

Last July, my company, Ambrose, an outsourced HR firm, was acquired by TriNet. A whirlwind of major changes swept through within a few short months – an abrupt change in leadership, a realignment of company structure and a conversion to an entirely new technology platform. Impending was a lot of change and even more uncertainty.

Justifiably so, my colleagues began exiting the company at a rapid-fire pace. In the months that followed, I observed over 50% of the department quit. TriNet was about to make an IPO, which many surmised meant the company would be entirely about pleasing the shareholders now. By early 2014, I became the second most senior associate within the NYC office.

I was immensely uncomfortable and continually questioning my situation. Suffice it to say, this was uncharted territory. I felt empowered though. My bold and assertive nature was welcomed – encouraged even. I made the brave decision, which some may term a gamble, to stay. I realized that my workload would be tremendous. Hired exactly one month after the acquisition, I was the first new hire in over a year. This meant I would have to pick up the slack. During our busiest season, fourth quarter, I was doing the work of at least three employees in two different roles.

In the midst of this challenging time, a metaphoric life preserver was thrown to me by my mentor at a former internship. I was offered a position with her at LVMH Inc. This attractive offer presented me with a higher-paying, stable job within a familiar company. LVMH represented a tried and true path whereas TriNet represented an unknown journey. I found myself spellbound by the exhilaration of TriNet's mission.

I was exhausted, but energized – energized by the adventure. Assuming a calm confidence, I formed strong relationship with my client companies and internal stakeholders. Recognizing my ability to self-assuredly work with the end goal in mind, our director selected me to lead the first group of client companies on to the new system. Likewise, in an effort to establish TriNet-Ambrose as a more consultative partner, I developed an annual meeting with client companies where we would address their highest priorities. So that our associates could better understand our clients' priorities, I created an

industry-specific training. Accordingly, our director took notice of my efforts, promoted me, and rewarded me with a more than 20% salary increase.

This experience crystallized the fact that I thrive in environments that lack structure and disdain stagnant routine. I noticed that the feeling of discomfort never went away. The discomfort reminded me of how I feel every time I get up on stage to sing. The nervous energy never leaves; one just gets better at working with it instead of against it. I crave that nervous energy. In future endeavors, I know to seek out opportunities that allow me to be a part of and work through the growing pains. Where others see uncertainty, I see adventure in figuring things out.