



Finding/Re-finding Meaning in Work

Burnout is on the rise. Employee Engagement Series conducted by Kronos Incorporated and Future Workplace® found “95 percent of human resource leaders admit employee burnout is sabotaging workforce retention, yet there is no obvious solution on the horizon.”

In addition, the survey found that burnout touches organizations of all sizes, but larger organizations seem to suffer more, where 20% HR leaders at organizations with 100-500 employees cited burnout as the cause of 10% or less of their turnover while 15% of HR leaders in large organizations (> 2,500 employees) say burnout causes 50% or more of annual turnover.

The journaling method described below is a powerful method of re-connecting to your work and finding outlet for your most important values, even if you are working in a job that may be less than your ideal type of employment. And if you do love what you do, engaging in this journaling method will enhance the fulfillment you are getting from your work. In both situations, it will decrease your risk of burnout or help pull you back from the precipice.

Journal Method: for finding/re-finding meaning in your work

Have a journal just for this purpose, and write in it at the end of the day, either daily or periodically. Choose a personal heart quality/value that is **most** meaningful to you in your life (e.g. loyalty, compassion, persistence, etc.)

Day 1: Write in journal about your feelings in your daily work generally (e.g. joyful, thwarted, fearful, etc.)

Walk through your day, and observe all the places where your heart quality is needed—just observe, don't do. Write all of these instances in your journal (you can keep a little notebook through the day if needed).

Day 2: Repeat day 1

Day 3: Act in only one of these places—it doesn't matter how big or small. Do something easy. It doesn't matter how recipients react. Write about how you felt about work that day (e.g. joyful, thwarted, fearful, etc.)

Day 4: Repeat day 3, writing all the places you observed, and the one place you acted; how you felt about work that day

Day 5-7: Repeat but act in 2 places....

Day 8: Repeat but act in 3 places

Keep writing about work, your actions based on your heart quality, your feelings afterward, and any other thoughts that come. This method can be used individually or in a group (excellent for building improved meaning and motivation within a team).