

Crafting Your Career

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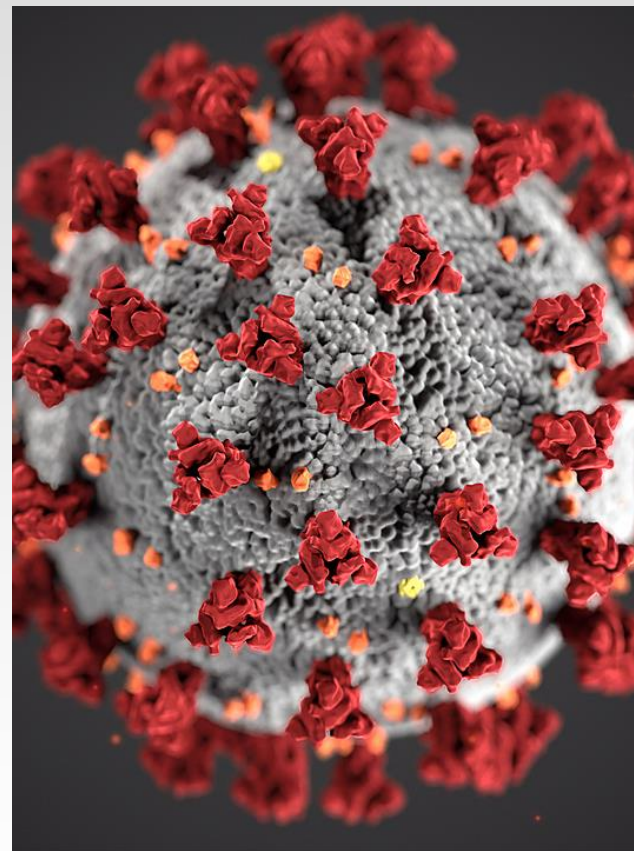
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About me

- Clare Mulligan-Foster
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Unprecedented Times!



**Turn the job you have into
the job you love!**



The why of job crafting

- Job crafting is about taking proactive steps and actions to redesign what we do at work, essentially changing tasks, relationships, and perceptions of our jobs (Berg et al., 2007).
- The aim is that people can stay in their current job, but be able to get more meaning out of it but changing parts of what we do
- It will help people feel more connected and engaged with their role, and therefore more productive



Job Crafting can be defined as

- “an employee-initiated approach which enables employees to shape their own work environment such that it fits their individual needs by adjusting the prevailing job demands and resources” (Tims & Bakker, 2010)
- “Job crafting is proactive behaviour that employees use when they feel that changes in their job are necessary” (Petrou et al., 2012)





Have you
ever had the
chance to
alter your
role or tasks?



What are or were the benefits to having autonomy to change parts of your role?



Benefits of job crafting

- Provides employees with autonomy and opportunity to proactively shape elements of their role or duties to reflect they own individual talents, passions and interests
- Can improve engagement, job satisfaction, resilience and thriving
- Shown to improve employee well-being
- Feel more inclusive as take on individual skills, experience and motivation
- Job feels more linked to personal values
- Feeling more attached and committed to your job
- Increases happiness at work
- Increases mobility to new roles



The categories of job crafting

- **Task crafting** – altering the type, sequence and number of tasks that make up your job
- **Relational crafting** – changes to how or who you interact with others
- **Cognitive crafting** – changes to how you perceive the benefits and purpose of their work



Task Crafting

- Changing up responsibilities
- It can involve adding or dropping the responsibilities set out in your official job description



Relational Crafting

- This is how people reshape the type and nature of the interactions they have with others.
- Relationship crafting can involve changing up who we work with on different tasks, who we communicate and engage with on a regular basis (Berg et al., 2013).



Cognitive Crafting

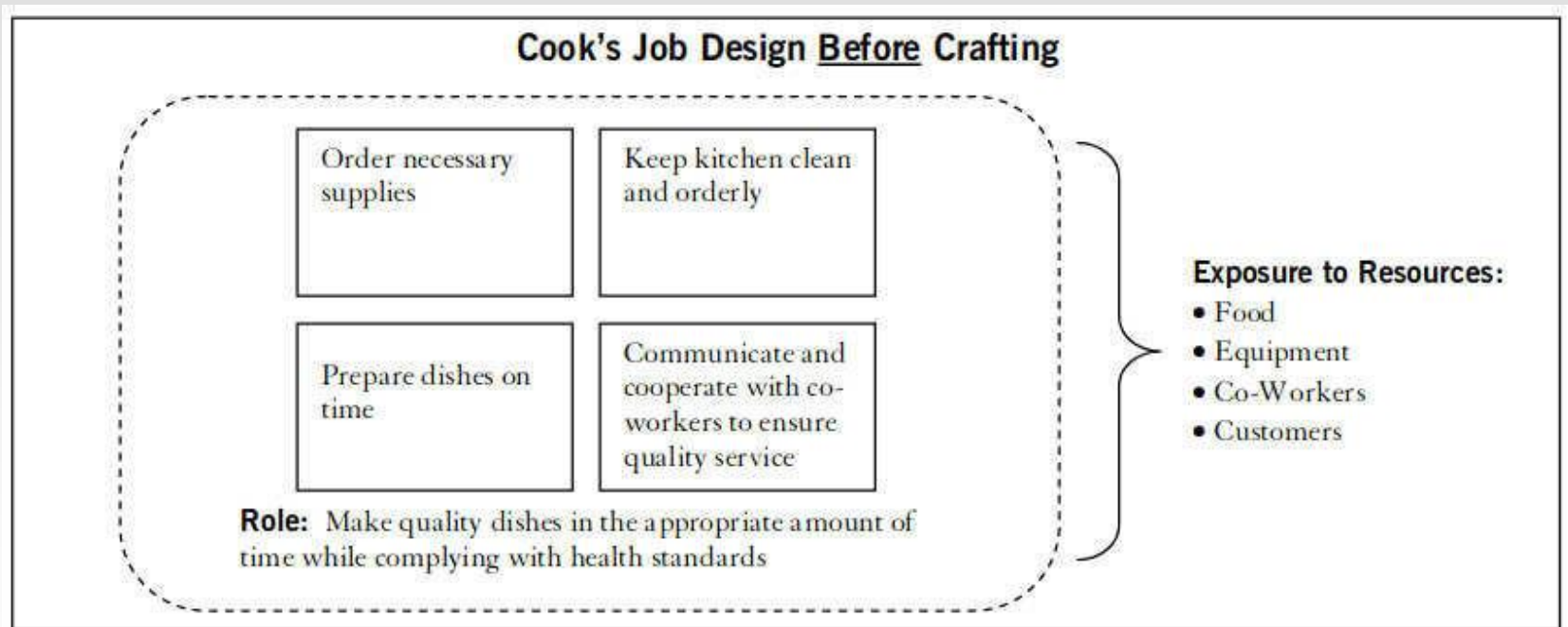
- cognitive crafting, is how people change their **mindsets** about the tasks they do (Tims & Bakker, 2010).
- find or create more meaning about what might otherwise be seen as ‘busy work’.



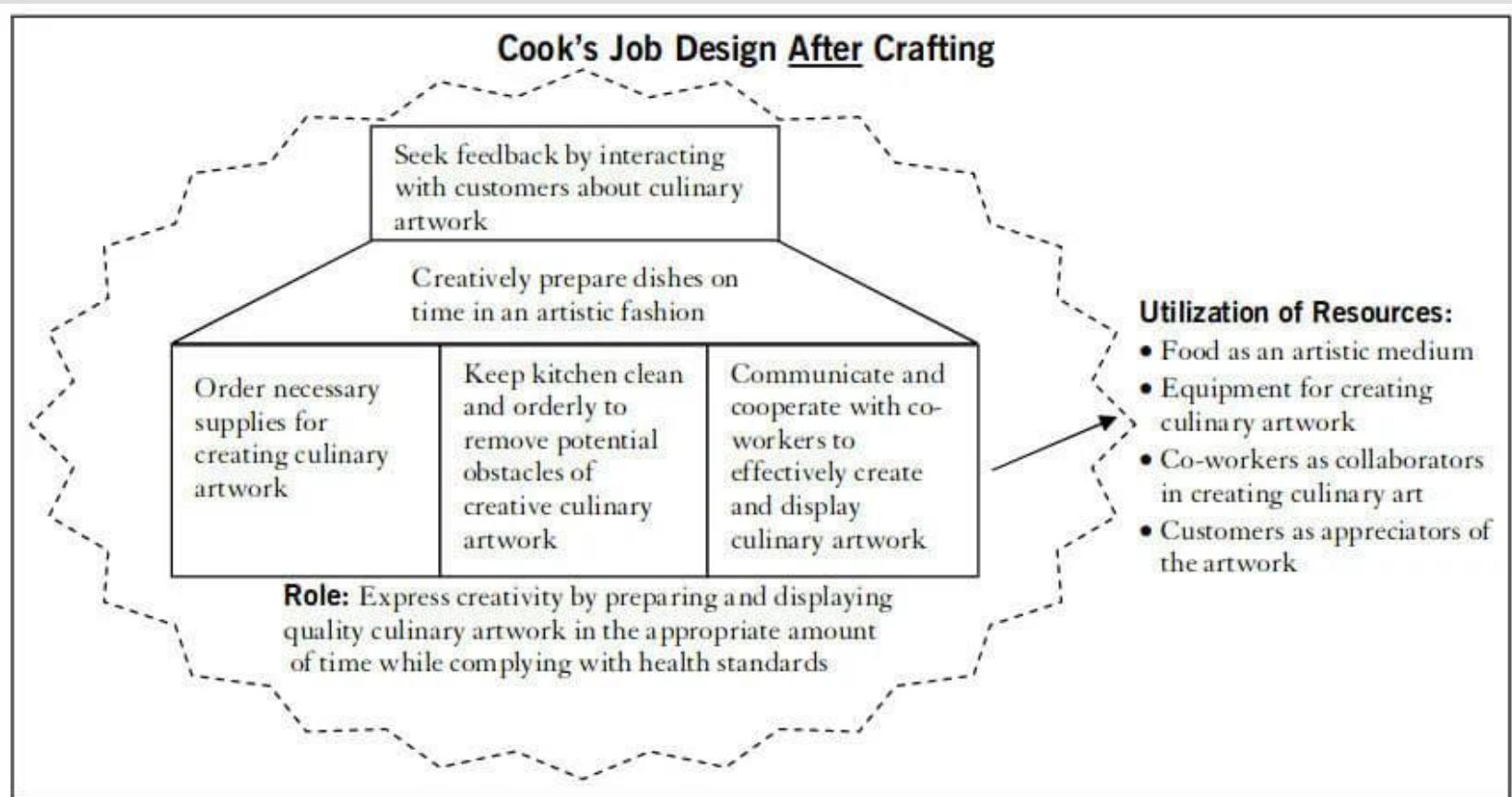
The Janitor Who Helped Put a Man on the Moon



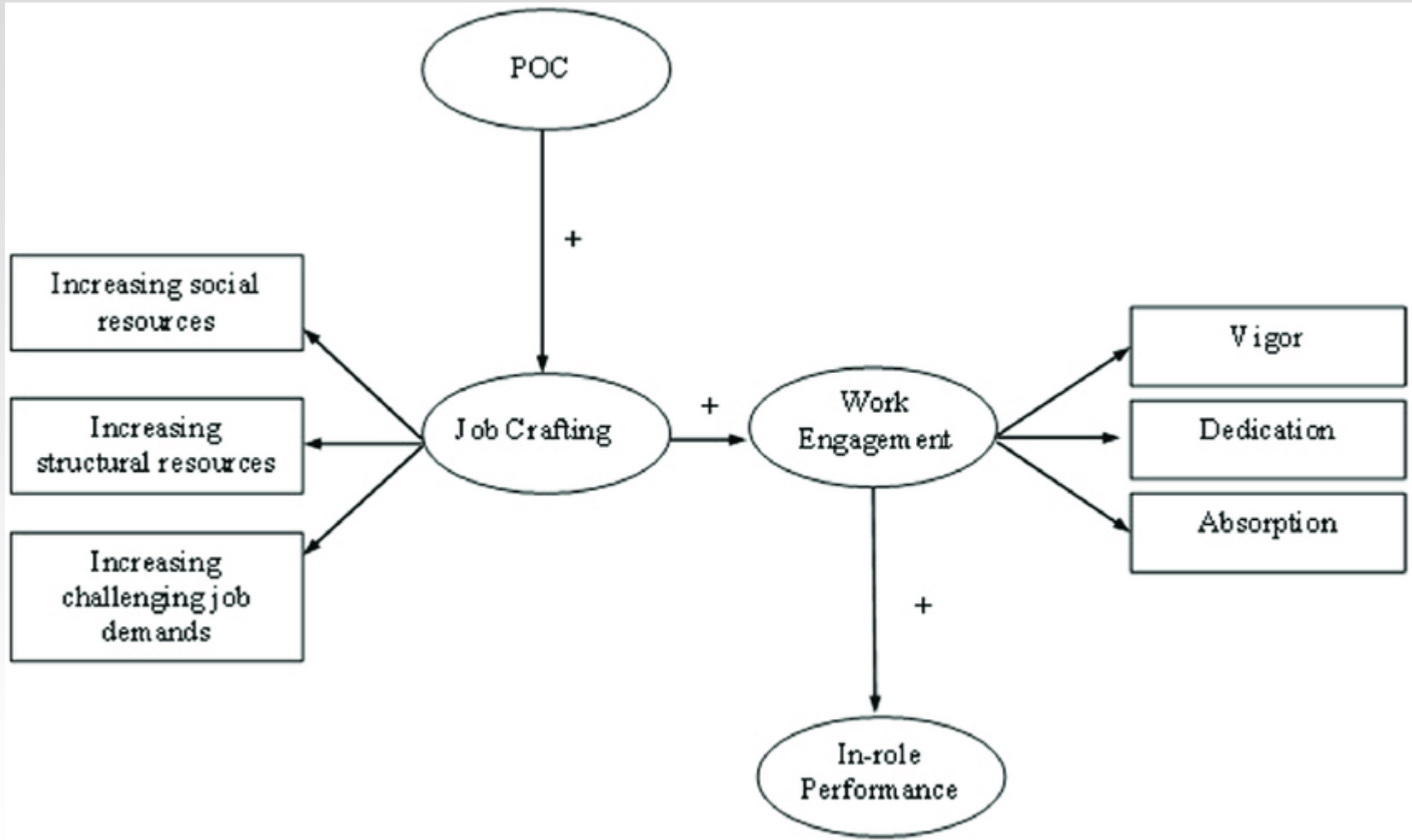
Example of Job Crafting



Job Crafting example



Job Crafting model





How to go about job-crafting

1. Focus on using individual or organizational strengths that will create value for others
2. Review your job resources and see how they can be utilized more effectively
3. Reflect on what you like and don't enjoy about your role – what can or should change?
4. Build trust with others (your leader)
5. Work with people who will accommodate your ideas

Micro Job-Crafting

- Volunteering for a new project
- Spend 5 minutes a day learning a new skill
- Making time for a face to face conversation each day
- Using lunchtime to connect with others
- Shadowing a colleague
- Changing format of a meeting



Supporting Job-Crafting as leaders



- Set goals with individuals
- Have holistic conversations about career development
- Consider individual needs
- Use coaching and mentoring tools or opportunities
- Empower individuals
- Be results orientated
- Reward positive change for leaders
- Tap into diverse strengths, talents and experiences
- Hold individual and team job-crafting sessions
- Communicate strategic goals

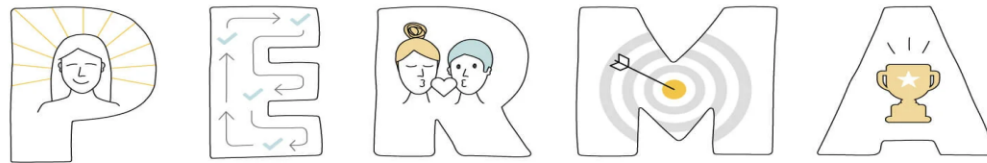


Creating Meaning in our work

“using your signature strengths and virtues in the service of something much larger than you are” (Seligman, 2004: 294)



- P - Positive Emotion.** Feeling good, positive emotions, optimism, pleasure and enjoyment.
- E - Engagement.** Fulfilling work, interesting hobbies, "flow."
- R - Relationships.** Social connections, love, intimacy, emotional and physical interaction.
- M - Meaning.** Having a purpose, finding a meaning in life.
- A - Accomplishments.** Ambition, realistic goals, important achievements, pride in yourself.



How to Apply the PERMA Model to Your Life

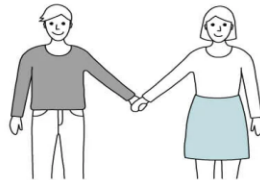
Remember to adopt a positive perspective as often as you can.



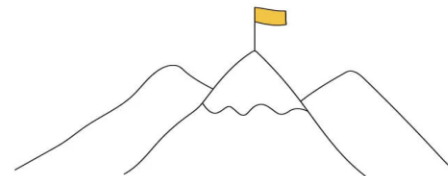
Find the things that make you happy and engaged.



Focus on your relationships with family and friends, and find ways to connect.



Search for meaning and lead a life of purpose.



Savor your accomplishments and strive for further achievement.



Start, Stop, Continue

Start

-
-

Stop

-
-

Continue

-
-

WOOP Coaching Model



WISH	What is your wish, a wish that is challenging, but feasible?
OUTCOME	What would be the best outcome of fulfilling your wish?
OBSTACLE	What is your main inner obstacle that holds you back from fulfilling your wish?
PLAN	What can you do to overcome your obstacle? If _____ (obstacle) then I will _____ (action)



**Make sure you are shaping
your job, not letting your
job shape you**

(Wrzesniewski, 2010 HBR)





What one
thing can
you do?



Resources



- Video – Job Crafting – Amy Wrzesniewski on creating meaning in your own work https://www.youtube.com/watch?reload=9&v=C_igfnctYjA
- PERMA model – <https://positivepsychology.com/perma-model/>
- HBR article – what Job Crafting looks like <https://hbr.org/2020/03/what-job-crafting-looks-like>
- WOOP Model - <https://woopmylife.org/>
- HBR article – Managing yourself – turn the job you have into the job you want <https://hbr.org/2010/06/managing-yourself-turn-the-job-you-have-into-the-job-you-want>
- PM article - Why you should let staff craft their own jobs <https://www.peoplemanagement.co.uk/voices/comment/why-you-should-let-staff-craft-their-own-jobs>
- Career resources, newsletter and reading lists – www.cmcbp.co.uk





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