



Episode 144: Job Crafting for Happiness

with Kirsten Armit, Dr Colin Lindsay, and Dr Daljit Hothi

Do you sometimes feel like the demands of your job are unbearable? Do you wish you can tweak some things to make it better and more manageable? Excessive job demands can easily turn passion and purpose into burnout and perpetual exhaustion. When you feel no autonomy in your job, it's easy to feel like there's no meaning in the work you do.

How then can you craft your job to make you feel happier and more purposeful at work? In this panel discussion episode, we are joined by Kirsten Armit, Dr Colin Lindsay, and Dr Daljit Hothi to speak about job crafting. The right interventions and resources can change how you engage in your job for the better. If you want to find more autonomy and purpose at work, this episode and workbook are for you.

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Guest links

Connect with Kirsten: [LinkedIn](#)

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Quote to remember:

‘The only way you will stimulate those feelings of engagement in people, and therefore mitigate the risk of exhaustion, which is another great output of high levels of work engagement — the only way to do it is to invest in people’s jobs. There is no communication strategy or vision statement that is going to elicit feelings of vigour, absorption, and dedication.’

What You Will Learn

With constant demands, burnout is one of the most pervasive things in healthcare. Being faced with this constant pressure takes a massive toll on healthcare workers’ well-being and engagement at work. But we’re not robots who don’t get tired and can continuously accomplish tasks with no motivation and passion.

This activity will help you realise that it’s not too late to change things. It’s possible to craft your job in a way that serves both your well-being and productivity. And you can do this through your own initiative even by starting with implementing small changes into your day. This will help you gain back your sense of autonomy and empower you to make your own decisions.

At the same time, it’s not only you, as an individual, who is responsible for making this happen. Answering the questions will also make you consider the role of the organization as a whole in providing resources to make job crafting possible for employees. As such, it’s important to gain adequate support to balance job demands and foster a more engaged workforce in healthcare.

As you give yourself permission to craft your job, you will find yourself more joyful and energised at work. This newly-found motivation can also create a domino effect in bringing your whole team into your journey. So don’t be afraid to be flexible. You have the power to make your work more meaningful and enjoyable.



Activity: Craft Your Job

Q1. The Job Demands-Resources Theory argues that excessive job demands can lead to strain and burnout. Meanwhile, job resources can mitigate these risks and create motivation.

In the table below, list your job demands and the resources available to you in your job. How do these affect your work engagement?

Job Demands (Strain)	Job Resources (Motivation)	Work Engagement (Performance)

Q2. Work engagement involves three broad areas: a sense of vigour, dedication, and absorption. Answer the questions below to gauge your engagement in the workplace.

- a) Do you feel energised by the idea of going to work?



b) Do you find your work meaningful and feel dedicated to it?

c) Do you find yourself becoming absorbed in your work?

Q3. In your own words, how would you define job crafting?

Q4. Identify your biggest strengths and motivations at work.

Myself	
Strengths	Motivations



Q5. What are the aspects of your job that you find most meaningful? How about aspects of your job that you find most draining? Then, identify ways that you can reinforce the positive aspects and how to make the negative aspects better.

My Job			
Energising	→ Reinforcement	Draining	→ Improvement

Q6. Job crafting supports engagement, well-being, and productivity. It involves three areas of activity: seeking resources, seeking challenges for growth, and optimising demands.

- a) **What are some resources you can think of that would help you balance your job demands?**

- b) **What are some challenges you can take on to help you grow as a professional and as an individual?**



c) In what ways can you streamline areas of your job to get things done more efficiently?

Q7. How can you encourage your team to get on board with job crafting? What are some ways you can embed job crafting at a system level?

Q8. How do you think job crafting will positively impact your engagement, well-being, and productivity?

CPD time claimed:

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