Making Work More Meaningful
Giving “Work” a Soul

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By the fifth year, Jim really regretted following his childhood passion for ice cream...
What are the 3 moments when your job seems IDEAL?
Then what reveals itself? STRESS
Are those pastures REALLY greener?
Reflection:
In your current role, what are the **MOST MEANINGFUL** aspects of your work?
When polling Americans what they want out of life, two of the more frequent answers you may hear are “happiness” and “money.”

But there’s a large (and growing) body of research which shows that pursuing either of these goals narrow-mindedly can be counterproductive.

So if happiness and money aren’t useful goals, what is?
“Within the humanities, it is usually agreed that the quest for meaning is a universal human motive, and they view loss of meaning as a psychological deprivation or even disorder,” ethics and business scholars Marjolein Lips-Wiersma and Lani Morri
Ways to Increase Fulfillment in your current job

- Volunteer for new work related assignments
- Offer to assist your colleagues
- Take time to appreciate others meaningfully
- Take external or internal classes to improve or expand your skills
- Introduce yourself to new colleagues and get involved in social activities
- Renovate your workspace
- Take more time off to recharge
- Take on a specific new hobby or activity
Organizational Citizenship Behavior (OCB)

“Being a good organizational citizen can be personally and professionally rewarding because it makes work more meaningful and invigorating.” Business Professors Mark C. Bolino and Anthony C. Klotz

“Research shows that when employees are willing to go beyond their formal roles by helping out coworkers, volunteering to take on special assignments, introducing new ideas and work practices, attending non-mandatory meetings, putting in extra hours to complete important projects they are more highly engaged and fulfilled.” (HBR 2017)

A Few Tips:

- Be Realistic about your Bandwidth
- If these contributions become regular activity, do not be afraid to ask for these to be included in your job description.

When we help ourselves, we find moments of happiness. When we help others, we find lasting fulfillment.

- Simon Sinek
“Giving feels AS GOOD as Receiving.”

Recognize excellent work by your colleagues in person, in emails, during meetings, and through internal communication platforms.

Meaningful = full description of what he or she did, why it made a difference and how it impacted you.

Bonus: Giving meaningful public credit to others also reinforces your reputation as a compassionate and valuable team player.
Skill Expansion

Reflection: Could it be your skillset, not your job that needs a boost?

If you answered yes, consider:
Identify areas in which you need to develop and look for educational opportunities

Bonus: Taking internal courses will also increase your exposure to new people in the organization who can also make your work experience more fulfilling
Resources

- Fast Track for New Supervisors
- Office Software Skills
- Online Learning via LinkedIn Learning
- Virtual Learning Center
Relax, Relate, Release

“The blurring of work and personal time is a significant source of job stress,” Leadership Consultant Natalia Peart

- Take Vacations or Minibreaks
- Take walks around the block or cubicles
- Minimize the amount of work you bring home

Ideally, your work life is enriching your personal life, not dominating it.
Can your Hobbies make you a better Employee?

**Reflection:**
Write down a few hobbies or activities (outside of work) that bring you joy.
Final Thoughts

Even the most ideal job will seem unfulfilling & monotonous at times…

But the overarching theme is that job fulfillment is something YOU can control, elevate, and even leverage for FUTURE success!
"The real opportunity for success lies within the person and not in the job."

- Zig Ziglar