

How Uncertain is your Work Environment?

Some uncertainty can be productive – it moves us forward to address issues and find solutions. However, too much uncertainty can push us into overwhelm and paralysis. And it can trigger the feeling of not being good enough – the Imposter Syndrome.

Ask yourself whether these situations occur in your work environment and whether they impact your confidence and capability. Use these statements as a prompt to think about what's really going on in your business environment.

- Business going through tough times _____
- Changes happening at work such as mergers, acquisitions, restructures _____
- Retrenchments in the business and/or in my area _____
- The business keeps changing its mind about what it wants to achieve _____
- Schizophrenic culture - who the business says it is is quite different from the way things are really done _____
- Business is dominated by alphas (male or female) _____
- The culture is not at all transparent. I'm regularly trying to figure out what's really going on _____
- Change of Leadership _____
- Leader is invisible _____
- Decisions that affect me are made with no explanation _____
- Manager doesn't seem to know what he/she is doing _____
- He/she micro-manages my work _____
- He/she doesn't fight for resources or represent us to other parts of the business (makes us invisible) _____
- Little or no official communication so heaps of gossip about what's going on _____
- Lots of strong personalities around me _____
- Diversity of thought is not encouraged or appreciated _____
- I get left out of meetings I should be part of _____
- Opportunities seem to be given to favourites _____
- The goal posts keep shifting _____
- The business has unreasonable expectations of me _____
- The business environment is not respectful of me or others _____
- There doesn't seem to be any logic about the way credit is given for a job well done _____