



Jena Viviano: ([00:03](#))

Too often, I see people being passive in their careers and just meandering around and not really being intentional in prayer about their careers. We pray about our marriages, about our friendships, about relationships, but we won't really do that when it comes to our work as well and I wish more people did.

Joanna Meyer: ([00:19](#))

You're listening to the Faith & Work Podcast where we explore what it means to serve God, neighbor and society through our daily work. Hi, and welcome to the Faith & Work Podcast. I'm Joanna Meyer, the director of public engagement here at Denver Institute. And I am intrigued about today's topic, because it's something that I observe almost every day. And that's how people present themselves in public life, especially in professional settings. We're living in the age of the personal brand and if you could see me in person, you'd see I'm doing air quotes around that term. Because, as I see it, it's this kind of intangible belief that if we're trying to get ahead in life, we need to present this clear, compelling image of who we are. And it comes across in the way that we present ourselves in social media, but also in our working lives.

Joanna Meyer: ([01:06](#))

It happens every time we sit down to write a resume, the way we craft our LinkedIn profile, the way we present ourselves at job interviews. And the reality is it's hard to know how to cultivate a healthy, personal brand, especially if you feel a little pressure, like, "Oh gosh, this just seems like a shameless self-promotion." It's a tension that many, many people feel as they think about their life in public and their professional growth. We're going to talk about what it looks like to have a humble confidence that's rooted in our relationship with God. And also that is measured by what we need to be clear and compelling in how we present ourselves in the marketplace. So that's today's conversation. How do we maintain humble confidence in the age of the personal brand and our guest today knows so much about that.

Joanna Meyer: ([01:52](#))

Her name is Jena Viviano Dunay. She's a career strategist who founded Recruit the Employer and a successful podcast of the same name. She's an ex-Wall-Street-er turned career coach and entrepreneur. Over the last five years, Jena has worked with over 800 clients from around the world, helping professionals gain clarity and the practical tools they need to develop their work lives. She's been featured on and written for Business Insider, Monster, Glassdoor, and has been involved with the Nashville Institute for Faith and Work. Well, Jena, welcome to the Faith & Work Podcast.

Jena Viviano: ([02:27](#))

Thank you for having me. I'm so excited to be here.



Joanna Meyer: ([02:30](#))

Yes. It's a treat to have a friend from Nashville on the conversation today. Before we jump into today's topic, I'd like to know a little bit more about your career journey and how you became a career strategist and coach.

Jena Viviano: ([02:41](#))

Yeah. Very convoluted way. It's definitely I didn't seek out that in college. Wasn't like, "I'm going to be a career coach." I started off my career in investment banking and realized quite quickly that that lifestyle was super not for me. And that's part of, my faith journey too. My time in investment banking very much collided with my, "Okay, I got to take this faith thing seriously. What do I actually believe?" And when I left investment banking, I transitioned and ended up working at the New York Stock Exchange for a couple of years and that's where I really say that I met Jesus, was on Wall Street. And so I got to work there for a couple of years and made a pretty big career pivot to a really small, teeny tiny company at the time. I was the 11 sales person, like the 33rd employee or something like that at this company called themuse.com, which is still in existence today and was with that company for about two years.

Jena Viviano: ([03:35](#))

I was in sales and then became the sales trainer. And while I was there, I started this side hustle, doing career coaching, helping people transition, because I did it a lot in my career. And push came to shove. It was time to leave New York and I launched it full time when I moved to Nashville. And so this business has been going on for the past six years. So that's a very long-winded way to answer a very short question.

Joanna Meyer: ([03:57](#))

Yeah. It's just fascinating to think you met Jesus on Wall Street. It gives me hope that God's at work and workplaces in ways we would not expect.

Jena Viviano: ([04:04](#))

100%.

Joanna Meyer: ([04:05](#))

So I know that as you've matured in your faith, this integration of faith and work has become vital, it's become very core to your motivation for why you work. Tell me a little bit more about that process. Beyond just being a Christian, but really moving to living before God in all of your life. How did faith begin to infuse your work?

Jena Viviano: ([04:23](#))

Yeah. Well, I think it's very much at the beginning. I grew up in a Christian home, I would say. And we went to church, I went to camps, I did youth group. Boys were cute. That's probably why I went to all the different functions, if I'm really honest, back then, in the day. And I really didn't have the knowing and personal relationship with Jesus and it was while I was working in investment banking, I was working crazy hours. I call that year my lost year. I was a lost human



and I don't remember a lot of it. It was very traumatic in a lot of different ways. But I do remember, it was a Saturday morning I was working and I struggled with an eating disorder at that time. And I was in the bathroom and I remember lying on the bathroom floor, which is disgusting. And I remember saying, "God, I don't know if you're real, but if you're real, you've got to get me out of here."

Jena Viviano: ([05:05](#))

And a couple of weeks later, I had that interview at the New York Stock Exchange and I landed the job. I always say they saved me from investment banking. But it was there that I met a coworker who knew I was interested in attending back to church. I really didn't know what I thought about all of this stuff. And it was from his invitation and him inviting me to attend this Cru. I'm sure you're familiar with Cru, but they had a millennial group in the New York City area and he kept inviting me to this trip. And I was like, "I'm not going on this trip with Christians. They're weird. I'm not doing that." And I ended up going and met my mentor there. I met amazing humans who were really showed me and exemplify what it meant to live for the Lord in every area of your life.

Jena Viviano: ([05:48](#))

And so, for me, the crux of how I really came to the Lord was through work, I would say. Now, my friend would say, "I was not a part of that," but I would say that he was an integral foundation in just inviting me and inviting me into his life. And so I got to see, not just how does my gifts play into my work, but how do you relate to people, to your coworkers and how you bring that into the workplace? It's such a taboo topic, yet we spend 90,000 hours of our life at work. And so it's important for us to talk about.

Joanna Meyer: ([06:18](#))

Yeah. I love to hear that. When I think about what you do every day, you really help people cultivate a personal brand, as they think about career redirection and making themselves look good for employers. So if anybody knows about this topic, you do, both in good ways and also the dark side of it.

Jena Viviano: ([06:36](#))

That's all yes. Both [[crosstalk 00:06:38](#)].

Joanna Meyer: ([06:37](#))

Guess what? I wanted to talk to you about it. In fact, you've had personal experience of cultivating your own personal brand at [henaviviano.com](#). So let's dig into that a little bit. When you think about a personal brand, what exactly does that mean and what are both the good sides and the dark sides of it?

Jena Viviano: ([06:52](#))

Yeah. I think everybody has a personal brand, whether you are cultivating it and curating it or not. And that's just the reality of the modern-day world that we live in with social media, with how



much competition there is in the corporate sphere. You have a personal brand, whether you like it or not. And I always recommend it's important for you to know what is it to the marketplace and what do you want it to be? So for me, personally, it was my business, but for candidates that I work with, I treat every single one of them as if they are their own business. And how do they present themselves to an employer in a way that's authentic, confident, but not sleazy. And that's the thing I think that we as Christians really struggle with. This idea of humility versus I want to be humble, but I don't want to be caught. There's just this real big confusion around owning your gifts and your talents, because we're afraid it's going to make us look not humble. So helping candidates get over that mindset hurdle to get to the other side.

Joanna Meyer: [\(07:45\)](#)

Yeah. Tell us a little bit about the dark side, as you watch people... I think social media is one place... Your personal brand plays out anywhere. It's who you are in writing, who you are in personal interactions. But I think on the internet and social media is the most vivid encapsulation of who a person is. What are some of the bad examples of personal branding that you see every day?

Jena Viviano: [\(08:08\)](#)

Yeah, inauthenticity is the number one thing. You can smell it from a mile away. Vanity. I struggle with that. To be perfectly honest, it's something I... like, "Am I sharing this just to get likes or am I sharing this because I want to actually help people," and being honest with the motivation behind something. I haven't done it well all the time. So I would say there's definitely a pressure with a personal brand to keep it up, to keep up this facade that may not be true of who you are. And I would also say that it can err on the side of vanity and we had to be really, really careful not to let it go that way, and to think too highly of ourselves in the whole process, which can be really dangerous slippery slope. Talk about pride. Talk about vanity. Talk about all of that stuff. Especially as Christians, we have to be really, really careful about that tight rope walk. We don't want to be not confident and not show truly what we have to offer, but at the same time we don't want to lean the other way.

Joanna Meyer: [\(09:04\)](#)

Yeah. And so I have heard you say that you think Christians are some of the worst people at this, because they have this idea of humility that isn't necessarily biblical. They have this false perception about what it means to be humble. Can you elaborate on that? And maybe what the consequences would be for a person's career not to wrestle with this question?

Jena Viviano: [\(09:24\)](#)

Yeah, I see it often. Now, I particularly often work with women. I work with men too. And I've struggled with both when I'm working with Christians in particular. And I think it's this idea where it shows up most often in the career change process. And that's often where I live. But it happens in the career change process when somebody is maybe going in for an interview and they don't want to actually say what they're good at. They don't want to share their strengths, because they feel like that's bragging. But that's literally what an interview is for, is for you to



share what your strengths are, because if you don't tell the employer, they won't know. Because, newsflash, the resume 2D piece of paper, or 3D, that piece of paper is not going to do much for you. So that's where I see the biggest issue for most people is in the interview process and really owning their strengths and capabilities and realizing that owning that doesn't mean that you're celebrating yourself.

Jena Viviano: ([10:13](#))

If we truly believe what we believe. We believe that we are made in the image of God and everybody made us each unique. God made us each unique, he gave us strengths. And I can say, for me, I believe that I'm good at writing, I'm good at speaking. Those are things that I believe I'm good at, because I can also say, "God did not give me in Excel." I am not gifted there. I am not gifted with project management. I can equally say both things are true. And I think when we hold that loosely to realize that we're just stewarding the gifts that God has given to us, that frees us up to explain what we're good at, so that we can do the best work and serve our employer really, really well to the glory of God.

Joanna Meyer: ([10:52](#))

Yeah. That's really powerful. Well, I've come to the conclusion that many Christians' perception of what humility is differs from scripture. And so I wanted to dig in a little bit, what do you think true humility looks like?

Jena Viviano: ([11:09](#))

I think true humility. And I believe there's a quote. I'm going to totally butcher it, but it's not thinking less of yourself, but thinking of yourself less. I think C.S. Lewis might've said that.

Joanna Meyer: ([11:17](#))

Yeah. And I think Tim Keller has quoted that at times.

Jena Viviano: ([11:20](#))

Yes. And I think that that is the true essence of it. It's not centering ourselves in the process. Because even when my clients are worried about sounding humble, they're still just thinking about themselves, because they're worried about what somebody else is going to be thinking of them. So at the end of the day, that's not really humble. That's still selfish and self-centered in the way that you're thinking about "What does everybody else think about me?" What I feel like true humility is laying down saying, "Lord, I submit to what your plans are. I'm going to show up for this interview. I'm going to share what gifts you have given to me. And if they don't move forward, I submit to that plan, because you have something else prepared for me." So I think it's really a combination of submission.

Jena Viviano: ([11:59](#))

And then also just a quiet confidence. I think humility and quiet confidence are very much aligned. And a lot of people don't talk about that, because we have very bad examples of confidence in pop culture today. It's very me. It's self-helpy, and that's not what we're talking



about. Having confidence that the Lord has plans for you, confidence that the Lord is above all. Those are the things that we need to be focused on and that's going to keep us humble. And realizing what he's actually done for us.

Joanna Meyer: ([12:27](#))

Yeah. I sat down and made a list of things that humility isn't.

Jena Viviano: ([12:31](#))

Oh, give me. I love it.

Joanna Meyer: ([12:33](#))

Yeah. Yeah. So three things that I thought of. Humility is not insecurity, it is not indecisiveness, and it is not passivity.

Jena Viviano: ([12:42](#))

Being passive I think is really often how we think about it. Is "Hands-off. Just let God do his thing". But also he equipped us with gifts for us to actually use them, so being passive is actually not being humble. It's not being responsible. You're not actually stewarding what was given to you if you're being passive. So I do think that there is a fine line of striving and straining and go in the other direction. But too often I see people being passive in their careers and just meandering around and not really being intentional and prayer about their careers. We pray about our marriages, about our friendships, about relationships, but we won't really do that when it comes to our work as well and I wish more people did.

Joanna Meyer: ([13:19](#))

Yeah. I think at times, if we have an maybe an unhealthy view of God's sovereignty, we'll think, "Well, if God wants it to happen, he will make it happen. And I don't have to do anything." And yet we see in scripture in the early pages of Genesis, God invites us to co-create and develop the earth with him. He hands it off to us. That, alone, he's entrusting us with the created world as a model of that proactivity that he wants us to have, that we would be active and engaged and creative and goodness, he has work that needs to be done. So if we're diminishing ourselves and not working in confidence, we're not bringing our best selves to the project that he's given us.

Jena Viviano: ([13:56](#))

Yeah. I would love to see more Christians stand up in excellence in their work and own it and realize that, again, they didn't do anything to get those gifts. I didn't do anything. I'm stewarding them well, or hoping I'm stewarding them well, but I didn't do anything to originate them. And I really do believe that if more Christians looked at their work as an opportunity, as you said, to co-create with God, it would actually change our mind about the way that we look at work. And it's not some self-fulfillment or self-actualization type of activity, but it really is an opportunity to serve the world.

Joanna Meyer: ([14:31](#))

Yeah. I've been thinking about biblical figures, like Jesus is described as being gentle and lowly of heart. And so we can get that as someone who is unassuming and, yes, we talk about Christ not pushing his own self-advantage and not making a name just for himself. But that lowliness and gentleness did not mean security. He was absolutely clear about the purpose that he had and who he was in that process and unwavering in the pursuit of that. And, I think, all of those things model what good humility looks. And think of the Apostle Paul. He said this in first Corinthians. He says, "But by the grace of God, I am what I am. And his grace towards me was not in vain." There's just this sense of clarity and surety of "I may be imperfect and yet God is using me as who I am in that."

Jena Viviano: ([15:25](#))

Yeah. He also talks about his power is made perfect in your weakness. And I think that there is freedom in that. Because I think a lot of us enter into our careers, personal brands, "It's all up to me," and I've fallen into that before. It's like, "It's all up to me. I've got to figure it all out." And then I strive and strain my way there when really that humility could look laying it down to let the Lord do what he's going to do. So it goes on both sides of it, 100%. We are not perfect.

Joanna Meyer: ([15:54](#))

Totally. When we think about what biblical humility is, it's what you've alluded to earlier. It's a dependence on God. This is one thing that really stands out to me is that it's unselfish. It's generous towards others and driven by godly motivations. I think that's huge, because when you're trying to make a name for yourself, when I think about how people present themselves in social media, it's not always generous. What do you think relational generosity looks like from a confident, humble leader?

Jena Viviano: ([16:24](#))

Yeah. I think it looks in a couple ways. One, it is being willing to share knowledge. I see a lot of people when they build their personal brands, they're not willing to help people that are coming up behind them and that to me is a really big issue. That's being generous, because I had a friend say this to me. Recently, we actually went through an issue where somebody was taking the work that we have created and reselling it as their own, a past client actually. Very dramatic. And I was very upset about it. I was being very self-righteous and I had a friend of mine, very kind man, and he said, "We serve a very creative God though." And a very creative God where I know that he has infinite creativity for me. And I can lean into that and lean into that a little bit more.

Jena Viviano: ([17:12](#))

And so while she was definitely wrong, we handled that, there was freedom in that idea of that to be generous with other people doesn't mean that you have to hold everything in for yourself, because that's living in scarcity and he is pure abundance. And so I think that there's some beauty in that in terms of being not selfish with your advice, or your words, or your kindness towards other people that are perhaps coming up behind you. But I think also even just from a



more practical perspective, generosity financially. And I think oftentimes we don't talk about this with our salaries. What if we looked at our salaries as an opportunity to bless others and an opportunity to really be able to provide financially for initiatives that we... I feel we don't talk about our salary that. We say, "Oh, we have to tithe," and, "This is our 10%." And it's very transactional, but really what if we looked at it as God has really providing you that salary, so that you could bless other people?

Joanna Meyer: ([18:05](#))

Yeah. An open conversation that you think "When I get a raise, look at what God can do this."

Jena Viviano: ([18:10](#))

Yes. Yes. And it doesn't have to be just "Oh, I'm now elevated in my company." It's like, "Oh, now I'm elevated and also I get the opportunity to impact people from a leadership perspective. I have the opportunity to speak life into people that maybe have never met who Jesus is." All of those pieces of the puzzle, I believe fit into the generous spirit that comes with living in humility and submission.

Jeff Haanen: ([18:35](#))

Hi, this is Jeff Haanen the founder of Denver Institute for faith and work. And thanks for listening to the Faith & 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 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 & Work Podcast, would you consider paying it forward by giving? Right now you can give by visiting 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, 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 & Work Podcast.

Joanna Meyer: ([19:41](#))

So, Jena, as you have helped people move through career transition, there are critical moments along that process that require a humble confidence. Walk us through some of those key steps in the process and what does it look to have a biblically based confidence in those stages?

Jena Viviano: ([19:56](#))

I would say the very, very beginning. Actually, as you're thinking about, "What do I want to transition to next?" A lot of people will start with when they're transitioning, "Oh, I need to write my resume." That's the wrong thing. We need to first identify what are your strengths? What do you want? What has God gifted you with? And I think that's an opportunity where I get a lot of people who probably don't lean more on the side of overconfidence. They lean more on the fake humility side that we were talking about earlier and so more owning and understanding, "Okay,



how has God wired me? And how do I do more of that in my next opportunity? So being really thoughtful and honoring what you've been gifted with. So that's the first piece, I would say.

Jena Viviano: ([20:36](#))

And then the second piece would be in your marketing materials. So the resume that we were talking about, how do you honestly reflect what you've been able to do, while not inflating some of the things that you have done? That's a very hard thing that I see a lot of people struggle with and they tend to either don't say enough and they don't really showcase what they've been able to accomplish, or at the other end, they're saying things and you're like, "That's not really true. We probably need to tone that down a little bit." So that's another opportunity. And then, obviously, as we talked about before in the interview process. So going into an interview, I believe 50% is that humble confidence and matter-of-factly stating what you're good at and how you can bring value and serve. So it's coming in with a service mindedness. And when we go into with it with a service mindedness towards what we can offer to an employer and where we can bring value and help them reach their goals, that's actually coming into it with that humble confidence and employers love that.

Jena Viviano: ([21:28](#))

Employers actually want that. They don't want you to be like, "I think I'm kind of good at that one thing that you kind of I think need." Nobody wants that. They want you to come in and honestly share what you believe that you are good at and where you can bring your value to help them shape their future. And so, honestly, stating that in an interview is going to help you. And then, finally, the last part in the process I would say is transitioning well and finishing well. A lot of people don't really know how to do that, or feel uncomfortable, or guilty, or confused, or overwhelmed when they're going through the transition process. But I believe that finishing with grace and finishing well for your employer is an opportunity for you to finish with that confidence and make sure that everybody is feeling good on their end as well.

Joanna Meyer: ([22:13](#))

Yeah. Leaving well is as important as starting well in any job.

Jena Viviano: ([22:17](#))

Absolutely.

Joanna Meyer: ([22:18](#))

So I want to talk practically about some of those environments where people can build clarity, a personal brand, around who they are. Things I think of are like LinkedIn or depending the type of work you're doing, thought leadership might [inaudible 00:22:33] towards Twitter, or if you're a creative, having more of a presence on Instagram. How can people use those platforms well to have a clear and confident brand that doesn't feel selfish or overly self-promotional?

Jena Viviano: ([22:47](#))

Yeah. Yeah. I think the big part is pushing yourself away. And what I mean by that is it's more an opportunity for you to serve. So you're talking about thought leadership. So if you're doing that on Twitter, if you're doing it on LinkedIn, if you're doing it on an Instagram, it's not, "Look at me. I just got a new job." It's, "Here's what I can teach you from my experience of transitioning well." If you're trying to build thought leadership in your personal brand about a specific niche or specific silo, it's more about offering and less about yourself. It's more about thinking about the people that are potentially reading it and saying, "How can I serve them? How can I inspire them today? How can I help them think differently about the way that they're approaching," whatever your niche is?

Jena Viviano: ([23:28](#))

I've seen this done not well. Instagram's probably the place where I've seen it done not well the most, because pictures are involved and you're selfie-ing it up. And I have struggled my full entire business with Instagram. It's a love-hate relationship, mostly hate, because it is really hard not to be self-promotional on a platform where you are maybe taking pictures of yourself. It's really, really [crosstalk 00:23:50].

Joanna Meyer: ([23:50](#))

The ultimate, "Look at me."

Jena Viviano: ([23:51](#))

It's terrible. I was walking around downtown Franklin today in Nashville and there was a girl just taking a picture of herself on the... with this really sexy... I'm like, "What's happening with our world if this is what we're doing?" So I think if you're an Instagrammer, it's really, really hard. You got to be really careful on how you do it, but just always be thinking about, "How can I serve the audience?" And it's less about, "What do I look like? What am I doing? More of a, "What can I outpour?" That's one way, I believe, that you can navigate that better. And then LinkedIn's, obviously, a lot easier because it predominantly is a learning platform and people want to ingest knowledge. So you're just naturally going to lean towards, "Hey, how can I provide advice?" And less of, "Look what project I worked on today at work." No one's really doing that. Please don't start either.

Joanna Meyer: ([24:39](#))

I laugh on Twitter, because I see authors who part of getting a book published is that you have to have a bit of a following. It's what publishers look for. And I can just tell that some people just cringe at that feeling of having to promote themselves. And so they'll sneak in, "Hey, look at this new project I'm working on." Or some people on the other end of the spectrum, I'm like, "Enough. I'm so tired of hearing about your latest project." That sense of, "Am I being generous and beneficial to other people?" I think is critical or, "What's my heart motivation for why I'm posting that?" It makes such a difference.

Jena Viviano: ([25:11](#))



Yeah. I even relate to that. We just released a journal. I've been working on it for a long time and dreaming about it for a long time. And I probably did not post that much about it. I probably could have posted a lot more, but I cringe at the self-promotion and that's where I'm like, "I did the thing. I built the thing. I have an opportunity for people to purchase it. I'm doing what I can to make sure that people hear about it, but I'm not going to overly be like, "Look at what I created."" I just can't. I can't do it. There's something against my spirit in that.

Joanna Meyer: ([25:39](#))

Yeah. Jena, I wanted to ask a little bit about just the spiritual journey of being a public figure, because here at Denver Institute, one of our core values is seeking deep spiritual health and that God shapes our souls through our work. And I know that in your life, as a public figure, as a coach, who's business often needs to grow through who you are and the visibility that you have. What has that been like, spiritually, that journey towards building a public presence? What have been maybe some of the challenges and also the ways that you've seen God work through that journey of building your business?

Jena Viviano: ([26:13](#))

It's been hard. I'll say that. That's the most honest answer. It's been really hard. I would say at the beginning, and I can reflect back on this and see where my pride fell in. I think early in my business, I wanted to be famous. I wanted that. I wanted the world's version of success. And as time progressed, I think the Lord really humbled me and that my growth was... I was public. I have had growth, but it was not this exponential growth that I wanted and really strived for. And I'm super grateful for that, because you see a lot of people now fall from grace, if you will, because no one's perfect. And we put on this persona of who we want people to think that we are, and it's not really how we are all the time. So, for me, that's been a really humbling experience to grow slowly and to also realize that that's not the most important thing in the world.

Jena Viviano: ([27:05](#))

And I think that also it's reminded me, because you get a lot of people when you're public, people don't you. And that's a hard thing for me, as an Enneagram 3, to deal. I want everyone. "Why don't you me? I don't understand." And so leaning into what scripture says and what God says about me and also, at the same time, reflecting back on what's actually most important. I think the thing that I admire Jesus for is in his walk, yes, maybe thousands and thousands of followers, obviously, millions of billions throughout the years, have followed Jesus, but his core group was only 12. And I think that that has been a huge reminder for me that you don't have to be huge to make an impact also.

Jena Viviano: ([27:54](#))

And so even in my small newness, even though I want it to be big, I'm grateful for the people that the Lord has let me serve and the opportunity to help them in their own career journeys. I look at every single client that I've ever had as that blessing that I've been gifted and I had to steward well. So I don't know if that really answers your question, but all in all, it's been hard.



Joanna Meyer: [\(28:16\)](#)

Yeah. I can see that. What have been some practices, whether they're spiritual or relational, that have kept you grounded?

Jena Viviano: [\(28:24\)](#)

I would say therapy for me has been one of the big things from a relational standpoint. It's been really helpful. And I'd say from a spiritual practice, it's my morning time. I love Lectio Divina. Are you familiar with Lectio Divina?

Joanna Meyer: [\(28:39\)](#)

Yes. [crosstalk 00:28:40] reading the Bible, it allows you to really have it come alive and experience God in that. How do you do it, and not in detail, but in general terms, what does that look for you?

Jena Viviano: [\(28:49\)](#)

Sure. There's actually a podcast, Lectio Divina, and they read it over three times and they tell you what to take out of each time. Okay. "What's the main word that comes out to you." And so, for me, journaling through that has been really helpful, because sometimes for me, because I'm consuming information all day and then I'm outpouring information all day, it's hard for me to sit down just totally transparently and sit down and read a full chapter and ingest it well. I think the meditating on scripture for me has been really powerful. And so that's one practice that I really recommend to a lot of people. And that I would say, for me, learning how to rest has been really, really part of my [inaudible 00:29:31] spiritual journey of, I've not always been good at it, but learning how to rest.

Jena Viviano: [\(29:35\)](#)

I took a sabbatical last year. I really felt like that was God pushing me to take that time of rest and to seek him. I feel I gained a lot from that time period. A lot of things are even still happening from that time. And I'm really grateful for that spiritual practice that I feel like we don't talk about enough in our world.

Joanna Meyer: [\(29:53\)](#)

Yeah. I've enjoyed, even over the last years I've gotten to know you, we've checked in a couple of times and I've been able to sense the work that God is doing below the surface of just asking deeper questions, which I think relates to personal brands, "Is this who I want to be? Will this take me in the direction that God has for me?" It just such, such important things that if you're caught up in the external focus of presenting who you are, you may miss some of the inner workings. So I love hearing how God is using those tools in your life.

Jena Viviano: [\(30:21\)](#)

Yeah. Quiet is helpful. In a very noisy world, quiet is so helpful.



Joanna Meyer: ([30:26](#))

Yes. Yes. So we want to end our conversation today with a very practical note. We often ask both the hosts and our guests what a practical step our listeners could take. So here's what I want to know is if you think about our listeners who may be thinking about how to present themselves with clarity and confidence in their professional experience, what are one or two steps that they can take to move in that direction?

Jena Viviano: ([30:50](#))

Yeah, I would say the first thing that you should do is get really clear on how God has gifted you. And if you need to bring in somebody else to help you discern that, I think, especially if you're thinking about a career change, that's where it all starts from. And a lot of people ask me questions about calling and, "I don't know my calling." And, newsflash, if you're working right now, you're in your calling. When God hasn't moved you, you're in your calling. You're doing the thing. But if you're looking for a deeper understanding on what perhaps you should be doing more of from a vocational perspective, I think sitting down and really understanding and carving out that time to see, "What am I actually good at and what do I enjoy doing?" And leaning more into that and getting some wisdom around that. That's the first thing I would absolutely do if you're thinking about changing careers.

Joanna Meyer: ([31:35](#))

Yeah. I appreciate what you said about doing the inner work. And I think there's a very spiritual work too of just conversations with the Lord about what are some of the things that may be causing you not to feel confident. And that may mean it leads you to therapy or spiritual direction, but really doing some of that heart work of saying, "Oh, maybe what are some of the sin patterns that I fall into that lead me to pride and unhealthy actions towards others?" And also "What are the things that are keeping me from living in freedom and fully competently in who God has made me to be?" Long before you ever post publicly or fill out that resume, you're doing the work inside to really get clarity and have that heart confidence that only the Lord can bring.

Jena Viviano: ([32:18](#))

Yeah. Only he can bring it. You could read all the books that you want, but that quiet time with the Lord is just what you were saying, talking to Lord, having those conversations. That's been a huge portion of how I've approached my own personal career and how I encourage other people as well. So I think you're spot on.

Joanna Meyer: ([32:37](#))

So cool. Well, Jena Viviano Dunay, thanks for being our guest today. It's a gift to glean from the fruit of both your professional and your personal experience.

Jena Viviano: ([32:46](#))

Well, thank you for having me. It's been a pleasure to be here.



Joanna Meyer: ([32:51](#))

I hope you enjoyed today's conversation with Jena Viviano Dunay. And if you remember, she said at key points in a professional journey, rest and reflection were critical to discerning what would be next. To support you in your own rest and reflection, we're offering you a free download called Deep Rest, a Study of Sabbath. A link to that download will be available in today's show notes. And our goal is to offer insight that will make this summer season truly restorative and refreshing for you. We look forward to seeing you in two weeks for the next episode of the podcast. If you've enjoyed this episode of the Faith & Work Podcast, please subscribe, leave a review, or share it with a friend. Your support is critical to helping other listeners discover this vital resource. The Faith & Work Podcast is produced by Denver Institute for Faith and Work, where 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.