

Episode 42: Standing up for Yourself at Work



Episode Transcript

With your Hosts
Mary Preston & Keysa Amaro

Keysa: Welcome to The Real Life Wellness Podcast with Mary Preston and Keysa Amaro. Where we talk about different ways to integrate healthier habits into your life.

Welcome back, friends! I'm Keysa Amaro, certified Health Coach and I work with moms to help them get control of their food cravings so they can maintain a healthy weight without deprivation or complicated meal plans.

Mary: And I'm Mary Preston, and I'm a licensed psychotherapist and a life coach and I am the founder of the Goodbye Burnout for Healthcare Professionals Program. I have so much fun helping healthcare professionals reverse their burnout using my 3-phase goodbye burnout process.

If that sounds like you, you should jump into the Saying Goodbye to Burnout Free Facebook Group, where we share information, provide each other with support, and work together to heal the healthcare profession.

If you have questions about any of our programs, the podcast, or anything about health and wellness, come join us in The Real Life Wellness Podcast with Mary and Keysa facebook group

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Alright. On to our topic of the day, which is...standing up for yourself at work

Keysa: In this episode, Mary is going to share her 3 step process to Standing up for Yourself or having a hard conversation in the workplace.

Mary: If you are anything like me, it probably seems like an easier task to just up and move to another country, than to say “no” to someone’s request. And if you realize that you are being taken advantage of in some way, it would be preferable to poke out your own eyes than to stand up for yourself and create a conflict.

We have been taught that we have to make and keep other people happy and we continue to do so at the expense of ourselves.

But, that’s not you anymore! You are learning how to take care of yourself and to prioritize your health.

Standing up for yourself is not an easy task, but once you’ve done it a couple of times, you will find that it will not cause you to burst into flames or explode, and that life will go on afterwards.

This worksheet provides the steps you can take to begin speaking up and saying no.

Step 1: Prepare

- Complete the worksheet that we link to in the show notes to get really clear on what you are thinking and why
 - Define the problem and describe it accurately, use facts, without judgment
 - What is your reasoning for responding the way you are
- Decide when you will speak with them
 - Will you schedule a meeting or drop by “casually?”
 - Even if it not scheduled with them, schedule it with yourself. Put it in your planner and stick to your decision
- Practice saying the words out loud
 - If you know someone who could practice with you, ask them
- Practice standing up straight and practice relaxing your pelvic floor
 - When you stand up straight, it tells you that you are confident and strong
 - Your pelvic floor includes everything located in the region below your belly button. When you relax these muscles it sends a signal to the rest of your body that you are safe and there is no danger.

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- Practice a short breathing meditation
 - Do not jump around and get yourself worked up.
 - Although this seems like a good idea, it tells your nervous system that you are ready for a fight. If you are already a nervous person, this will put you into the Fight, Flight, or Freeze mode.
 - You are not fighting, you are just speaking calmly. You don't want to run away or avoid the situation. And freezing isn't helpful when you are trying to remember your argument.
- Write down your **strong reason why** from the worksheet on a note paper. Fold it up and stick it in your pocket. When you are faltering, or feeling nervous, you can put your hand in your pocket to remind yourself how important this is.
 - Alternatively you can bring something else like a gemstone, a note to yourself, or a different small token to put into your pocket or hold onto that will ground you and remind you of your reason for this difficult conversation

Step 2: Show Up

- This may sound obvious, but show up when you said you were going to. No matter how sweaty, scared, or shaky you are, show up and have your own back.
- **Do not** talk yourself out of it.
- Before you walk in the door, remind yourself to **stand up straight** and **relax your pelvic floor**.
- Remember your why.
 - Put your hand in your pocket to touch the note paper with your strong why
- Look them in the eye. Smile if it feels right. Continue to look at them, not at the floor.
- Say what you need to say
 - Hit the 3-5 bullet points you wrote down on your worksheet, just like you practiced
 - If you stumble, keep going
 - If your face turns red, keep going
 - If you are sweaty, keep going
 - If your voice cracks or gets really high, keep going
 - If you cry a little, keep going
 - If they say something demeaning, keep going.
 - Do not apologize. You are not sorry for taking up their time and you have done nothing wrong
 - If they seem to have lost interest, keep going

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- Thank them for their time

Step 3: Review

- First! Give yourself a pat on the back- you did something difficult, regardless of the “negative” feelings you or the other person may have felt
- Write down what went well
- Write down any follow-up you’d like to do
- Schedule a time to think about this and analyze.
 - I don’t want you thinking about this constantly, and your brain is going to want to replay the scenario over and over again. You might have a lot of dreams about this and worry about the fall out.
 - Schedule time to think or write about it before you go to sleep or the next day and when you find yourself awake at 3am, remind yourself that you will think about this tomorrow and choose something else to think about in the moment
- Celebrate
 - Tell a friend or family member that will understand about what a badass you are.
- Self-care
 - Do something that makes you feel good
 - Do something relaxing like taking a bath, a nap, or reading a good book

Things to remember:

- If you stumble on words, that’s ok
- If you sweat a lot, that’s fine
- If you forget some things, that’s not a problem
- If you’re new to this, the first time you have these conversations won’t be pretty, but they will still be effective
- These conversations might feel awkward, embarrassing, terrifying, difficult. Are you willing to feel awkward, embarrassed, terrified or challenged in order to get what you want?
 - Listen to episode #14 of The Real Life Wellness Podcast with Mary and Keysa on how to allow yourself to feel emotions
 - Or just fill out this worksheet to begin practicing allowing your emotions
- You don’t have to explain yourself or apologize.
 - No is a complete sentence. I like to use, “No, thanks.”
 - You have a right to an opinion
 - You have a right to speak up

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- o You have a right to have your own feelings

And the most important thing:

They may not like what you have said. They may feel annoyed. They may be angry. They may be unhappy. They may be disappointed.

The point of standing up for yourself is not about making them happy.

It is about you finally being in your own corner and having your own back.

Their feelings are their responsibility.

5 Tips for Standing up for Yourself in the Workplace

1. Prepare and plan ahead- Remember your why, define the problem, decide what you want to say, practice, and meditate
2. Show Up- Have your own back. This is important! You are important. If you have commit to having this conversation, then don't back out
3. Review- Every time you speak up or stand out it is going to get better and better. Don't beat yourself up for any mistakes, simply review, decide what you will do differently next time and let it go
4. Celebrate- Please take the time to acknowledge how awesome you are for deciding you are worthy of speaking up.
5. Self-care- No matter how many times you have a hard conversation it can leave you with some residual feelings. Go move your body, take a bath, talk with a friend, listen to some music. Rejuvenate yourself so you are ready for the next time

Mary: Alright my friends, that's all we have got for you today. Thanks for being awesome as always and listening in.

Tune into our next episode where we talk about ... Cold turkey versus small changes over time. Which one should you choose...

If you'd like to know more about us, and if you have any questions or comments, head on over to our dedicated facebook group! You can also contact Mary at her [website at www.maryalycepreston.com](http://www.maryalycepreston.com) or Keysa at her website at www.keysaamaro.com!

Keysa: If you know someone who you think would benefit from the information shared on our podcast, please share this episode with them! We want to extend our message to, and support as many people as possible, and we need your help to get our message out.

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Mary: And if you enjoy the show, we would love it if you would leave us an honest review on iTunes. Every time you do it makes it easier for others to find us. Plus, we might just share your review on our next episode!

[Worksheet for Allowing Emotions](#)

[Episode 14 Allowing Emotions](#)

[The Guide to Standing Up for Yourself](#)