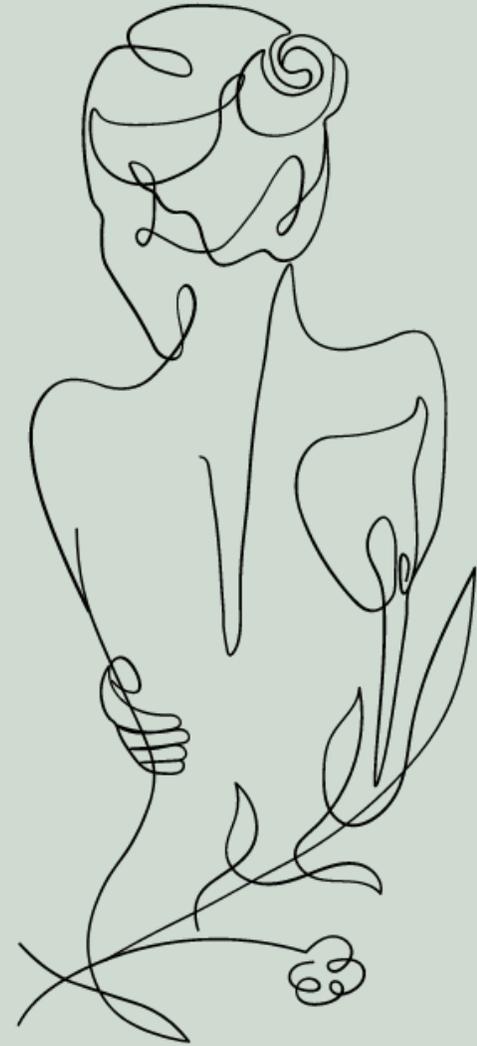


# Work Became My Identity – Then It Broke Me

Erika Diaz





## Erika Diaz

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- Wife
- Mama of 2 boys - Jude, 11 & Oliver, 3
- Woman in Leadership
- Creator, Honestly Mental, the podcast
- Founder & CEO, STRATEGENIUS
- Strong, Determined, Resilient
- Feb/March 2023 - Mental Health Crisis

# Early Workforce Entry

First Job - Roaring 20s Ice Cream Parlour

*14 yrs old, summer of 8<sup>th</sup> & 9<sup>th</sup> grade*



Second Job - Bueche's Food World

*15 yrs old, 1<sup>st</sup> Promotion*



# Accomplishments

“You can be humble & proud. You are deserving. Own it.”  
– Kip Wright



PODCAST  
SPEAK YOUR MIND  
UNAPOLOGETICALLY

**TAKE  
CONTROL  
OF YOUR  
CAREER**



WITH ERIKA DIAZ SIA  
2021 40 UNDER 40  
HONOREE | VICE  
PRESIDENT,  
STRATEGIC ACCOUNT  
MANAGEMENT



**FASTCOMPANY**

11-30-2022 | NEWS

## Compared to older generations, millennial and Gen Z women are more likely to demand pay raises at work

Younger women workers have begun asking for more from their employers—including cost-of-living salary bumps and promotions—and they’re getting what they want, data shows.



[Source Photo: [Tima Miroshnichenko/Pexels](#)]

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BY JENNIFER ELSEVER 3 MINUTE READ

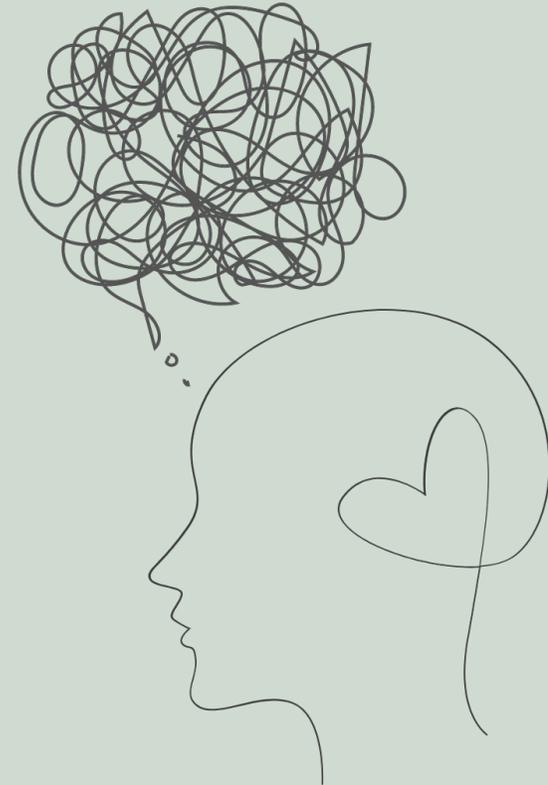
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Erika Diaz once waited for managers to tap her for career opportunities and pay raises. But in just the past three years, the 34-year-old vice president of accounts management has become her own best advocate, asking for salary bumps, work-life balance, and promotions—and she has gotten what she wanted. “I learned to be my own advocate,” she says.

Her story is emblematic of a generational shift happening in the workforce, where women are advocating, negotiating, and asking for more from work. While the more experienced women of the Gen X and

# Mental Health Crisis - PHP

- Feb/Mar 2023 - Outpatient Partial Hospitalization Program (PHP)
- Group therapy, care team with Psychiatrist & Therapist, group classes - choose your own journey





## My Identity Today

- I'm still a work in progress & figuring out who I am
- Trying new things:
  - *Yoga*
  - *Reading 20 mins/day*
  - *Gardening*
  - *Playing with kiddos for body movement*
- I set boundaries to protect my values & ensure alignment to them

# Tying your Identity to Work?

## Signs to Watch

- Checking boxes:
  - *"I'll get to that [life], after this"*
  - *"I am not worthy unless I complete x, y, z"*
- Negative self-talk, shame-based thinking
  - *"You're not \_\_\_\_ enough"*
  - *"Who do you think you are?"*
- Imposter Syndrome
- Feeling lazy or worthless when you aren't busy
- Shoulding on yourself

[Amanda Jefferson](#)



"Nearly half (48%) of 18-to-29-year-olds said they feel drained compared with 40% of their peers aged 30 and up, **while women (46%) reported higher levels of burnout than men (37%)**"

- CNBC make it, Morgan Smith

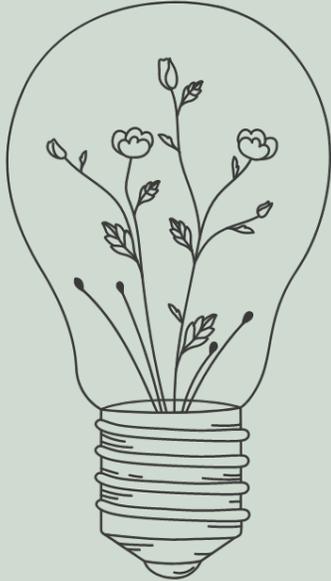
# What's Reality

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- **We are all born inherently loved, worthy, & enough**
- **We are all valuable as ourselves, regardless of our professional identity and achievements**
- **Reality is that your self-worth is about how you think & feel, how you love & act toward others, how you show up for yourself**



# How to Unchain your Self-worth from Work & Productivity



- Focus on your strengths & what makes you ***uniquely YOU***
- Find joy in what you're good at
- Practice daily gratitude & journal
- Give yourself grace, self-compassion
- Live in the moment, be present
- Assessment & alignment of values
- Affirmations
- Have a strong, positive support network

# What Can You Do as a Leader?

**“Employees who feel their voice is heard are 4.6 times more likely to feel empowered to perform their best work”**

- Forbes, Naz Beheshti

**Foster an environment of empathy, empathy is the antidote to shame.**

“Empathy is not connecting to an experience, it’s connecting to the emotions that underpin an experience.” - Brené Brown, *Dare to Lead*



## Empathy Skills

1. Perspective taking
2. Be nonjudgemental
3. Recognize emotional signals from the other person
4. Practice genuine curiosity around the other person’s feelings
5. Mindfulness

## Empathy Misses

- |                                      |                                     |
|--------------------------------------|-------------------------------------|
| 1. Sympathy vs Empathy               | 5. Minimizing or avoiding           |
| 2. Judgement                         | 6. Comparing or Competing           |
| 3. Disappointment                    | 7. Speaking Truth to Power          |
| 4. Discharging discomfort with blame | 8. Advice giving or Problem solving |

# Honestly Mental, the podcast



- [Apple](#)
- [Spotify](#)
- [Website](#)
- Interested in being a guest? Complete this [Interest Form](#)

## Sources

- [Fast Company Article, Featuring Erika Diaz](#)
- [CNBC make it Blog: Burnout is on the rise worldwide—and Gen Z, young millennials and women are the most stressed](#)
- [Dare to Lead Book, Brené Brown](#)
- [Forbes Article: 10 Timely Statistics About The Connection Between Employee Engagement And Wellness](#)
- [Amaha Blog: Your Productivity Doesn't Determine Your Worth](#)

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