

# 39 Why can you be unhappy in a job you like - An enlightenin...

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## SPEAKERS

Valérie Van Geel, Murielle Machiels

### Murielle Machiels

Unfortunately, as an adult, and as a professional, we, sometimes when we burn out or even get tired is because we have too much in our secondary motivator. So we've become very efficient, we have a lot of impact, we are really good that people come and ask us to do stuff because they know they will deliver. And that's all secondary motivator. So secondary motivators is great to get to results. And you have a peak of energy when the result is there. So probably when you someone is giving you feedback on this is really helped me Murielle, etc, that's when we have a peak of motivation, but we forget that to get there. It just takes a lot of energy. Do you recognise yourself in this, maybe you have a job that you really like, and that gives you a boost of energy. But at the end of the day, you're still unsatisfied or unhappy? Because maybe that job is taking too much space in your life. So why is it that people become unsatisfied or unhappy in jobs they're like, and why do you lose your motivation? And how can you get it back without necessarily quitting your job? Those are the questions that we answer with Valerie van heel. Valerie is a friend, a coach, an entrepreneur, and she specialises in helping people and teams find their motivation back while still having an impact. I'm Murielle, CEO mum and educator, I used to work really hard and sacrifice the important things to me until I lost my motivation. Fast forwards passed many failed attempts and lessons learned. And I found a way to reach great results while working less. Today, I'm obsessed with helping other leaders build meaningful lives. So each week, I'll be sharing inspiration to change your life and organisation. This is rebel leader with a hearts I meet a lot of leaders, a lot of people out there who have done it all they've had the the university degree they've had the career and what they thought would look great on paper, they have it No. And they're working really, really hard. But a lot of them have lost their motivation, and they're not happy anymore, or they're really tired. And since this is your specialty, I was wondering, do you know how come they get at this stage where they're really not happy anymore? really tired and sometimes thinking about quitting their job?

### Valérie Van Geel

Yeah, it's a good question. I mean, when you were speaking, I was thinking about this research from Jack Forest. He's a Canadian professor, we will post a link I guess, under the webcast, he has done an extensive research on motivation, and more specifically on what he calls auto-determination. So the motivation you get by yourself. And it's quite astonishing that we think especially when we start in, in, in the business world, mostly in the professional world, that motivation comes from money, title, recognition, a lot of external factors. Part of that is true, they're also motivators, but they're at the bottom line of motivation. Actually, what he discovered with a very scientific background is that pleasure and purpose are the two main drivers of motivation. And that's the answer. The first part of your question is often when people run out of motivation is because they lost either their pleasure in the job or are their purpose in the job. And it's true that I see a lot of people that are direct there. They come to a moment in their life where they're really not satisfied by their job. And I think that's a big issue. Because when we are I can normally if you were in those situation, but I have been several times in my career.

**Murielle Machiels**

Yeah, me too. And so and usually I change jobs.

Yeah, exactly. Exactly. First, we are not very nice people. Because when you're not happy at all, at your job, you come home most of the time with your problems. And so you're not a nice mom, not a nice husband, you're probably not very nice neighbour either. So that's why I think it's really a problem that we that I at least want to contribute to, to solve any need. Like you said often then the conclusion is I'm sick and tired of this job. I kind of change jobs and Somehow that's wrong, because we often wait too long to ask ourselves the question, I'm a really happy with this job. And then either a crisis happens. So either we're sick or we have a burnout or we are fired, or there is a restrict relation in our company, or we really sick and tired and then we move jobs. So, with my approach, it's really an invitation to people to do a yearly check, regular checks and at least a yearly check on are you happy with your job? And what is happy with your job? It's like a set. Do you have pleasure? To Yes, purpose? But also do you give it the right place in the life you desire? That's really three simple checks. Do you have pleasure? Do you have purpose? And do you give it the right place? In the life you desire? do that? Yeah, I do during the summer I like to do during the summer because then I'm like, Okay, this new school year is starting but some people do it that New Year, some people do it at the anniversary, some do it together with the yearly evaluation at work. And but really take the time and the habit of and you You talk a lot about habits. And I think that's a good habit to to ask yourself the question I'm, am I still happy with my job?

**Murielle Machiels**

Okay. And so that's one reason because people don't ask themselves that question often enough, and then they never ask it. And then they get at this stage where, okay, now, it's too much I want to quit, or, or I burn out. But you told me there were other reasons why people get at this stage.

Yeah. Or to say more correctly, what happens at this stage. So you really, you're sick and tired of your job, and you decide to change jobs. And you don't take the time to really sit back and think about what

do I learn? Why do I learn about this situation? Why did it come to where it came. So next to the fact that they wait too long, often. And we it's me included? Because I did that for many times? The second thing is just put it away. And I think really early on, okay, what is it that I have to learn from the situation. And that's part of my approach is also that it's really learn to, to organise what I call your motivators. So that's the external things that makes that you are motivated in your job or not, and really take the time to say, Okay, again, it may be you're gonna leave this job, maybe not. But I take the time to do that.

### **Murielle Machiels**

Yeah, and it's a great point. Because I remember at a certain point in my career, when I was younger, I got to this point where my didn't have pleasure anymore, or because I wasn't learning enough anymore sometimes, or because I was facing some challenges, and I lost my motivation. And then I changed jobs, because something new and shiny, looked better. And I started there. And then I got at the same face. And I was in my fourth job. And I got to this situation, again, really not motivated at all. And looking again, about how I think I'm going to quit and change jobs. And at that moment, I had this little voice in my head that was telling me, but you know what, you do that all the time, maybe this time, you should stick to it, try to stick to it to overcome this challenge to look at what could come afterwards. And that's what I did. And that's also when I became the CEO. I was in fact almost, yeah, ready to quit.

Yeah, and it's a very nice testimonial. Indeed, because we discussed this already several times, but the people I am I coach or that follow my programme, I always have this number of two thirds of the people actually don't change jobs, they don't quit, only one third of the people that follow the course really quit. And often they quit because they are already very far in their process. And they follow the course more to finalise the thinking on okay, but what what do I want to do next? The two thirds of the people don't do that. And and for me, that's really an achievement. Because, indeed, often you don't have to create jobs to change the pleasure and the end the purpose you can have in your job in each shop, you can find pleasure and purpose. And and you need to watch out and give it the right place, as well.

### **Murielle Machiels**

It's funny that you say that and maybe just before we go further, you should because you're talking about the course. But what what course are you talking about? And

so one of the one of my projects is is a course I've been doing it for four or five years now. It's a workshop. And it used to be a workshop. Yeah, Life Life workshop. And but when we all know, that's not possible anymore. But so last year, I decided to convert that to a digital workshop and mainly also to many discussions I had with you before and on, on why, on how I could do that. And so it's a course on eight weeks, and it's called eight weeks to get back your motivation, or really decide to change jobs. And that's really what we do in eight weeks, is either we build again, your motivation by building, as I said, understanding your motivators, then understanding what gives you pleasure, what is gives you purpose, and then what is the place you want to give to your job in the life you desire. And so that course is eight weeks really to get to that.

### **Murielle Machiels**

Nice. And at the end, what you notice is that one third changes jobs, but probably because they were already in that thinking phase and two thirds, in fact, change things and find their motivation back in their job.

Yeah, absolutely, absolutely. And then it's funny to see because so these two thirds that stayed in the same job, again, half of them, so they, they change something structurally about how they approach work. So to give a simple example, often they they go to for four working days instead of five. And they know they know what they want to do with this fifth day, and how having this fifth day and doing something next to their job helps them to find more more purpose and pleasure in their job. So I would say one half of that and the other half just they stay in the same job. And they change little things, or they change their attitude. They also a lot of things they learn in your course, but they just learned to look at things differently. And they change small things that makes that actually find their motivation back in exactly the same job with the same boss and the same colleagues. Yeah, but with a different view on why they do the things and and how they do it as well. What is the place they want to give to that job? And how that contribute to who they want to be? And the life they want?

### **Murielle Machiels**

Yes. And I see the same in my course. Because sometimes I have like HR directors or CEOs that that say, but are people aren't people going to quit after doing your job. But what I noticed, and that's probably what comes out of your course, as well is once you know better, what is important to you? What are your drivers? What, what motivates you what gives you energy? Once you know that, that's when you get your motivation back also, and sometimes just by having another mindset in your work? And like you said, not specifically changing?

No. And it becomes again, a real choice to be there. And I think for me that that's maybe even the most important thing is they go back to a real choice, because often when people are unhappy with their job, and we have a first conversation, and I say yep, it just takes time to think about it that the first excuse is, of course, I don't have time we none of us have time. So you know that as well. It's, it's like this drawing with, you know, two people pushing this, this little cart with the with the square wheels and someone with a round wheel that says,

### **Murielle Machiels**

Stop.

I have something that might help you. And you said no, no, no, I'm too busy. I'm too busy. Sometimes it feels exactly the same. Like, we continue to do what we are doing. While somebody is offering us help, but we need to stop and resell. So I've done that many times as well. So I feel sympathy for that. But that's the first thing people say I don't have time. And the second thing people say is, but I have no choice. You know, I have a house family. And I have obligation. So I have no choice. And I think what the course brings is indeed that it's a choice. Again, it's a choice to stay or is a choice to leave. It's a choice to say what do I want to send

**Murielle Machiels**

you know better why you're staying at and it's even if you don't have a choice that you have to make this kind of money because you need to support your family. You can still find a way to make it work and to make it fun for you instead of thinking I have no choice and I'm beating myself up to get up every morning to do this work that I hate and then I'm not a good father a good mother. Oh, good start there in the evening. Yeah, I completely recognise this that you have a choice. Okay, maybe you have to make that money but you have so many other choices that you can make.

Yeah, absolutely. And I was triggered by your sentence on the job I hate. It's not always the vocabulary people use because often people like their job, but they have been burned in there. I went burnouts that there is a reason why it's that term but that so that makes it even more difficult you know it's not that they hate what what they do but they hate what they become when they when they do it and and that's where it's interesting also to have like a structured approach and what you have in your course as well a group because I think that that's

**Murielle Machiels**

the collectively I have this energy

absolutely the huge benefits of the digital courses is because you can do it at your own pace. But still like you I have like these two weekly check ins with with the group that is that is busy and they learn as much from the course as they learn from the exchanges from each other so it's not mandatory some people don't come and they move their own way. But but I see that for a lot of people also exchanging and feeling that you're not alone and that there are other people and how they approached it. So gives you also again some clarity on okay, but what what is it that I like because often again, because people don't allow themselves to think the mind do another job? It's because they think you have a I don't know what competencies I have, or nobody's gonna hire me or so what do we do in the courses rather than sticking to your competencies This is really go into what what do you like to do what gives you energy What are you good at but what gives you energy and what what type of results do you want to achieve and and how that gives you energy. So we work also a lot on that one and but what I wanted to say it's it's not always a job you hate, but it's really you hate what what it makes you become the place it takes, it's to my pleasure to spend too much time on it. And that's something only you can do something about it because that nobody else will ever tell you you need you it's okay that you work less now. You need to decide that for yourself and, and that's why we work as well during the course. And for me that's really this this open open your mindset on it's not because you think about the potential ality of changing jobs that you will do it, but just open your mind to it opens in a completely new universe of choices of effect states really my choice to stay there.

**Murielle Machiels**

And when you see open your mind, it reminds me also, I find it's amazing. Sometimes people they don't dare to dream, they don't dare to like open this box. Because they feel like I have this pressure I have to perform. I have to I cannot get fired. Because Yeah, I don't have a choice. And so they don't dare to

open this box because they are afraid of what might come out of it. Well, they need that job and what what do you say to those people?

First I said, I fully understand you, I've been there but for so long. I mean, and and I see many, many people of the many people that I coach are with the same fear. So the first thing is to say it's normal, it's normal to have those fears. So that's the first thing I say and I really believe that. The second thing is what helps me is a little sentence and I know it in French I kind of try to say it in English, but it's when a bird is on on a tree. He's not afraid because his belief is the strength of his wings and not the strength of the tree is on. And for me that really changed because I was I was one of those people that thought I cannot be fired. But that means that I think all my strength is in my tree in this company that hires me and not in my wings where Okay, you know, this branch can can crack, I can be fine, it will still be okay because it's my wings that will bring me to another opportunity. So that shift in mindset, it's also something we try to do in the course so I've added one module which is really on the fear on the fears we have and they're they're common for many people The first one is what we call survival so the money you need and also the security you think you have in your job but the security the advantages and because next to your salary, you're probably Velux

### **Murielle Machiels**

ability, a lot of trust, you

might have a lot of advantages. So that that's the survival mode and then there is also loyalty like okay, I've been working with these people with so long for so long. I feel like they've been this loyal even to think that I could get move away. Yeah, so What will they think about me? So you have that and then you have indeed, the self esteem and and and the recognition. So um, and and there is still a bit of who else will want me Will I get hired somewhere or sometimes, and you have been in that spot and I have been, it's like we have this very nice title. And suddenly, you might decide to go somewhere else where you will not have the same title or like us to start on your own. And you were the CEO of this big shot director. And, and suddenly you have no title. So your ego is also so all these fears are presence when people even think and it's what else opening the book about opening the boxes. Think about a potentiality that maybe one day you could imagine to change job. But once you open that possibility, as a set of people don't change jobs, they stick to the job, but they know why they why they say yeah, for the job. Yep.

### **Murielle Machiels**

So I completely agree that this is really important. And so for all those people out there who are currently not happy, really tired, they have of course no time. What would you advise them to do? What are the steps they could take, besides, of course, enrolling in a workshop, which is in French, but we might have people who, who don't speak French? So what are the steps to to really get to this stage where you have your motivation back?

As I said, the first thing to do is really have like this, create this habit of regularly asking yourself, Am I happy with this job? Do I find pleasure? Do I find purpose? And do I give it the right place? In the life I desire? That's the first thing

**Murielle Machiels**

the right place? Do you mean by that?

Not too much? Not

too late? Yeah, exactly the do EMI? Does it take too much of my time or energy? Or don't I actually spend the right energy to it like, Okay, I think about it, but I go to my work. And then you know, my life is outside my work. Again, it's okay to do that. If you conscious by you doing that, and it's choice, but most of the time, it's not a choice. So first of all, I take this regular checks. And the second thing is really take the time. And you could do this very simple exercise is like it's an exercise I often proposes make a timeline since the beginning of your career till now and make a horizontal line. And above the line you write all those moments where you had a lot of energy, where you're proud of yourself that were good moments. And below the line you write all the moments where you were sad, no energy, disappointed,

frustrated, aid,

all the negative feelings and but put it on a timeline to see how it evolves. And then you try to find some common denominators about what are their highs? And what are your lows. And that will give you an understanding of what goes wrong. Like you said, some people I've done that as well change several times of jobs without doing that exist.

**Murielle Machiels**

Yeah. And not really knowing why.

Exactly why.

**Murielle Machiels**

Why was I losing my motivation?

Exactly. And even if you never change jobs, just doing this history now for people our age, it's a longer history than younger people. But still, it's an interesting so really take the time to understand the situation where you come from,

**Murielle Machiels**

what do you mean people our age, because I think we're still very young, in our minds,

definitely are in our minds, we definitely are. But we still have we are mid career. So we still have a long thing. And that's an interesting one with propensity to answer to your question. So there will be my second advice. My third advice would be of course, you need to know your competence to what you can do, but that's quite easy. You go on internet you see diagnostic of competencies are you go see a specialist code shown that, but for me, the really interesting thing is ask yourself, What do you like to do? What gives you energy? And in a very simple exercise, there are sometimes it's to go back to where did you like to do as a kid? Yeah. And in my in my course, we have a full module on that, starting from that simple question. But ask yourself, what did you like to do as a kid? Because there you will find your primary and secondary motivator. So what do you like to do just for the sake of doing and when you'd like to do for the kind of impact you want to have? So

**Murielle Machiels**

that's primary and secondary?

Yeah, yeah. Primary is really just like I do a drawing I like to draw and that's what I do. And and secondary motivators are like, I do some things and sometimes, for example, drawing for me is a secondary motivator, because I don't really draw I just visualise but visualising makes people understand better. What I tried to explain so I'm motivated by the result

**Murielle Machiels**

like me, this podcast, I like doing this podcasts for the result. Absolutely have my listeners, but not just because I like speaking in front of a microphone.

Yeah. And And the thing is, is, unfortunately, as an adult and as a professional, we, sometimes when we burn out or even get tired is because we have too much in our secondary motivator. So we've become very efficient, we have a lot of impact. We are really good at it, people come and ask us to do stuff because they know they will deliver. But that's all secondary motivators. So secondary motivators is great to get to results. And you have a bit of energy when the result is there. So probably when you someone is giving you feedback on this is really helped me Murielle, etc. That's when we have people of motivation, but we forget that to get there. It costs us a lot of energy. Well,

**Murielle Machiels**

I should do your course. Because to be honest, I don't know what my primary and secondary motivators are. Well, I think I know but I never did this exercise. Yeah, but

it's very nice. And, and, and, and but it takes time. So that's all also it's eight weeks, but it's eight weeks to give you the concept. It's not eight



**Murielle Machiels**  
weeks, not full time.

No, it's two hours a week, two hours a week. Okay, two

**Murielle Machiels**  
hours a week, that's a movie, instead of watching a movie, he would spend this on, on understanding

your primary and secondary motivation. And

**Murielle Machiels**  
you get your motivation back for like the 40 hours or 50 hours you work in your job.

Yeah. And, and but as I said that, it's also it's just opening boxes, sometimes.

**Murielle Machiels**  
Yes, my dad's the roller coaster of emotions,

get in the Absolutely. But so to use secondary motivators, primary motivators is really different. Because the energy comes from what you do. And so it's a little bit like you would have a car that you don't need to put fuel on, you know, so it's really different secondary motivators, energy peak comes when the result is there. We're primarily not, and as a professional, we often are really good at that one, but we forget that it's exhausting. Yeah. And, and also, and I can recognise that for you as well, I have it in me as well, we start to be more and more, you know, the results have to be bigger and more impactful. And, and, and so the peak of energy is more and more lasting. Because before, like ethics, yeah, you need a bigger dose every every time. While you're when you go back to your primary motivations. And that's why I say, try to remember what you did as a kid will live just for the pleasure of doing it. And that gives you energy and, and in knock in the course we try to combine those two to find indeed, as I said, was coming from there. Don't focus on your competence.

**Murielle Machiels**  
Sometimes people they don't change because they remember what the primary motivator is. And they work on that, which give them energy and then they have their secondary motivators where they have their impacts. And, yeah, yeah, that's great.

Yeah, absolutely. I know. They say, Okay, I took a completely forgot that when I was a kid, I loved to skate. Well, one of my participants, when we're still life, she she suddenly she had this flash, like, okay, I love to roller skate when it was a good thing. Okay. She told that in the course. And that was it. And she lives in my neighbourhood. So I saw her two weeks later, and she had their arm in the conference.

Yeah, I said, What happened? She said, I came out of your training, I went to I will not name the store. But you know, this looks dangerous. Sometimes it's dangerous. But what and then I told her and what now, and she said, as soon as this is off, I'm back home. So sometimes is really literal, that people go back to what they like to do. And it could be a drawing, it could be biking, to work, etc. And then the other thing is, when I change, people don't change to actual something. It's really putting back indeed, your primary motivators into your daily job. And that takes some more work. But that's really what we do in the course. So that will be the second one. And the third, the fourth one is, is really get back to what is the live I desire. I told you just before we started when I was 16, my very first two so I work since I'm, I'm 16. I've always worked and my first student job was in this big industrial Kitchen, where we had this big industrial dishwasher, and work there from eight in the morning to two in the afternoon. And then we had one hour where we discussed with the rest of the staff and those people were so bored by the job and the only thing they could discuss about was when they got to eat in the evening and one day want to watch at At TV, and I was like, okay, no, I never want to have a job. Like I have a job like that. And there is nothing. Again, there is nothing wrong with those kinds of job is it's really a choice. I was with people that were there with an attitude that I have no choice. So I decided and because of some personal circumstances at 16, I decided that I would be a director, I would have my own office, I would have my name on the office, and I would earn a lot of money.

### **Murielle Machiels**

You were always very ambitious. That was my 16. I was thinking about boys at that moment.

Yeah, probably somehow in that mix, as a husband as well. But honestly, proficiently, it was just, I don't know, though I'm not even sure there was a husband, I was just young, you know, this. devils were predators, something like that. So this kind of woman I wanted to be. And that was my dream. So I built my own whole career on that one till I turned 14. And, and I say this, I think it's the same. And when you do the Mount Everest like you do the Mount Everest, it's been your dream for your whole life, and then you're on top of the Mount Everest, you don't stay there, you know, you watch you enjoy the view, that then you need to go back and do something else. And that was a little bit the thing I had, I was 40 I had everything I had imagined when I was 16. But I've never taken the time since my 16 years old to rethink is this really what I want?

### **Murielle Machiels**

With the three kids and yeah,

meanwhile, I had indeed the husband and three kids a lot of friends and, and for me there was I really had a crash down and then moment like, okay, now I'm here I have this, but I'm not sure that's still what what I want. And so that's also something I say is going back to what is the life you want today? And that could be when you're 25? Or where are we if people more or 30. So 30 to 55? And just take the time to say, okay, not the 16 year old, but me today with the environment? I have 111? What?

### **Murielle Machiels**

For me, actually, because our needs and our values are evil.

Yeah, absolutely. But I didn't realise that, or I never stopped actually treating me better.

**Murielle Machiels**

Before my 14th around the same age, never thought about that. And that's what I find great is I have the feeling that the younger people, they think much more about the life they would like to have. And we were like more like, on this train. Like, this is what I'm supposed to do. This is what society is dictating. And I'm on this train without thinking, am I on the right train?

Absolutely, absolutely. No. And I read somewhere in a research that apparently, most of our values or at least are key values or cement that's a little bit when we are around 15 or 16. And and so if we don't regularly check that they are still the same, we still believe that those are the most important values so it they're not anymore. They're not anymore. And and and when I say it, like this ugly woman who wants to be directed the value behind

**Murielle Machiels**

a woman No, no, no.

But I mean, like I want to be director I want to be have my name on the door. Yeah, and and that actually has value behind that was security, I needed security, but then never checked again, what security meant to you when I was 30. Or, and security today is completely different. As you said, I have a husband I have three kids here when they were little security with something else then today. So but indeed, as our values are a little bit cemented that ah, I think it's good also to to take the time to question their priorities, they could still be there security is still important for him. It's not the most important today

**Murielle Machiels**

now and it might be differently. It might be completely different from like you said security 20 years ago.

And then then to the Yeah, and then the last one is fears and what what can you do is, is first of all acknowledge your fears and but not freeze by them, but so don't put them aside because I think when you say that in your pores as well, if you put your emotions aside, they backfire anyway, and they get worse. So don't put them aside.

**Murielle Machiels**

You get depressed or you start drinking or

Yeah, or you

**Murielle Machiels**

or Yeah, you make crazy choices. Yeah,

yeah, just because you're fearless. So just recognise that it's there. But don't freeze don't free so just a and I think you you demonstrate that very well what it is moving forward with fear. It's not being liked. Superman, Superman,

**Murielle Machiels**

like, okay, okay, I know, it's frightening, but I am doing it.

And that's exactly it's the same. It's, it's okay. Okay, I'm afraid, I'm afraid that if I think of quitting my job, this whole world will, will collapse. But I still I move forward. And as I said, probably you will not change jobs. But by moving forward, you get to a place where you make new choices. And, and it's, it's actually yeah, I think if you do all this, and then that's why we try to do in the course, together as a group or on completely on your own if you want to. And I'm trying to be a little bit like, Yeah, great.

**Murielle Machiels**

This guy's going to take a course. Yeah, I'm going to do it because especially for the motivators. Also, of course, I already felt about it a couple of these things, but like, the motivators never did this, and you have a lot of exercises that I never heard about. So really nice. Yeah, where can people find the course now,

maybe one more thing, when in not a bit, of course, but more about my approach, because I need to give back to Caesar what belongs to Caesar this infringement. So what are using the course are so my approach my approach is why I am and what I think works best. However, the tools I propose are tools that are like proven successful, like the same business language, but that please, that are somehow ingrained in in some kind of research or practice, etc. And so motivators is something that comes from the Institute of neuro cognitivism here in Brussels, so I always quote my sources as well so that people can can can see that. So I just wanted to, to highlight that. But so if you're interested, you can go to [www.peoplemantra.org](http://www.peoplemantra.org). And there you have a page as you said, it's in French, one day and friend, you always push me to do it in English. I will one day I will do that. It's not my first priority for this year. But it is in my plans, but because just like you invited to do I also had my my yearly plan, like like you mentioned it, I also do that. And an English is on in the pipeline, not for this year, but then you find all the information.

**Murielle Machiels**

Yeah. And also, I will put your website in the show notes of this episode. Okay, people can find it too. Great. So really great. Thank you, Valerie. It was really nice having you here and, well, not as nice as when you were in Spain with me. And that's when my computer crashed because my power wasn't plugged in properly. Fortunately, it was the end of the podcast. I've enrolled into Valerie's course right after recording the podcast, and maybe we'll see each other inside her course. I hope she inspired you

to really think about what is important for you What gives you energy What are your primary and secondary motivators? Because this is how you get your motivation back without necessarily quitting your job. Well, next week, I will talk about why remote teams fail and what is really the ingredient necessary to have a high performing empowering team. Be sure to subscribe to this podcast if you want to receive the next episode automatically. And also subscribe if you want to have a meaningful life or organisation. Yeah, you finished another episode of rebel leader with a heart if you want more, go to [rebelleaderwithaheart.com](http://rebelleaderwithaheart.com) for show notes and past episodes. If you love the show, subscribe, leave a review and share it with a friend The more the merrier. Thanks for tuning in and have a great week you rebel leader with a heart.