

Exploring Job Crafting With Guest experts Rob Baker and Julia Smith

In their IPPA dialogue, Rob and Julie give you key advice about applying job crafting to your work life and welcome new challenges in a positive way. They discuss the importance of job crafting, as they illustrate their talk with real life experiences. Get to know our speakers!

Rob Baker

Rob Baker is the Founder, Director and Chief Positive Deviant of Tailored Thinking, a consulting firm focused on well-being and positivity in the workplace. He is now providing expertise as HR leader and Consultant. His dedication to job crafting lead him to become a world-leader in the field, whose advises are sought-after in global conferences. Rob is also the Author of Personalization at Work, a guide in which he introduces job crafting and explains how this concept may be beneficial to professionals.

Julia Smith

Julia Smith is a consultant striving to make a difference in professional performance. She is the Founder and Director of People Science Consulting, whose purpose is to support organizations, teams, and individuals in their journey toward high performance. People Science Consulting provides their clients expertise in HR, organizational development, and business psychology. Julia is highly skilled in HR Consulting, Change Management, Team Building as well as Leadership Development and Executive Coaching.

What is job crafting?

In today's competitive job market, it is important for HR professionals to set up strategies to keep their organizations appealing, as much as it is important for you to operate in a healthy environment. While organizations seek performance, individuals pursue fulfilling and rewarding careers, where they can share, create, and learn in a comfortable atmosphere. Your everyday work life does not have to be daunting. In fact, as one of the most important aspects of life, your career should be rewarding and above all meaningful.

Job crafting is widely accessible allowing individuals to personalize their jobs

Choosing job crafting, opens the doors to new innovations in your work environment. Even by changing small aspects of your job you can make an impactful difference in your work environment. Job crafting empowers individuals looking to improve their work life helping workers and teams to achieve the performance they desire. Think about your strengths at work and how you can deploy them. Job crafting offers you an opportunity to reorganize your work life around them and find innovative ways to make it even better. Professional well-being is crucial to ensure ongoing satisfaction retain employees within the organization.

How Job Crafting can add value to your work life.

Over time, you may lose focus on what's most important and fulfills you at your workplace. Job crafting allows you to create new energy around your professional life while providing you agency. This approach often enhances job satisfaction withing an organization.

By implementing more empowering strategies, you can become more efficient and appreciate your work even more. Simply put, job crafting sets you up for success by embracing differing aspects of your job. In the long run, positive changes within your work life will also benefit your colleagues, supervisors, and customers.

Job crafting when working remotely.

While recent worldwide events have greatly disturbed life as we knew it, untold numbers of individuals have reorganized themselves to work from home. Such an abrupt change can be challenging and difficult to handle. Research demonstrates, working remotely can increase anxiety concerning office politics, time management and individual priorities as well as interfering with awareness of upcoming opportunities, training opportunities or changes. To stay productive, satisfied and to keep stress at bay, job crafting helps workers reorganize their schedules more effectively enabling many to return even stronger to their regular workplaces. Personalization at work also offers more flexible options to maintain and enhance skills.

Relationship crafting

Crafting around professional relationships likewise can go a long way in empowering workers, teams, and even entire organizations.

Job crafting allows workers to be more intentional in interacting with people: Professional communication in the era of Covid-19 easily leads to screen fatigue and become overwhelming in other ways that lead to misunderstanding. Reshaping how you interact with others develops adaptive tools to avoid disruptive issues and regain balance. Consider these helpful strategies:

- Diversify your communication supports: Zoom, Google hangouts, phone calls, emails...
- Think about changing the setting of your meetings every so often.
- Be intentional about notifications, emails and calls.
- Set up specific times to complete specific tasks.
- Show gratitude towards and confidence in others.

Reclaim control over your professional life!

Job crafting benefits include:

- Reduced levels of stress and burn out
- Increased engagement and performance
- Rapid development of self-management expertise
- Greater professional and personal growth
- Faster development and optimization of individual worker strengths
- Enrichment for both worker and the customer
- Boosting of job satisfaction
- Greater employee retention numbers
- Maintenance of healthier states, both mental and physical