



CREATING PURPOSE AT WORK

Job Crafting

3 STEP FRAMEWORK





JOB CRAFTING

You don't have to quit your day job to live a life more aligned to your purpose. Job crafting is about **bringing meaning into your job or career.**

What's the official definition?

"...What employees do to redesign their own jobs in ways that foster engagement at work, job satisfaction, resilience and thriving."

Berg, Wrzesniewski & Dutton, 2010)

There are **5 different perspectives** we can look at when we are breaking this down:

1. COGNITIVE

As humans, having a perceived sense of purpose, value and control is very important to our overall wellbeing and joy in our work

2. TASKS

Do you enjoy the tasks you do? They are probably things that tap into your strengths - the more we feel we are doing tasks well, the more we will enjoy work

5. ENVIRONMENT

Locked in a cubicle all day, no light & uncomfortable conditions? It's going to make a big difference to how you feel about your job

4. RELATIONAL

Strength of relationships is the strongest indicator of how long you will live. You may be an introvert or extrovert, but this human connection is still important. However, these relationships need to work for you and your personality

3. DEVELOPMENTAL

Growth is an important driver for humans - we are chemically driven to pursue more, want more and usually to learn more. Feeling we are growing at work is important



REMEMBER

You're not redesigning your complete job from scratch, but you **taking the job you already have** and making changes to it that are **improvements to you** and make it a **better fit for you as an individual.**

"She designed a life she loved"

SOME GREAT EXAMPLES

INDIVIDUALS:



A **Hospital Cleaner** who sees themselves as a crucial part of the recovery of a patient. They take pride in straightening pictures and keeping wards clean as they want patients to feel cared for and not neglected.

An **office worker** who volunteers for the work charity focused on helping disabled kids.

A **lawyer** who takes an extra training on international law, as that is an area they want to move into eventually.



A **computer engineer** who likes connecting with people, shifts their process to pick up the phone when an issue comes up rather than just sending an email

An **Entrepreneur** who makes their office space inspiring and fun, with great quotes they love and their vision up on the wall



TEAMS & LEADERS



Two colleagues discussing what they like / don't like about their roles and swapping tasks which the other prefers - win win!

A **manager** who gets all their staff to do a career plan, then sits with each of them to talk through it. They can then steer the work that they love or want to develop to those team members, making them feel seen, heard and appreciated.



Let's look at where you are now to start.

JOB CRAFTING

Write your answers to the questions and add your score out of 5 to the circle
1 is low :(5 is high :) 

1. CURRENT STATUS ASSESSEMENT

1. COGNITIVE



How do you think about the value and purpose of your job? How much of 'you' are you able to show at work?

2. TASKS



Do you enjoy the tasks you do?
What do you love / not love?

3. DEVELOPMENTAL



Do you grow and develop your skills?
Are you learning? Are you happy where you are?

4. RELATIONAL



How do you interact with people?
What kind of relationships do you have?
Do you have too little or too much?

5. ENVIRONMENT



What kind of environment do you work in (office, home)?
Does this excite you or drag you down?

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Write your answers to the questions below



2. DEEP DIVE - WHAT CAN YOU CHANGE?

Now for the reframe. There are parts of your job that **you can control**. That may be actual **things** you do, or your **perspective** on what you do. Either way, you have the power to change them. There may be some things you can't change - and that's ok. We need to accept those and move on (unless you want to just quit, but think that through carefully!)

Have a good think about each section, close your eyes and see what ideas come up.



1. COGNITIVE

How does your role benefit your life, the organisation or your community?

How could you bring your strong values or purpose to this?

Maybe you can look for client types or innovations in alignment with those?



2. TASKS

How can you change up your responsibilities - what you do and how much of it?

Could you 'eat the frog' and do what you don't like first?

Could you discuss with your team and see what others enjoy - maybe they will like what you hate?



3. DEVELOPMENTAL

How can you learn more about what you are passionate about?

Even if not in your direct line of expertise, perhaps there is a club or committee you can join?

Can you ask for some experience, a secondment somewhere else?

JOB CRAFTING

Write your answers to the questions below



2. DEEP DIVE - WHAT CAN YOU CHANGE?

4. RELATIONAL



How can you reshape the type and nature of your interactions to be more positive?

Are there opportunities to have 1-2-1 connects? Coffee or virtual coffees?

Do you think the worst or the best of people?

5. ENVIRONMENT



How can you change the environment you are working in to be more inspiring?

Could you change where you sit so you get more light?

Could you get a plant or picture or motivational quotes?

Should you invest in a stand-up desk to make it more comfortable?



Well, you've got some great ideas - discuss them with a friend or colleague if you can.



Now, for the million dollar questions...





JOB CRAFTING

3. TIME FOR ACTION

Job crafting can help organisations empower employees to create a job they love



Where are the **biggest gaps** between where you are and where you want to be?



What are **3 changes** you can commit to today to craft your job into something more inspiring to fill those gaps?



What are the **possible obstacles** you could face? How will you **overcome** them? You are much more likely to be successful if you have planned for this!



How will this change your score for your current Status Assessment? What's your target? How does it change if you do the assessment again 1 month later?



NOW



TARGET



1 MONTH
LATER

Don't stop here!
Keep doing the part 1
assessment to see
where you can
improve over time

