

# Career Wellbeing

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What's your answer to this question : ***Do you like what you do every day?***

FROM ANOTHER ANGLE – If your answer to the question “What do you do?” describes something you find meaningful and fulfilling, you are likely to be thriving in Career Wellbeing.

Career Wellbeing

- Most essential of the 5 elements
- Career shapes your identity – a lot of who you are comes from what you do
- It isn't about a fat pay cheque
- It's about being happy and interested in your job ***which helps reduce work stress***
- It's enjoying weekdays as much as weekends

What encourages active work engagement OR Why shouldn't we enjoy work?

- Having fun at work is getting the opportunity to use your strengths every day.
- People who have the opportunity to use their strengths are 6 times as likely to be engaged in their jobs
- People who have the opportunity to use their strengths can work a full 40 hour week and not get burned out
- People who do not have the opportunity to use their strengths get burned out after just 20 hours of work per week

What's so dangerous about being disengaged at work?

- Being disengaged at work appears to be a leading indicator of a subsequent clinical diagnosis of depression
- When is work disengagement likely to occur?
  - If your manager ignores you, there is a 40% chance you will be actively disengaged
  - If your manager is at least paying attention – even if focusing on your weaknesses – there is a 22% chance you will be actively disengaged
  - If your manager is primary focusing on your strengths, there is a 1% chance you will be actively disengaged.

Three recommendations for boosting Career Wellbeing

1. Every day, use your strengths
2. Identify someone with a shared mission who encourages your growth. Spend more time with this person.
3. Opt into more social time with the people and teams you enjoy being around at work.