

What does it mean: 'a meaningful job?'

There are many sources of meaning at work, and they're different for each of us. Some find meaning in working for a cause they believe in; others find it in making processes run well or building their skills. These suggestions can help you connect with **what matters to you and discover (or rediscover) how to make your time at work more fulfilling.**

1. Change something that bugs you.

It's easy to think you don't have the time or the power to fix a workplace irritant. You might be surprised by what can happen when you focus on changing something. Even small victories feel good, to start:

- List your pet peeves
- Pick one to focus on
- Envision a solution and potential ways to get there
- Block time in your calendar to take the first step

It makes you look good to higher-ups, who tend to **recognize proactive problem-solvers as real leaders**, and to colleagues who may have been bugged by the same thing and appreciate your attempt to help.



2. Connect directly with (int./ext) customers or end users.

As you go about your day-to-day business, it is easy to forget the impact your organization's work has on people. And as you progress in your career, you may move further away from your customers — instead of chatting with people at the coffee corner, you're reviewing reports at corporate headquarters. Observing or communicating directly with those your organization serves can shine a light on the **difference your work makes** and spark new ideas.

3. Identify and pursue a new learning goal.

Feeling bored lately? Maybe you haven't learned something new in a while. Everyone has a deep-seated need to keep learning and growing. When we stop, we stagnate. You don't need to change roles, sign up for a class, attend a conference, or hire a coach — although those are perfectly viable **ways to learn, and many organizations provide resources for employees to pursue them.** Opportunities may be hiding in plain sight; you might:

- Contact colleagues who are experts in areas you're interested in
- Join, contribute to an employee resource group, a committee, or a project with another team

4. Find ways to live your values at work.

"Live your values" sounds grandiose. But much of life is made up of small gestures and actions. Centering the everyday things you do on the principles that you aspire to is a realistic and effective way to **feel more satisfied** with how you go about your work.

5. Express appreciation genuinely and frequently.

Less frequently discussed is that letting your team and colleagues know you value them also may boost your happiness. It can be a surprisingly effective way to counteract stress, remind yourself of the good things happening around you, and **strengthen your connection** to others.

Please be aware as a leader, that your appreciation will be more fulfilling to you as well as to your team members, if you put thought and passion into people's preferences and personalize what you share