



The Limitless Women Podcast When Is It Time to Move On?

Building a trustworthy and reliable team is never black and white. In this episode of the Limitless Women's Podcast, I share with you how important communication is when it comes to answering the question of "when is it time to move on?"

Want to skip head? Episode Highlights

- [00:27] Find out from Laura what will be covered in today's episode!
- [01:12] Laura shares why communication is the first step to knowing when it is time to move on.
- [02:40] Learn from Laura the different between a short hurt and a long hurt.

Episode Transcript

[MC] Welcome to the Limitless Women Podcast. Our mission is to help women business owners, like you, grow profitable businesses and actualize your opportunities to serve and give to yourself and others. Here's your host, the founder of Limitless Women, Laura Gisborne.

[Laura Gisborne] Thanks for listening to the Limitless Women Podcast. This episode is an excerpt from a video series on business tips I created for you. If you find this valuable and want to have a deeper, longer training, visit the Limitless Women YouTube channel, subscribe and check out the rest of the series.

When is it time to move on? In today's video, I'll let you know.

Have you ever been in a relationship and known that it was probably over, but you stayed anyway, or you did the dance of breaking up then falling back in love, getting back together, thinking somehow, some way, this time it's going to be different? As business owners, this is a dance we play with frequently when we're building team. It's not always easy, but I want to give you a few hints on how to make the journey a little more enjoyable and how to know when it's really time to let go.



The first step is to become a great communicator. Now, the best communicators are actually better listeners and not such big talkers. In order to find out what's going on with your team member and why they may not be performing at the level that you'd like them to, you've got to learn to listen to what's going on for them. A lot of times, if you're like me, you're moving fast. There's a lot going on. You're sharing a lot of information and they may not be getting all of it, so taking the time to take a step back, have a conversation. Find out if they're not performing, is there something they need from you? Is there something they're not understanding? This is going to go so far in helping you build great relationships with you team members and build lasting long-term relationships, which is really the sweet spot we all want.

So my first encouragement to you is to stop, take some time, and communicate by listening to what it is that's going on for them then clearly share what it is that your expectations are and give them a chance to do it differently. If the communication goes well, and I hope that it does, you're going to see a whole new groove going on between you and your team member. If however you have the communication, you give them the opportunity, give them a timeline with clear expectations and give them a chance and it still isn't working, I encourage you to let go.

There's a saying that you can have a short hurt or a long hurt. A long hurt is what most of us do because we have big hearts and we stay in relationships for way too long and we keep getting the same results and feeling frustrated. The short hurt is when you slow down, have an effective communication, give the other person a chance to make it right, and if it doesn't work, decide to part as friends. I encourage you to consider any place where you have the slow burn and the relationship isn't working and ask yourself, is it time to have a good heart to heart? And if it doesn't change, is it time to let go?

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[MC] Did you know that Limitless Women offers an online community, a premiere business school and annual live events? Find out what Limitless Women has for you at LimitlessWomen.com.