**LWQA episode 141**

This episode is brought to you by what's next my new group coaching program designed to help you find some clarity around your next steps in work and life times of transition can be challenging and frustrating as we wait for the pathway in front of us to unfold in this program. We focus on what you're learning during this in between time.

What obstacles are keeping you from moving forward and where you can trust yourself more to move forward with confidence. Over four weeks will reflect together and hold space for one another session starts Sunday, July 7th. And if you join in before July first, you'll receive a complimentary private coaching session with me on a topic of your choice.

Learn more and register a Katie Linder dot work backslash next you're listening to lifework QA episode 141. Welcome to life work QA where I answer a listener question each week and provide resources and guidance to help. You take your life and work to the next level. I'm your host doctor Katie lender.

On this episode. I want to ask you are you working with ease? And this is a topic that came up in a recent how to Academia webinar that I let over the last year on professional identity and I think that how you work and the ease with which you work has a lot to do with how you feel about your work and of.

Your own professional identity. So I wanted to offer four different categories to help you think about working with ease and to kind of do a little bit of a self-assessment about how this is looking for you right now in each of these four categories. And so the first category is your environment.

And this is things like do you have comfortable seating? Do you like the temperature? Do you like the lighting in the places where you typically work? Do you feel like there are appropriate noise levels. Do you have the materials that you need Within Reach or are they all kind of easily accessible to you?

Do you feel like enough time has been set aside to complete your tasks without rushing so you don't feel like you're in an environment where you're constantly rushing around. And do you also feel like you have the appropriate amount of physical energy? Complete the task at hand. So for example, you're not really tired on a really frequent basis now with each of these things.

There are going to be signs. If you are not working with ease. So, for example, you're going to be physically uncomfortable while you're working you're going to think that your space is too quiet or too loud or that it's distracting do to you and other kinds of ways. You're not going to be able to find what you need to complete your task at hand.

And you're going to feel rushed in completing the task. That you can't give it your full attention. You also might be too tired and you're struggling to stay awake when you're completing this task. So this is the first area that environment area. So if you're thinking that some of your work feels hard right now the questions, I would ask you are.

Does it have to do with your environment? So do a quick self-assessment and for many of us we have an office at work in an office at home or we have a place that we like to work like a Starbucks or something like that. So really think about what is it about the environment around you that is helping you to work with ease the second area to think about with working with he's is your mindset and there are several things.

I think that helped with this in terms of helping you to work with these the first is to know. The tasks that you need to complete if the tasks are known to you. This is going to give you a much better mindset around getting things done. I think you also have to have an appropriate level of confidence about how to complete the task at hand.

So not just that you need to know what you need to do. But also that you think you can actually do those things. Now it's even more of a bonus for your mindset. If you enjoy completing those tests that you have in front of you and it's something that you're kind of looking forward to doing and also that the task may be challenging enough to keep you mentally engaged.

Now also hopefully kind of like the last category you have the appropriate amount of mental energy to complete the task IE, you are not too tired. So all of these things would be signs that you are working with ease when it comes to your mind set. Now, if you are not working with ease when it comes to your mindset, here are some signs of that you are not sure what the tasks are that you need to complete.

You might be unsure about your ability to complete the task. And I think this is a huge one for people who struggle with him. Through syndrome or just a lack of confidence that this really does cause your mindset to be thrown off when it comes to doing some of your work. Now you might not enjoy the task that you have in front of you.

They might be boring or not intellectually engaging for you or maybe you just have to little brain energy to complete the task at the level that you would like. So all of these things would be working without ease when it comes to your mind set. So I would encourage you to think about is mindset kind of the challenge for you when it comes to working with.

He's the third category of working with he's has to do with your collaborators. And sometimes the biggest tensions and stresses that we have around our work our when it involves other people and sometimes those people are amazing, but we don't always have kind of Ideal situations when it comes to working with collaborators.

So when this is working well when you are working with ease when it comes to your collaborators, you should know which person is going to complete which task it should be clear what the different roles are that the different people are playing in your. You should also have pretty clear definitions of team roles and everybody having a clear understanding of what those things look like.

So everybody's on the same page. Hopefully you have pretty frequent communication and also the clear communication among team members and this can be really helped by getting on the same page around what kinds of communication channels everybody really likes to use bonus points. If you enjoy working with your collaborators you have fun with them.

And also I think that you can work with more ease when your collaborators share your level of Engagement and commitment to what it is that you're all working on together. If there's one person who feels it's way more important than everyone else. You're not going to have as much he's in that work together as a group.

Now I may not even need to describe what it looks like when it is not working well with collaborators because I think many of us have experienced this but here are some of the things that I think really stand out if you're working with out he's in these situations. The first is that it's really unclear who's going to do what with the task that you have at hand.

And that means that team roles are not defined which can often create misunderstandings of who was supposed to do what by when and at what level of quality and all those kinds of things. Also, you can often have really in frequent communication or unclear communication which can cause some Strife among team members about again who's supposed to be doing what and by when this can really create a situation where you do not enjoy working with your collaborators.

And especially when again you don't have collaborators who share the same level of Engagement or commitment to the task that you do it can really drag you down. It can be demotivating. If not everybody is on the same page around. So I would also invite you to think about if you are working on something right now that has to do with collaborators.

Are you working with ease? Are you putting into place the kinds of things in your Communication in defining who supposed to be doing what that are going to help that situation to be as full of he's as possible. Okay. So earlier I said there were four areas that we were going to go through now, I have given you three, but what I want you to think about and this is another question I'm posing to you is is there a.

Area for you that is when it comes to working with ease. Is there some kind of thing in particular that really helps you to do your work with ease now for me. I will tell you my kind of fourth area and it has to do I think with environment mindset and collaborators kind of all together. And that is I need a good amount of time in solitude, which you've probably heard me talk about in the past and this is something that if I know I'm going to have time to really think and process information.

It gives me a lot of he's around my work. It helps me to have an environment where I can be by myself. It helps my mindset to be in the right place if I can be kind of thinking and processing in the ways that work best for me and it also means that I show up the best for my collaborators when I have that time to process things on my own.

Now you may have a fourth thing as well. But either crosses these areas or is like an extra thing for you that really helps you to work with ease and I would love to know what that is. What is that magic thing that secret sauce that helps you to have a feeling of you know, a flow state with your work feeling like everything is kind of clicking along in the ways that it should be.

So I hope you'll tell me if you figure out what this thing is so I can add it to my list of potential things as well. You can always email me at contacted Katie Leonard artwork. You can tweet to me at Katie double underscore lender. You can connect with me on Instagram @ KT underscore lender, or you can write me a letter at Katie lender PO Box 1621 in Albany, Oregon 97321.

I would love to hear from you. Thanks for listening lifework. QA is part of the radical self dress podcast Channel a collection of content dedicated to helping you seek self-knowledge nurture your superpowers playfully experiment live your core values with intention practice loving kindness towards yourself and others and settle into your life's purpose learn more about the RSD Channel and access show notes and transcripts for each episode at Katie lender dot work / podcasts.

If you found this episode helpful, please also consider. A rating and or reviewing the show in iTunes.