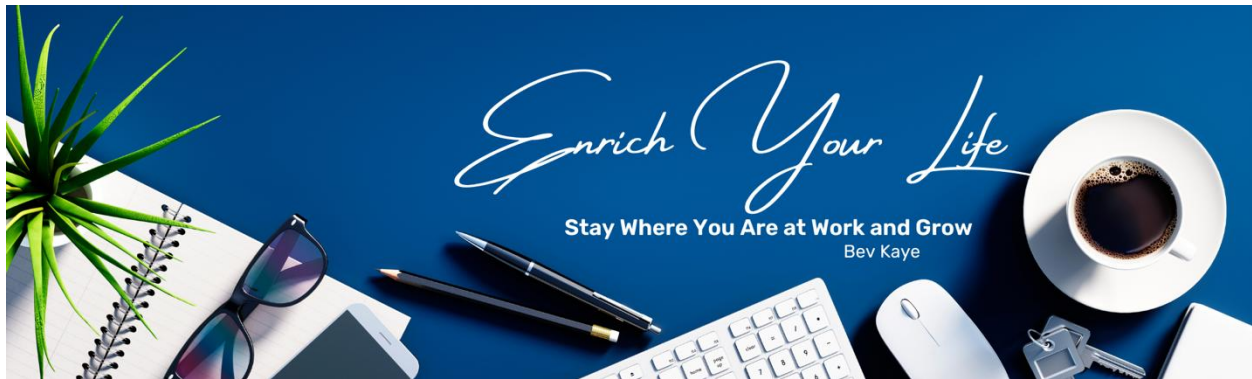


Enrich Your Life: Stay Where You Are at Work and Grow: for employees



FOR EMPLOYEES Part 1: Picture this: your first day on the job. Whether it's that dream job you've been putting on your vision board for 5 years or the job that conveniently took you in at a time of need, a job is a job. It's your first day and you're overwhelmed with emotion. Excited about the possibility? Nervous to screw it all up? This job is going to be where you spend most of your waking hours. Are you where you're supposed to be?

Fast forward to day 800 of your job. How's that excitement and prospect? Is it still there? If you're among the lucky few that feel just as excited about their job on day 800 as they did on day 1, then congrats! You're beating the statistics that say that over time, most people feel complacent and stagnant at work.

Let's put it simply- maybe you're just bored at work. You've learned how to complete your tasks as efficiently as possible and frankly, there's not much newness happening around you. Do you feel that something is missing? What happened to your energy? Have you started to wonder what else there might be? Have you started looking elsewhere to find meaningful work?

Unfortunately, it's the most talented and valuable employees that feel the most bored at work. You deserve stimulating work that challenges you to grow professionally and personally. Stagnant work, or simply put, boring work can lead to disengagement, meaning a loss in productivity, or even worse, talent loss.

Enrichment helps employees find the growth, challenge, excitement, and nuance that they seek without having to leave their companies. Job enrichment starts with a conversation between an employee and an employer.

Try these questions to open a conversation with your boss:

- How is growth for the company going? Are there any new developments that I can be a part of?
- What possible resources do you have for me to expand my skill set as it pertains to work?

We tend to forget that growing in place is a major mobility option. After having this conversation opener with your boss, consider looking around what's already accessible to leverage growth options. Look at what your coworkers are doing and see if you can offer a helping hand. Look at your managers and see if there is something that you have always wanted to take on. An opportunity can also be created for teaching something new to someone on your team.