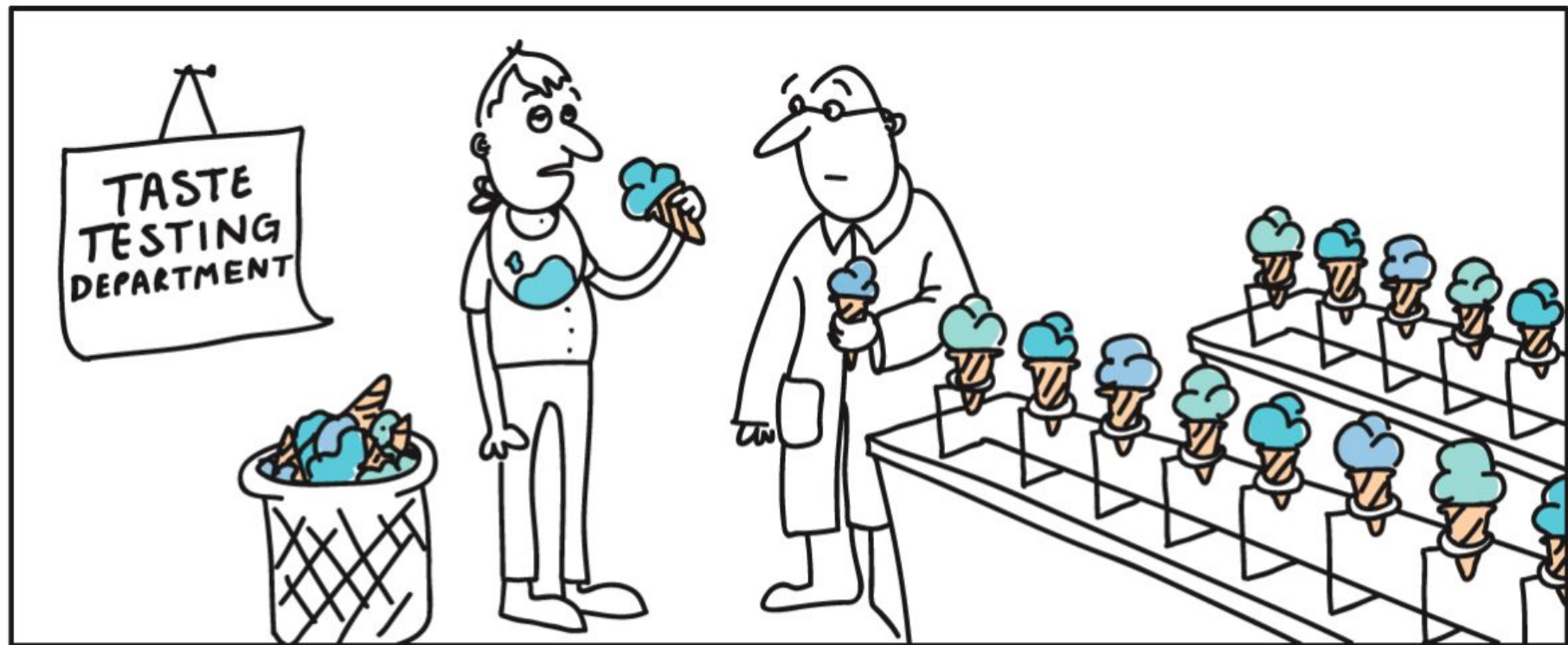




Making Work More Meaningful Giving “Work” a Soul

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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**



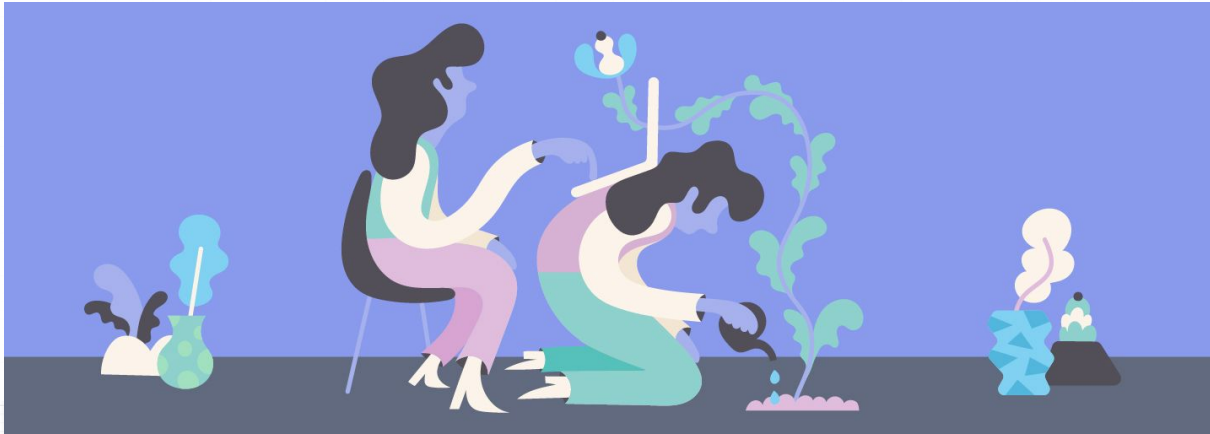
Are those pastures REALLY greener?



Meaningful Work

Reflection:

In your current role, what are the **MOST MEANINGFUL** aspects of your work?



Why Does Meaning Matter?

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?

The Quest for Meaning

“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

Meaningful APPRECIATION

“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

DEVELOPMENT ACTION PLAN



A development action plan is a guide to help you focus on your individual goals and career aspirations for the future.

NAME: _____

DEPARTMENT: _____

CURRENT TITLE: _____

EMAIL: _____

DATE: _____

**A GOAL
SHOULD
SCARE YOU A
LITTLE AND
EXCITE YOU A
LOT.**

- Joe Vitale

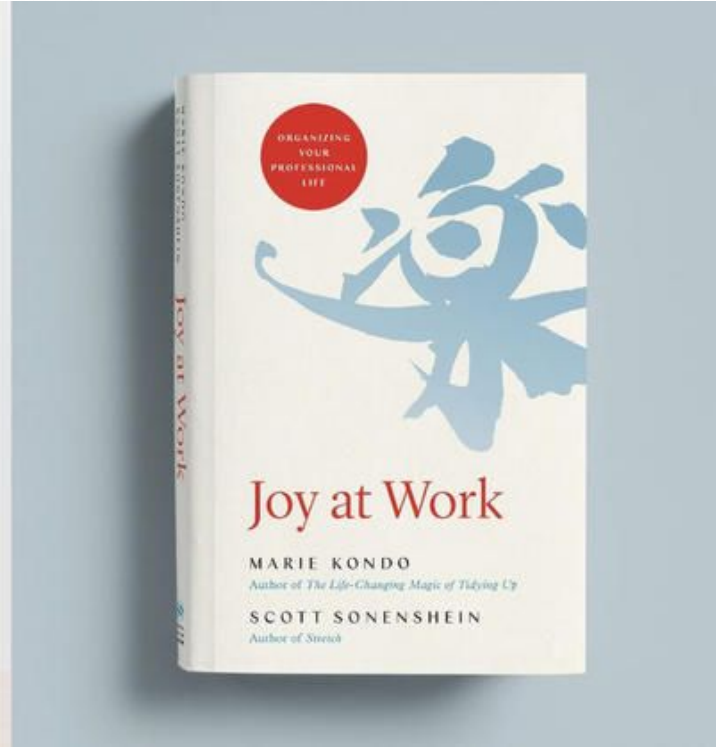
CAREER GOALS:

KNOW WHERE YOU WANT TO GO - WHAT WILL YOUR RESUME LOOK LIKE IN...?

SHORT TERM: (NEXT 1-2 YEARS)

KNOWLEDGE, SKILLS, ABILITIES I WILL NEED:

Marie Kondo Your Workspace!



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