

Reframing Your Work

How meaningful is your work? If you feel that your work could be more meaningful, think about what small changes you could make to introduce more meaning. An office cleaner who also waters plants when other staff members are on vacation or on sick-leave, for example, will create a different relationship with those staff, and this will change the frame of reference for their job.

Amy Wrzesniewski and Jane Dutton suggest three different ways to reframe your work:

1. Change the number, scope and/or type of tasks you do.
2. Change the number and/or nature of the relationships you have (e.g. with colleagues, customers, patients, students, other stakeholders)
3. Change the way you perceive the job (for example, looking at how it contributes to wider organizational success rather than see it as a collection of separate tasks).

Even if you feel that your ability to do 1 and 2 are somewhat limited, you can still do 3.

Psychologists Justin Berg and colleagues suggest asking yourself the following questions:

- ? If you were given the opportunity to create your own job description within your current organization, what would your responsibilities be?
- ? How would this ideal job be different to your current job?
- ? Why do you want to make this change?
- ? What has stopped you from making this change?
- ? What would enable you to make this change?

Jot down your ideas in your well-being journal. Take one or two ideas to implement and commit to doing them.