

“Quit^{and} Stayed”



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Karl Bimshas is the author of several business and inspirational books and programs designed for people who are serious about finding, setting and getting their great goals. He owns an independent consultancy for personal, professional and executive development. As a valued strategic accountability partner he helps discover the *aha* within.

How I Became a Recovering Quitter

I'm a recovering quitter. Several years ago, I felt trapped in my management job. But I needed to support my family. I called it burnout, but then realized it was wrong to blame my attitude on burnout when I was acting like an arsonist. So I had to learn how to stay when I wanted to quit.

I knew that to change my attitude, I had to change my mind. I started looking for the positive lesson within every aspect of my job that I viewed negatively, and decided to see each situation as a challenge to be solved instead of a problem. I asked myself, “What do I really want?” The answer didn't come right away because I was so entrenched in all of the things I *didn't* want.

Then I asked myself, “Why are you still here?” When people want to quit, they quit. I realized there must be some reason people stay on a job when they aren't engaged—some benefit—or they would be gone. I found three reasons:

1. To work on personal development
2. To enrich others
3. To focus on something bigger than yourself

I realized that as a manager, I had the potential ability to play a role in other people's lives and it was my own choice whether that experience would be positive or negative. That appealed to me.

Once I was reenergized and reengaged with my coworkers, I found myself better able as a leader to help those who I could see were mentally quitting by asking them these questions:

1. What's going right?
2. What do you really want?
3. What's keeping you here?
4. What will you do in the meantime?

Since people don't stay in the same position—or even industry—for their whole career, if you as a leader can help them get to the next place faster, you will both be more engaged and more productive.

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