

The Challenge to Change

Tired of Work? Three Steps Come First on the Road to Change

Many people are concerned about "a crisis of spirit" in the workplace, one that saps initiative and stunts imagination.



This crisis of spirit is evident in our work dissatisfaction, our lack of balance, and our unclear sense of purpose. We have only a short time left to shed this limiting perspective to leap into the future with a new

outlook. The year 2012 is just around the corner and we have a lot of catching up to do.

Most of us know when we need to change, but are you, yourself, willing to do so? Are you willing to shift your thinking about work and life, to become a 21st Century thinker?

Sure, you can explore a new job or a new career, or even start your own business. But your new ideas will never really succeed unless you first become a "new thinker." You need to go beyond the surface and be willing to get to the root of the problem -- which demands change on a personal level.

Here are three suggestions to help loosen up your thinking in order to move into the future on a firm footing. See your transformation as a process, and take one day at a time.

First: Redefine Work!

"You are what you eat," or so the old saying goes. Well, you're also what you think. What do you think of when you think of work? What is the traditional definition of work that most of us live

by? "Work is hard, a struggle, a means to an end, or something you do to pay the bills!"

Pretty negative, right? No wonder so many people hate their jobs. Negative thinking is at the root of the problem.

Take a minute, sit back and begin to shift your thinking about work so it's more positive. How about, "I love my work!" Or, "I can create the work that I want!" "My work truly makes a difference." Now these may seem a bit far fetched at first but as you say them and write them they will become more believable. Affirm the positive and cancel the negative and over time you and your work will both change -- guaranteed.

Now comes the homework: Say and write one positive statement about work every day. You will be amazed at how your mind-set will shift from the negative to the positive -- miracles can happen!

Second: Learn to take more risks.

Positive change demands a willingness to take more risks, make changes, try out new ideas, and even make mistakes. Embrace change as a challenge. That means being less rigid, doing your work differently, trying out new ideas -- instead of feeling the victim and blaming others for your plight -- being proactive, taking control, and being responsible for your destiny.

Here's the homework: Do something new every day at work, something that is a bit risky, something you have wanted to do for a long time but haven't, or something out of your comfort



EVOLVING THE WORLD OF WORK

zone. Keep track of these new experiences, notice how change becomes easier and can even be fun.

Third: Identify what you really enjoy about your work and do it more often.

By doing what you enjoy, you will get more done and be happier. You will create a better environment for yourself and others. Doing what you love will energize you and get you thinking in new and exciting ways.

Do you actually know what you love about your work? Have you ever taken the time to take a real look? Start keeping track of what you enjoy about your work and what you don't.

Next piece of homework: Use a small notebook and at the end of each day take five minutes and record what you liked doing that day and then on the reverse what you disliked doing. You will see patterns over time that are definitely telling you something. Now the challenge is to do what you enjoy more often.

To successfully accomplish any of the above you need to first believe that you have more control over your life and your work than you may think. Discipline, courage, and assertiveness are called for here.

Your journey to new purposeful work will entail some serious soul searching and, of course, a new way of thinking. So, when are you going to get started?

***Patricia DiVecchio** is the President & Chief Visionary Officer, International Purpose. Her firm works with individuals and organizations through an innovative process for identifying and creating a higher level of purpose, innovation, and balanced life and work.*