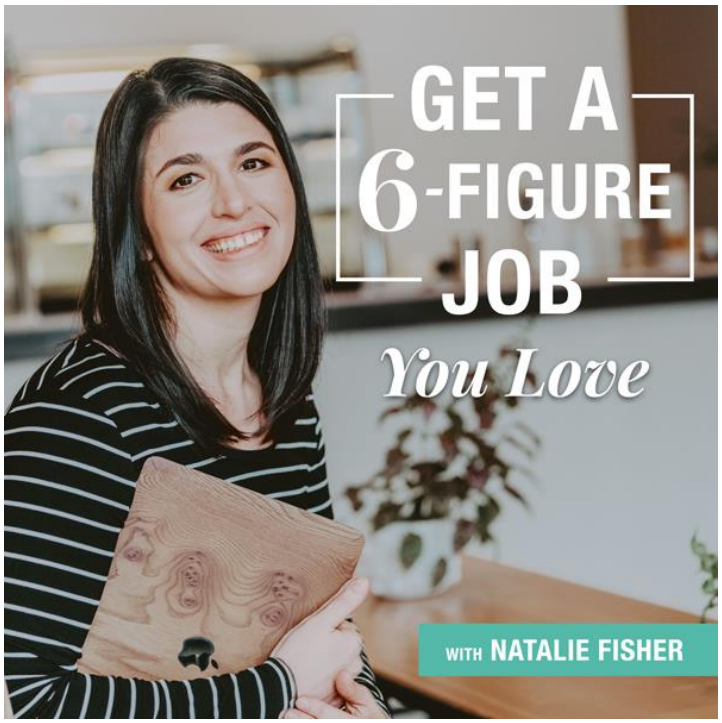
Ep #79: The Best Companies and The Worst Companies



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

Welcome to the, Get a 6-Figure Job You Love podcast. This is episode 79, the best and the worst companies. Hey there. Welcome to the, Get a 6-Figure Job You Love podcast. I'm your host, Natalie Fisher. I'm a certified career mindset coach who also happens to want to skip all the BS and get to what it really takes to create real results for you in your career. On this podcast, you will create real mindset shifts that will lead to big results and big changes in your career and your income. No flap here. If you want to get a six figure job you love and create real concrete results in your industry and make a real impact. You're in the right place. Are you ready? Let's go.

All right. I want to talk about the best organizations, the best companies or the worst organizations, the worst companies, whatever you want to call them. So there are always going to be both of these. And when I've been coaching inside my program, there are a lot of people that have the belief that all companies are the worst or most companies are the worst or that this is just somehow how it is. It's normal for us to not like our jobs for us to always be fighting for what we want for it to be a constant uphill battle. For example, some of the beliefs that I hear are people are greedy. They don't want to pay more. They don't want to pay what people deserve. They don't want to pay employees accordingly. Hiring managers will do anything, not to give you a raise, even when you deserve it. Everyone wants just to work you to the bone, but still pay you peanuts.

And I've seen job descriptions like that too, where the requirements are unreasonable for a little amount of pay. And believes like you have to work so hard to get promoted, and then you might not even get promoted. There's just no guarantees. Organizations are stingy. They're always trying to keep the money for themselves. They don't want to give out extra money to their employees. They only accept people who have a degree. They won't hire anyone without a degree, no one hires students. They only want experienced people. No one's interested in training people or helping them or developing them. They just want you to walk in, be able to do everything right off the bat. And if not, then it doesn't work out. No one allows you to make mistakes. If you do, you get scrutinized. Organizations just want to take advantage of their employees. So, first of all, these are true facts.

There are organizations like that. There are managers like that and they are the worst. I'm just going to say it. I'm going to call them the worst organizations, the worst companies and they exist. So I'm not arguing that they don't exist. I'm saying, yes you'll find organizations who run things in a way where their bottom line is the top priority. They don't care about the people and they don't treat people very well. This is true. And if you go looking for them, you will find them. And if you have these beliefs, it's probably because you either work in one right now, you know someone who works there, maybe friend or family member, you've been there before, or you have personal experience with a manager who thinks like this. A lot of my clients have had managers who promised them something, and then they don't follow through, or they keep moving the goal post on them, taking advantage of their hard work.

And these things happen, their truths in the world. And I want to share an example of both sides of the coin here. And this is just an example. I could be wrong with what I'm saying, just to take it as an example, there's Walmart and Costco. I recently read an article that was talking about how Costco's CEO makes millions. Whereas Walmart's CEO makes billions and they run their companies very differently. And I worked at Costco when I was 15. I was a sample person. So I didn't actually work for Costco, the company, but I worked for a company that was hired by them. And they were not a very good company. They didn't. Even years later, the people who work there still haven't gotten a raise. It was just a thing they didn't do. They're like, yeah, we don't do raises. And I was 15 when I started working there, I'm 37 now.

And there are some people who have stayed and they have still not gotten a raise. But with Costco, I noticed how they treated their employees. And I noticed that a lot of people stayed. Like they had a really good retention rate and I could go back there and I could recognize at least five of the same

people that still work at Costco. And it's because they are treated well, they're paid well. And they would talk to me and they would say, yeah, Costco's pretty good to us. They send us on the proper training. They're flexible with our shifts. They're just understanding. And so they stay because they're treated well. Walmart people, from my understanding, they don't get paid very well. I imagine it's like the show Superstore. If you ever seen that show on Netflix, it's really good. I recommend it. And they don't get treated well.

They're fighting for unionizing. They don't want to pay for stuff that employees really should have to do their jobs. And the owner of Walmart is a billionaire because he is more focused on himself in the bottom line. Right. He doesn't give as much to charity. He doesn't treat his employees as well. And so, and Costco's CEO is a millionaire because he gives back a lot. He puts a lot back into his business. He puts a lot back into his people. And so there are just two truths of the world. There's going to be Costco's and there's going to be Walmart's. And maybe you can think of some organizations that are better examples than this, but this is the example that I'm using, because I recently came across.

So when you consider that there will always be both. You can sit and focus on how much working at a Walmart sucks day after day and how yeah, everywhere could be like this. Probably all organizations are like this or all large organizations are like this or you can be like, Hmm some people at that Costco place they've been there a long time. They seem to be happier. They seem to be making more money. Interesting. Maybe I don't have to be somebody who works at a Walmart. There's way more to life than this for me. And so often then where the limiting beliefs are well, okay, if I can get on board with the fact that the best organizations exist, but it's just not for me. I just don't know how I would get in there.

And then there's normally a reason that your brain comes up with as to why it wouldn't work for you. So some of the ones I've heard are yeah, but you have to have connections to get in there. They only hire people from certain consulting firms, they only hire people who have these years experience. They only do this or they only do that. And so then you set these absolutes up in your head that closes you off to seeing how it could be possible for you to work for the best organization. And so what happens is we focus on the worst being the truth of the world. We're like the worst organizations are, most of them are the worst. We think when we go to any interview, we're ready to put up a fight for what we want. We think we have to scratch claw and like fight our way there. And this affects us and how we feel. And then without knowing it, we just become bitter thinking that it's true. Most of our organizations are like this.

And most people are like this or most hiring managers are like this. And our brain shuts off when it comes to finding any evidence of that opposite, being true for us. So unconsciously, we start thinking everybody's like this because once our brain comes up with the idea or that belief that, and we hang on it and that is all we're able to see. And so your brain finds evidence and it's really good at finding evidence of the worst organizations. So you believe it, if your brain finds evidence of it and then it just continues to perpetuate that belief and build that belief in a stronger case for it. So, a lot of people, when they are in my program, they might want to argue and they want and say, but Natalie, it's true. I can prove this. They're all like this. Like this organization's like this.

And I work for this one and my friend works for this one and they're all the same. So then what we do is we just accept and then our brain shuts off to the possibility. And we think that we just need to accept these conditions, and then adapt to the conditions. So we start telling ourselves, okay, well this is what I need to be ready for. This is how bad it's going to be. I just need to go in there and fight for what I want. I need to be firm. I need to be aggressive. I need to be arrogant. This is what I need to do. And that doesn't feel good for most people. But if you're in a space where you've accepted that and you've adapted to, that's how it is, then you're going to show up in a way to be prepared for that.

You're like, okay, well this is what I'm up against. This is what I got to do. And so why this doesn't work is it sucks. It means that you're turning into a person that you don't want to be, because you don't want to be like that. You're basically like trading yourself to fit in with the worst organizations. And then it means you just go on believing it. And it's like, here's an example. If you're a kid, you grow up thinking that the only way to have potatoes is mashed with no butter or salt or anything, just boil their mashed with no butter, salt or anything on them. And that's just what potatoes are. And you don't know that, but you think it's the only way to ever have potatoes is that's how they're served. And you don't know that you can have them with different ways. Like you can have hash Browns with ketchup or you can have baked potato with bacon and cheese or scallop potatoes.

You don't know that these things exist. And so when you see potatoes on a menu, you're going to disregard it and be like, no, don't want potatoes. You won't get excited about any other possibility of potato because you don't believe it exists. Because it just hasn't been in your awareness. So if someone told you or gave you a sample of, Hey, you know what? This is how potatoes could taste. You might be like, no way, how come I didn't believe this before? How come? I didn't know this. Then you get a taste. And you're like, wow oh my God. My view of potatoes has completely changed. So simplistic example. But I think it really paints the picture because if you just aren't aware, you just don't know. So what is ultimately created is a lot of people end up accepting a lot less pay less than ideal environments, less than an ideal culture, less than ideal treatment from their employers.

It leads to a large group of people being disengaged, unhappy, resentful, bitter towards their employers, not doing their best work, not using their brains to their fullest capacity and not having a fulfilling career. And then we just think this is normal. Just like you would think boiled tasteless potatoes are normal. And because we have chosen to focus on the worst organizations, the worst managers, then we just adapt to that reality. And my mission is to change this it's to be like, no, it's not normal for people to hate their jobs or not hate them, but be disengaged, be underutilized, be unhappy. It's not normal. And we've made that normal in society. It's like, if you look at any Gallup survey, they're going to tell you, most people are disengaged at work and that's just how it is. And you know, we just go to work to get a paycheck.

That's just what we do. That's how it is. And so I want to shift you to focusing on the best organizations and the fact that they exist too. And they are a place where you could be. And if you had that in your awareness and you realize that, and you started to think that way, then you could be like, oh, okay I could see how that could be possible. So when you focus on the best organizations, the best hiring managers, the best most engaged organizations, the ones that they might do a survey for seeing how people are engaged every year, they might have growth plans in place. They might ask you a lot of questions about what you want. There's so much evidence everywhere of lots of people actually loving their job so much right now and doing really well at them.

And when you love your job, you do a lot better work. You make them much bigger impact. So we need to normalize people, loving their jobs. We need to normalize investing in your professional career so that you can believe you can love your job. Find a job that you love make more money year after year and have that be the certainty of your life and the normal progression. Instead of the, Ugh, I just have to go to work. I just have to be bored. I just have to stick this out. There's nothing better. This is normal. It's because we think it's normal not to enjoy what we're doing. So why this works so well is because it works both ways when we see evidence of it and you start to give your brain more evidence of the best organization existing, that there are so many people thriving and loving their jobs, getting paid very well, healthy salaries to do what they love.

Your brain starts to open more doors. So it's like if you go to a camp and everybody's really good at tennis. Like if say you're a young kid again and your parents send you to a camp like a tennis camp and

all the kids are playing well, you're just going to think, oh, this is just how it is. People can get good at tennis. They just have to practice and play every day and they get good at it. No problem. Instead of if you don't, if you go to a camp where people aren't trying very hard, they don't have very good training. The leadership is different. Then you might think, oh, it's so hard. You have to work so hard. You have to push yourself. And it's so difficult and not many people do it and it's rare.

Whereas if you're in an environment where it's normal, then your brain can easily get on board with it being normal. It's like, oh this is normal. Like success is normal. So you need to look at that assumption and challenge if you have any of these beliefs, if you've ever resonated with any of these beliefs about people or managers or organizations or companies and assess, if there's any beliefs about yourself that stop you from believing that you could be working with the best. In the best organizations doing the best work, because that's where the gaps in belief would be. Either that the organizations exist, that you can work in them or something about you and whether or not you are the person who can or not. And the skills you're going to need to do it is you're going to need to be willing to let go of stories that the worst organizations and the worst managers and the worst cultures are the norm.

Be willing to accept that they exist in the world, but they are one option. And it's like saying here's two buffets. One is full of amazing delicious food. It's restocked regularly. This is how the owners of this buffet lead this buffet. And it's great. And here's another one with rotten gross food where people don't really take care of it. They're not really watching it. And it's like and if you've only ever been to the rotten gross buffet, you don't know about the great one. So what you're doing is you're complaining about the bad one all the time, without looking around or really making an effort to move into the direction of the great one. So yes, there are the worst managers, the worst organizations and the worst companies, the worst cultures, those exist just like bad buffet exist just like boring potatoes exist.

But for those things, it seems really easy. You're like, oh, well, why would I go there? Of course I would go to the good buffet. Why would I just get boring potatoes? Of course I would order good potatoes. Those options seem really normal to you. So I want you to normalize the option of the best companies, the best companies existing, the best jobs existing, the best salaries existing, the best support existing that just as normal. It's just that you haven't opened up your mind enough. Or as often spent as much time in that scenario, in that area, looking into that situation, as you have seen evidence of the worst. So what you're doing is instead of complaining, now you want to be spending your time looking at evidence for the best. And when you start actively looking for that evidence, you will find it.

So instead of staying at the gross buffet, you're actively walking over to the good one, believing that the good one exists, believing that they'll be happy to serve you there and believing that you are worthy of being there all the time. So you have to be willing to leave the rotten buffet behind and go up to the good one and believe that it's the real deal. What happens from there is you are able to see the best. Then you attract the best. You become a match for the best you start believing in the world. And the best part of it. You start to work around the best and make it the norm that you would be hired by one of those best organizations, you can start by the 50 best managed companies list or whatever list there is for companies who have won awards for how well they treat people.

So there's large lists of those organizations. And you might be curious as to what makes them the best? How did they pass that or how did they get that award? Cool. And the thing is you have to become the person who is that first, you have to become the person who believes you are the best. So you have to believe you are the best at what you do. You have to believe you have something unique to offer. So it's like when I was in a narcissistic relationship for 10 years, and for me, it took me a long time. 10 years. And I had to be like, okay, how did I end up here? How did I end up as a match for this person? And I had to answer that and be really clear on that and take responsibility for that.

So if you're working in an organization right now where you feel undervalued, you feel mistreated, you feel ignored, whatever it is and you see how they run things. Maybe other people agree. They all feel the same way. Maybe they have high turnover. You want to ask yourself, how did I end up here? Why did I accept this? Why was I available for this? What part of me attracted this? How did I match up to this? Because you were a mirror of attracting that at the time. Just like I was for that relationship at the time, 10 years ago, I was a completely different person. I valued myself very little. I didn't value my opinion very much at all. So it made sense that I would match up with that person. And I would stay with that person thinking I couldn't do any better.

And so once I was able to identify that 10 years later doing my work, identifying my value, just becoming a much more confident person. I was able to easily move forward and match with someone who was at my level. To someone who was totally on the same page as me with, doing the things they said they were going to do, being in integrity, being reliable, doing, being kind to himself and to others. And just really easy for me to find that person now, because I had done all that work for myself before. This is exactly the process that you need to go to. And so you want to identify where you're at right now. If you're in one of those places, it's a mirror of your own self worth. So that's what I want to leave you with today is if you are in a worse organization or you have beliefs about them, what can you open up to?

And what do you need to believe differently about yourself that allows you to step into the best? All right, my friends, thank you so much for listening. I'll see you next week on the podcast. If you are looking to land your first or next six figure role, this is the only investment you'll ever need to make for your career. It's called the 6-Figure curriculum. As soon as you join, you will get access to the video vault. In these videos, I teach you the exact process that I use to go from 60,000 to a 100,000 in a year. As of well, as hundreds of my students and their stories of how they have made the same type of jumps and it was not luck, it was a process. And this is the process that I'm offering you inside. You will become the master of job interviewing.

And even if you hate it right now, you'll start to understand what job interviewing is like. And look forward to these job interviews. I know it's hard to believe right now, but trust me, that is what I hear from my students. You'll know what to say during the conversation about salary and people will start to see you as a high value candidate that they actually need to go back and ask for more budget for. You will learn how to navigate the hiring managers specific concerns when they can't tell you what they are, they will always have concerns and they can't voice them. And so you need to learn how to confidently navigate these concerns with their best interests at heart. You'll learn new ways to think about job interviewing, getting paid, what you deserve, getting promoted and ultimately increase your earning potential and the impact that you make in your industry starting now.

This course will rewire your brain permanently with new principles based in value, integrity, and human, authentic connection. Best of all, you will be a part of a community of other members who are all working towards the same growth and they are there to help you. You can come in, you can ask questions, you can be a part of it and you can help make connections with them. A lot of the members have already started making connections that have helped them lead to interviews. If the community and the video vault doesn't already make you feel like you on the lottery. We also have live coaching calls every week. So every Tuesday at 3:00 PM, you will receive a live coaching call link to join us on zoom. And you will stay laser focused on your goal. You will get the zoom link to these calls as soon as you sign up.

So between the video vault and the community and the weekly live coaching, the program is literally fail proof. I'm so confident that you will get the results that you came for that, I have a worry free money back guarantee. If it doesn't work for you, we'll send your money back. There hasn't been a single

person who has wanted their money back. In fact, the success stories keep on coming in. Oh, and did I mention that this is lifetime access? Do not wait, go to www.nataliefisher.ca/start and make the decision right now that you will land your 6-Figure role in the year 2022, starting in January. I will see you inside.