have. It's created a lot of soul searching, it put me into the wilderness, if you will. Psalm 32 says that, "His hand is heavy upon me."



Then recently my pastor actually did a series on the wilderness and he called it God's studio. It forced me to focus on God's promises and not on the things that I deserve. I may think I deserve this job opportunity or this promotion or this salary, but at the end of the day, that's not what God promises. He doesn't promise us safety, and that will always get what we've deserved out of our hard work.

Joanna Meyer: ([12:51](#))

Yeah. I wanted to ask too, in a previous conversation, you mentioned that your job had become a bit of a coping mechanism that could help you get through other hard areas of your life. What have you learned about relying on work as an unhealthy coping mechanism?

Rachel Grubb: ([13:07](#))

We won't get into childhood wounds or nature versus nurture or all of those things, but at the end of the day, every part of your experience of growing up shapes the individual that you become. For me, working was a safe way to cope. It created independence, a sense of control, a sense of confidence, where I didn't necessarily have that and other parts of my life. That was always what I was seeking out of work and found a lot of satisfaction.

Joanna Meyer: ([13:57](#))

Yeah. Even if other things are falling apart in life, if work is going well, you can easily feel like, well, at least I know I can count on one thing to fill this need for identity or success or stability. Lisa, I want to bring you into the conversation because Rachel's experience highlights themes that people in jobs experience all the time when they have to transition out of those roles. As a leader, you've had job transitions as well. As somebody who advises people through these transitions and who's experienced transitions yourself, what have you observed about how job loss challenges our identity?

Lisa Slayton: ([14:36](#))

That's a great question. Rachel, I'm sorry about your experience. It's rugged. It's really tough to lose a job, particularly in a world that feels super uncertain and continues to feel that way. I think there are a number of what I'll call dysfunctional beliefs or lies that many of us, particularly those of us who are fairly driven and high achieving and we rely a lot on our own competence and capability to get us where we're going to go, and the lie that we believe is that our identity is the sum of our performance and our productivity, our results. We're all about achievement and our identity comes from how we go about accomplishing those things. When the job gets taken away, the primary source of our ability to perform and achieve results is also taken away and we find we've attached a lot of our own identity to that part of our life, where we're performing and we're getting accolades.

Lisa Slayton: ([15:49](#))

As you said, Rachel, you climbed a ladder, you were successful, you continue to be affirmed at every step of the way, and you were producing a lot of quality results for the organization. That becomes who we are, not just what we do. I think when a job is taken away suddenly or abruptly in a disruptive way, it really, it is a plunge into a dark place because we, all of a sudden, don't really know who we are and



where our worth comes from. I've had the experience myself for sure, but professionally, I walk with people through this process all the time, and it's a season of, it feels like darkness, but God's actually in there already working. He hasn't left you in a place of darkness. It just feels that way in our human experience.

Joanna Meyer: ([16:47](#))

I'm wondering, Lisa, what does it look like to work through some of those dark moments or wilderness feelings?

Lisa Slayton: ([16:54](#))

One, it's a process. And two, I think it's necessary. Part of what I spend time with people doing is being with them in what I call the valley of confusion, that place of not knowing. For those of us who are smart and competent and capable, a lot of what we rely on is what we know. When you find yourself in this place of, I just lost the job that I thought was going to keep me on a growth trajectory, both personally and professionally for a long time, it's a place of deep confusion. Our instinct is to want to hurry up and get the heck out of there, scramble your way out of there as quickly as possible. So we spend a ton of time trying to figure out what we're supposed to do next. The work is not to figure it out. The work is to embrace the confusion and see what you need to learn.

Lisa Slayton: ([18:05](#))

It's a very hard place and everything in us wants to get out of there, but God can meet us there and help us to let go of some attachments and things that have become idols in some ways and then begin to reveal, as we do that work, he reveals slowly what's coming next. Not always clearly, and there's no straight line around this, but my counsel is always, stay in the mud for a bit, stay down there and slush around. Nobody likes to hear that, and they sure don't want to pay me for it. But it's actually the most important thing you can do. It's where God meets you and where the real work of transformation is so that you can come up on the other side with new and fresh perspective. Lots of people skip right over it. They want to jump the gap. They'll find another job and jump right back in again without taking the opportunity to really learn and grow through the loss and the pain of a really disruptive transition like what Rachel's experienced.

Rachel Grubb: ([19:15](#))

And Joanna, if I might jump in there really quick if you don't mind.

Lisa Slayton: ([19:20](#))

Yeah, sure.

Rachel Grubb: ([19:23](#))

In addition to confusion, it's confidence. Especially if you have any women listeners out there too, it's just, you feel like, wow, maybe I can't do this. Maybe I'm not qualified and maybe this isn't what I was



supposed to be and maybe I can't do it. I would add to that the confidence piece, and also, just in terms of that was my instinct. That's all of our instincts, is to let's get this next job, let's get going. Like I said, you would never choose, even if you always say your marriage or God or your family, if it's falling apart, you'll quit, you would never choose to quit without a plan in place.

Rachel Grubb: ([20:15](#))

I had some lead time to knowing that I was going to lose my job. That was it. I was putting plans in place to keep moving forward. I applied for jobs that I was overqualified for, that should have been a slam dunk and I didn't get them. I agree with you, God was really telling me, you have to be in this, this is not meant for you right now working. This work is not meant for you right now. It was tough because the first part is confidence that was just depleted.

Joanna Meyer: ([20:59](#))

I was going to ask, what do you think it looks like... Well, actually, let's hold on to that question about rebuilding our confidence because I want to get back to that. But I was wondering, what does it look like to use that season in the wilderness well? And by asking that, I don't mean like how do you perfectly manage it, but how can you actually use that time versus wallowing? How can you just press into things from the Lord? Are there any practices that begin to help you wind your way out of that season?

Lisa Slayton: ([21:29](#))

Is that for me?

Joanna Meyer: ([21:30](#))

Yeah. [inaudible 00:21:31].

Lisa Slayton: ([21:34](#))

I think there are a couple of things that really matter. I'll be curious, Rachel, to hear how this unfolded in your story. I think there's a lot of shame attached to a job loss, whether you're fired and you're let go in a corporate restructuring, it's not really your fault. Yet we want to find and place responsibility and blame on ourselves in some way, if I had only done this better. What we tend to do then is to isolate because we're feeling pretty bad about ourselves, and that's one of the worst things you can do. I don't mean that you need to go shouting from the rooftops and posting on Facebook your tragic story. But I do think having two or three really trusted advisors who you pull in, who can walk this with you really matters. They don't need to be professional counselors. They just need to be people that know you and see you and can affirm you for who you are in various steps along the way.

Lisa Slayton: ([22:48](#))

As simple as I'm getting ready to do a Zoom interview and you have the ability to text one of those people or have a quick phone call with them. And all they have to say to you is, Rachel, you're a precious daughter of the most high God, and you got this and I'm with you whatever happens. They're giving



voice to things that you don't actually believe completely in that moment, but they're believing for you. We need those people. It's counterintuitive, we want to go in our turtle shells and isolate, but what we need are two or three people that are really with us and who can not just believe with us, but believe for us when we don't believe, because we're going to have those moments.

Lisa Slayton: ([23:32](#))

The other obvious one is find your pathway to God, whatever that particular practice is for you. For some people it's deep scripture reading, others it's a contemplative prayer process, for others it's being outside in nature, whatever the thing is that most deeply connects you to God, give yourself more space just to be in there. Because he'll meet you there, but you have to create the space for it. We get ratcheted up with activities. I've got 27 phone calls to make and 39 LinkedIn searches to do, because we want to continue that sense of productivity, which has been validating in the past. So really sometimes the most important thing you can do is to get quiet in some way. And everybody's pathway and way that they do that is different. So I don't want to be prescriptive about that, but you got to create a little space for that quiet way of reconnecting with God, whatever that might be.

Joanna Meyer: ([24:30](#))

Yeah. And there's such an encouragement for people that are searching for a new job to be busy, but common sense strategy is volume. You need to be having this many networking appointments, going on this many interviews, you need to go to this job seekers group and you need to function out of fear. I have found in my own seasons of job loss or transition, that fear was the driver that pushed me into immediate activity without even really thinking well, I just had to think, okay, what's going to my next paycheck? Not everyone has the luxury of extended periods of time without income, but at the same time, what you're describing about allowing a process to unfold and giving yourself some breathing room and space to be with God is essential too to that job search.

Joanna Meyer: ([25:20](#))

Yeah, it's hard. I think in corporate life, often layoffs these days don't have a lot of dignity to them. They are getting marched out of a building. In some cases, someone who could have worked at a place for a long time can be unceremoniously have their stuff put in a box and immediately leave, just things that don't honor the humanity of people.

Jeff Haanen: ([25:45](#))

Hi, this is Jeff Haanen, the founder of Denver Institute for Faith and Work. Thanks for listening to the Faith and Work Podcast and for letting me interrupt you briefly to share just a request. I want to ask you to consider becoming a financial contributor to Denver Institute. Each day, thousands of people listen to our podcasts, engage our short courses and grow spiritually as a result of generous donors like you. Each podcast episode is 100% funded by generous donors who believe that work as a way to love God, serve our neighbors and demonstrate the gospel to our world. If you've enjoyed the Faith and Work Podcast, would you consider paying it forward by giving right now? You can give by visiting [difw.org/donate](http://difw.org/donate), or by visiting the show notes page from this episode, whether it be \$50 a month, \$25 a month, or a gift of any amount, we are so grateful for your support. Again, you can give by visiting [difw.org/donate](http://difw.org/donate), or by



checking out this episode's show notes. Thanks again for your generosity towards God's people and toward the mission of Denver Institute. And now back to the Faith and Work Podcast.

Joanna Meyer: ([26:49](#))

Let's talk a little bit about rebuilding our self-confidence. Because I do think that's a really important thing. What do you think it looks like to see yourself as you truly are, maybe when you've been hit with some disappointing things that accompanied a job loss?

Lisa Slayton: ([27:07](#))

I think it's really hard, particularly in the early days when you're stunned and reeling from the shock and the trauma of it. It's hard to reflect back onto those times when you did things that you knew were good and healthy and productive and fruitful. Again, I think having those kinds of people around you who can remind you of who you are is super valuable in these seasons. I think it raises the most important question, which is am I a human being and what do I want to be? Rather than, am I a human doing and what do I have to do? That sounds like a trite answer, but we attach so much value in our confidence based on what we do and how we accomplish things that just recovering that is really important as a part of recovering your self-confidence. It takes a long time though. I'm really curious, Rachel, how that journey has been for you, because it sounds like you were on a pretty driven and fast track for a long time and your knees got knocked out from under you.

Rachel Grubb: ([28:37](#))

Yeah. I think, you mentioned this earlier in your earlier comment, Lisa, but just taking grieving is really important. There was actually a Denver Institute of Faith and Work article on lamenting. It's really important to take that time. I don't want to, I don't. Nope, don't want to do it. [crosstalk 00:29:00]. No, thank you. It happened, whatever, let's keep going. But it's really important to your confidence to taking that time to do that, to be able to successfully move on to the next, to move out of that eventually. I would say grief. I am the primary breadwinner for my family. I have two young kids, and my husband was at home with them. So part of that confidence also, Joanna, you mentioned it, but it's fear and you have this sense of desperation too.

Rachel Grubb: ([29:52](#))

I think you really have to rest on what God promises. And God, his promises are peace that he gives to you, and it's not as the world gives, but it's as he gives. So it's not going to look the same. It's that we need not be anxious for anything. For me, it's interesting. I would love to come onto this podcast and say, yes, I have this job. Now I've gone through this whole journey and I have this perfect ending and I have this way better job that's much suited for me. It's going to be better for my family and for my relationship with God and for myself. I don't have that right now. I can't come on this podcast and say I have a job. I still don't have one. God has, in my time spent with him, I don't love that answer and I tell him that regularly, but he's called me to worship and to forgive and to love. I didn't think I had problems in those areas. It's just, he's revealing things about himself during this time, hopefully that are going to help me be a better version of myself.





Joanna Meyer: ([31:27](#))

He promises he'll himself, and all that that brings, but he doesn't promise success as a worldly outcome for us.

Lisa Slayton: ([31:37](#))

One of the verses that popped up in some of my devotional reading this morning was Proverbs 16:9, which for a very driven person, is a little hard to swallow the verses in their hearts, humans plan, their course, but the Lord establishes their steps. I am very good at wanting to plan my course and yet that course doesn't usually go quite the way I think it should and it's got all kinds of rocks and pivots and values in its way. But I have learned over many, many years to understand that the Lord does in fact establish my steps, but being obedient to that is really hard, particularly if you're used to driving things and establishing things and initiating things. Even when you can drive and establish and initiate, it's still doesn't always reap the results that you'd like. It's very hard to take it one step in one day at a time when you're in the middle of the back to my valley of confusion, when you're still in the middle of that, there are no easy answers and there is no quick fix.

Joanna Meyer: ([33:02](#))

It's fascinating because as we have been talking today, I keep coming back to the idea that some of these things relate to marriage and dating. I'm so like, so true. I think it's just those timeless principles they play out in our work life that play out in so many areas of life. Lisa, I wanted to ask you about some training that you've had through a program called Designing Your Life. It was founded by Dave Evans. It comes out of the Stanford University of Design School. Dave's a man of faith. He's developed this career discernment process that is deeply aligned with Christian principles, even though it's not an inherently Christian program, it definitely is informed by biblical principles and it helps people move out of these seasons of [inaudible 00:33:48] towards greater clearing about what they should be doing. Any insights you could share with us from the Designing Your Life training to help people navigate these wilderness seasons and begin to maybe find a clear direction forward?

Lisa Slayton: ([34:03](#))

Yeah. The Designing Your Life process, so I did the certification about not quite two years ago and it has many, many steps to it. It's a very good and helpful process from a vocational perspective. It was originally designed for college students who were assuming that they'd graduate from college and immediately at 24 be able to find their dream jobs. And we're talking about Stanford college students who are pretty well-educated and they still weren't getting their dream jobs and couldn't quite understand why. So using these design thinking principles, they laid out a process. What's fascinating to me is Bill Burnett, who is Dave's co-author, led the certification workshop I did. The very first afternoon we were together, we all brought our books with us, which is a hard cover book with a dust jacket on it.

Lisa Slayton: ([35:04](#))

He said, "Take the dust jacket off your book." Everybody did and they unfolded. Embossed on the cover of the book is a little emblem that says, "You are here." The very first principle of Designing Your Life is



start where you are not where you think you should be. It's really starting from this place of understanding exactly where you are. We want to start from over there. I'm just going to take one giant step forward, I'm going to start from this better place that I think exists out there, but that's not how it actually works. So we have to start where we are. There are five kinds of mindsets that the process encourages and helping to prepare people to step into those mindsets is part of the whole training and facilitation.

Lisa Slayton: ([36:01](#))

But the mindsets are to be curious, to have a bias for action, to be willing to challenge your beliefs and problems and then reframe them, and I'll talk more about that in a minute, to build a bigger awareness of what's going on around you. Then the final one, which I've already alluded to a little bit, is this idea of radical collaboration. We can't do this by ourselves. One of my favorite parts of the whole process and it's throughout the whole book is Bill and Dave identified probably 30 or 35, what they called dysfunctional beliefs. That we have about work and vocation, and then how do you reframe them and what's the reframe of that dysfunctional belief? I'll just read a couple of them because I think they'll sound familiar. One of them is, I need to figure out my best possible life, make a plan and then execute it. For those of us who are highly structured, I can see Rachel even smiling over there.

Rachel Grubb: ([37:16](#))

We're watching [inaudible 00:37:17] on video and recording this big [inaudible 00:37:19].

Lisa Slayton: ([37:21](#))

The reframe is, there are multiple great lives and plans and you get to choose which one to build your way forward to next, but it could unfold in multiple different ways. And really, the work is to take the right next step. There's a phrase that the program disabuses us of, which is I want to be the best version of myself, or I want to help you, Rachel, become the best version of yourself. That's a dysfunctional belief. There are multiple versions of us that emerge and evolve over time in different parts of our vocational world, including our work life. To believe that there's just one best version that somehow aspirational and out there that we're always shooting for and never quite reaching keeps us in this constant state of discontent. So the work is really what's next to do and how do I move towards it?

Lisa Slayton: ([38:19](#))

One of the other ones is, and this goes back to the start where you are, I should already know where I'm going. I should have the next thing all figured out. You can't know where you're going until you've gotten really grounded in where you are, and that's the crisis like this of losing a job as you've lost one, is presses you into some of that identity work if you're willing to do it and get really grounded in who you are. I personally, this was so... I remember breathing this huge sigh of relief when I first heard this principle, which I'd heard in a Designing Your Life training even before I did the certification. I vehemently dislike networking. The word networking just makes me, I don't know, choke up a little bit.

Lisa Slayton: ([39:11](#))



The whole idea of it feels like a sleazy car salesman walking around the party and trying to get as many cards as possible. I've always stepped back from those things, but when you're looking for a job, you got to make all kinds of contacts. One of the things that I found to be most helpful, and I've worked with a number of people now who are like, I don't want to pick up the phone and make the call, or I don't want to ask this person to introduce me. But here's the deal, most people want to help you. Think of it, the reframe is, you're not looking for a job, you're not networking. You're just asking for directions.

Lisa Slayton: ([39:57](#))

So Joanna, here's what I'm thinking about doing, what do you know about this? Or do you know someone in this field who could point me in this direction? I'm making that up as I go. You're my friend. You're always going to want to help me. I'm not a drag on your time, but if I ask you to say, who should I talk to? Or where would you send me to learn about such and such a thing? Then it continues to unfold and before you know it, you've created this broad network of people that have come just from simply asking directions. Those are just a few things that have come out of the process. They're more that I could share, but I'll stop and let you guys talk further here for a second.

Joanna Meyer: ([40:43](#))

We'll link to information about Designing Your Life and the article on lament that Rachel had mentioned in the show notes. So we'll give you guys an opportunity to keep learning on some of these topics. Rachel, as you were listening to some of the things that Lisa has shared, does anything stand out to you like, Oh, I think I could begin to do some of that?

Rachel Grubb: ([41:03](#))

I really liked what you said that there's different versions of yourself. That really resonated with me and I thought, Oh man, the stay at home mom version of myself right now with my now three-year-old and one and a half year old, I'm like, yikes, I don't know if that's the best version of myself.

Lisa Slayton: ([41:27](#))

It may not be.

Rachel Grubb: ([41:30](#))

But I liked that thought of, Hey, there are different versions and they're appropriate for different times of your life. I've been trying to lean into that. If I was working at a very high pace, I was working a lot of hours and it was all about productivity with every single aspect of my life, whether it was fitting my family into that or fitting my fitness into that or relationship with God, whatever it was. If it's taking a step back from that and having that productive lifestyle, I want to know what the best version of that looks like. I think anyone listening could relate to that because COVID has all caused us to evaluate that idea of the best version of ourselves because work is changed as we know it.

Joanna Meyer: ([42:37](#))



Yeah. We tend to conform ourselves to the demands that life places on us, or the shape of a particular job. That's not to say that that's the right fit or the authentic self that Christ has for us. Not to suggest that moving into other roles or other forms of work could be a place of newness and growth and God shaping us new ways, but it may look really different. Okay. So we always close our podcast with an application question. We ask our guests to say, what is one practical thing that you think our listeners could do based on what we've talked about today?

Lisa Slayton: ([43:15](#))

I know you're going to link to the resources around Designing Your Life. There are a lot of good ones on the website. They have a lot of downloadable worksheets and different things on the website. I think the one practical thing I would suggest to your listeners is to really pay attention to their own dysfunctional belief around this crazy idea that somehow there's a magical work-life balance out there and really step back and examine Rachel's learning that in this season. And just as an aside, Rachel, I will tell you that I was a far bet my son is grown now, but I was not a good mom when I wasn't working, just so you know, much better mom when I was working. I tried it and I did, I stayed home for a few years and it was okay when he was super little, but I was just better. So me not working while he was growing up was not the best thing for him or for me. Well, I tried it and we made some different choices.

Lisa Slayton: ([44:30](#))

But I think the idea here is, how do we find better rhythms of, and it's not just we have this false dichotomy of work and life, which are not separate things. Work is part of life. It's an important part of life, but it life also includes our relationships and our play and how we rest and taking care of our physical health. So looking at it as a spectrum of things that we're creating rhythm and flow around rather than this some magical scales balancing, it just doesn't work that way. I want to relieve the listeners of that burden that they're bearing. That somehow out there there's a magical balance that they're going to find someday and step back and say, no, in this season of life, my rhythm's going to be leaning more in towards my children and family and I'll be back to work soon and work will take a different level of intensity and time requirement. But they're different seasons and it requires different rhythms. So let's get rid of the idea of work-life balance, I just think it's a very dysfunctional belief.

Joanna Meyer: ([45:38](#))

Yeah. I hear you, Amen to that. Rachel, how about you? What is that practical step you would encourage our listeners to consider?

Rachel Grubb: ([45:48](#))

That's tough because normally for me, and it's what I'm looking for out of a podcast, normally it's like, okay, do steps one, two, and three and then this will happen. Like I said, I don't feel like I have the end results right now. That's why I was gladly [inaudible 00:46:09]. So for employers out there, what I would say is, just in terms of communicating a lay off, one thing that my company did well was to give me a lot of lead time as a leader so that I was able to effectively process what was happening to, even though I couldn't communicate what was happening to my team, I could at least mentally and emotionally prepare them and be able to lead a team while through a tough transition.



Rachel Grubb: ([46:48](#))

For employers out there, just giving people as much lead time as possible. There are some brutal things that happen when you lay people off. That certainly happened within this company that was outside of some of my leader's control, but I knew that they were doing what they could to communicate. That helped me to effectively prepare and lead a team through that. The other thing for employers is also just don't give false promises. That was the tough thing for me, is I was given false promises throughout the entire process that ended up not coming to fruition and it added to the confusion afterwards. Then for people in my position is... Again, I don't have the steps one, two and three. I liked what Lisa said about having a lot of people in your corner to see you just to build up your confidence and to remind you of the person that you are.

Joanna Meyer: ([48:05](#))

Yeah. Even if the wilderness is very big, if those woods are thick that you're in, you can let someone know what's going on and ask them to be part of it with you, which that's a very, very small step that you can begin to address the process. Well, thank you to both of you for sharing both your personal experiences and your insight. It's life-giving and encouraging to hear from you. I pray for anyone on today's podcast that's listening, that isn't one of those wilderness seasons or in a season of job loss, that the Lord would be present to you, that you would find rest in his promises and that he would have the next step available for you. Even if it's a small one, that you would sense how he's leading you towards that step. So thank you, ladies. We're grateful for you and your insights.

Joanna Meyer: ([48:51](#))

What an encouraging conversation with Lisa and Rachel? If you liked what we talked about today, I encourage you to check out an upcoming Denver Institute event. It'll take place online. It's free, Thursday evening, February 14th, it's called The Changing World of Work, and we'll be exploring with our attendees and some of the Denver Institute staff, how to make sense of some of the big, big transitions we've seen in working lives as a result of the pandemic.

Joanna Meyer: ([49:17](#))

Well, for everything is micro as our daily lives, how our lives have changed with working from home, how to better understand some of the massive shifts in the economy and how that's affecting essential workers or people working in corporate offices. We'll also look at the profound effect the pandemic has had [inaudible 00:49:34] life. So lots and lots of concepts to explore as we think about our life with God in work in this changing season. You can find information about that at [denverinstitute.org/events](https://denverinstitute.org/events). If you've enjoyed this episode of the Faith and Work Podcast, please subscribe, leave a review or share it with a friend. The Faith and Work Podcast is produced by Denver Institute for Faith and Work. We believe that work is a way to love God and serve our neighbors. To learn more or to make a financial contribution, visit [denverinstitute.org](https://denverinstitute.org).