

# Rediscovering Joy at Work



# Objectives

- Understand what motivates you at work
- Explore ways to build your strengths into each day
- Learn how to focus on your professional growth

# Why Joy?

- Joy is an outlook and emotional response that influences our daily functioning
- Joy is distinct from happiness
- Joy supports resilience and longevity
- Experiencing joy can improve our mental and physical health
- Joy can be cultivated

# What Has Changed?

- The Pandemic has changed the work experience for many of us
  - Shifting locations or schedules
  - Outside demands on our roles both at home and work
  - Social isolation
- And what does the workplace feel like now?
  - Less resources due to labor shortages
  - Increased insecurity due to economic downturn
  - Loss and grief
- The absence of negative emotions is not enough to eliminate dissatisfaction at work

# Motivation

- Motivations can be external or internal
- Consider what brings you joy in your personal life
- Reflect on times that you experienced joy at work
- Ask what you get out of work
- Identify personal values and how they line up with your work
- Think about your impact

# Identify Your Strengths

- What are your strengths?
- What tasks leave you feeling energized
- When do you feel a sense of satisfaction or accomplishment
- Skills that you share with colleagues
- Reflect on positive feedback from supervisors

# Building on Strengths:

- Build on our strengths, rather than reducing our limitations
- What are your goals for this year? Are they building on your strengths?

Consider the differences between these two goals:

1. Participate more in team meetings
2. Create a training on a subject matter I am knowledgeable in

# Professional Growth

- Shift from Survival mode to growth mode
- Requires investing time in yourself
- Allows for self-reflection, accomplishment and overcoming obstacles
- Creates a sense of earned Success
- Builds professional efficacy and confidence



# Finding Growth Opportunities

Could be small or large, short term or a longer engagement

- Mentorship, either accessing or providing
- Participating in optional or additional training
- Developing or streamlining processes, protocols or educational materials
- Celebrate others through recognition programs or other employee groups
- Collaborate with your supervisor or colleagues to identify areas of growth that align with your motivation

# Your Program

**Call toll-free or visit us on the web**

**24 hours a day/7 days a week**

**Thank you!**

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