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Accompany CEO Amy Chang talks about paying attention to concerns that stick with you day after day and finding ways to confront and act on them. She reflects on the eight years she spent launching and leading Google's analytics division, and how torn she was about leaving. Internally, we already know what needs to be done, Chang says. It's just that change can be scary.



## Transcript

When you're at a place where you've kind of grown up and you've been there for long enough to where you have a lot of friends there who've grown up in the same cohort class with you, you know how things work in the company, you know who to go to for what.. The biggest thing is you're attached to your team because you built that team.. By the time I left, my team was a few hundred folks and I had hand picked many of those folks and I loved them, and so I didn't want to leave them.. At the same time, when you're eight years into somewhere you ask yourself, am I a lifer, and is this what I want to do for the rest of my career? What is happening here? What do I actually want? If there is something where right before you close your eyes to go to sleep, and right when you open them when you wake up in the morning, if you keep finding yourself thinking about something or thinking to yourself, I should be happier.. Why am I not happier? I should be more grateful for what I already have.. If you find yourself thinking about an idea or thinking about a possibility, pay attention and maybe write it down for yourself and go back and look longitudinally across a few weeks.. You'll find that your gut instinct or your sense of what you want is already there.. You just may be a little afraid to act on it.. Now I try, when there's something that keeps coming up for two weeks or more, I already know, I've got to act on this and this is something that is bothering me and I just need to change it...