MEANING, PURPOSE & DIRECTION
Working Well

- [ ] If you think you might be 'in the wrong job for you', then it's time to take stock. Pick one or more of the following reflective activities and work through these to examine what's keeping you in a role and what you may have to gain by seeking a change.

- [ ] Learn how to reflect. Book a 'coffee with yourself, by yourself once a month and make space to consider some of the pointers below.

- [ ] Revisit what gives you meaning and a sense of purpose in your role. What is it that you find fulfilling now and what do you value in or about your work? What will sustain, inspire, motivate and direct your efforts?

- [ ] Articulate your personal value proposition for your role. If you are to excel, write down how what you will bring to your organisation makes a difference or adds value to your customers, colleagues and the company?

- [ ] What's next? What will 'success' look like now for you? Think about how you might change your approach to create more meaning in your work. Seek out ways of coaching, mentoring and developing others. Develop new skills yourself. Where will your growth and sense of accomplishment (self-actualisation) come from?

- [ ] Imagine yourself 5-10 years from now and what will be important to you at that stage in your life. Think on a broad canvas at work and outside of work, about how you would like to be feeling, thinking and behaving (more than what you will be doing). Make sure your decisions and actions in the workplace are aligned to the fulfilment of this 5-10 year vision. Maybe even write a letter now, directed to yourself at some important time in the future, and express what you feel will be important to you.

- [ ] At least once a year, reflect deeply and honestly about every aspect of this past year's experiences at work, and consider the ways in which you would like the next 6-12 months to be similar or different.

"REFLECT UPON WHAT CHOICES YOU HAVE OPEN TO YOU TO CHANGE THINGS FOR THE BETTER ..."

- [ ] Reflect upon what choices you have open to you to change things for the better in your role or approach to your role? If you can't change your situation, think about changing your responses. Challenge your habits and autopilot responses. Look for ways to take a stand, choose your path and what you want to stand for as a leader.

- [ ] Decide to 'make time to reflect on what is going well for you at work'. We all tend towards negative bias and find it easier to think of the problems and negatives. Build this alternative habit into your team meetings, one-to-one's and into your own thinking time – what's working? (And remember to celebrate success).

- [ ] If you aren't deriving a sense of meaning and purpose from your role, you have choices to make:
  - Look for a new role or organisation OR
  - Discuss with your people leader what other opportunities might be available in this role to re-engage your enthusiasm and passions OR
  - Reframe what you are achieving in the role and see if this creates more meaning for you.

  Remember no one else can give you a sense of meaning, you have to find this for yourself.

- [ ] Seek feedback on your contribution at work and then reflect on how this impacts your overall sense of 'making a difference' – to others, to the organisation, to your clients/customers.

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