



Beat the Blahs at Work

Studies show that up to 60 percent of workers experience lackluster enthusiasm. If this sound like you, lack of engagement is not only bad for business, but can put you at risk for being the first on the chopping block when cutbacks loom. Do you dread Monday mornings or have you grown to “hate” your job? Take charge of this syndrome because it is a health issue.

Pointing Fingers

With unemployment high and new jobs scarce, many workers choose to stay in jobs that they don't like. Others feel angry about cutbacks in benefits and opportunities, which affects their performance. Even more employees feel burnt out from taking on more responsibilities as their companies have become leaner and meaner.

Although difficult to accept, your attitude about your work is completely under your control. If you want to stay in a job where you no longer feel motivated, do yourself a favor and become more engaged. You'll be happier at work and will do a better job that will translate into higher productivity.

Engagement is the passion you have for your job as well as the affection you have for your coworkers and company. Becoming engaged translates into focus, energy, and commitment.

10 Engagement Grabbers

Here are 10 ways grab on to feeling more engaged at work. Remember, engagement is a process, so it will take some time and motivation on your part to become passionate about your job. Take small steps and you'll see improvement over time.

1. Critical #1 is making a decision to become engaged. This a decision to remove the “pain of dread” out of your life. By making a conscious choice to become more engaged you're electing to put your energies and focus into improvement.
2. Find something about what you do that is interesting and focus on it. It's there somewhere. The same goes for your organization and coworkers. Come out of the isolation closet and connect with others intellectually and socially at work. Don't wall yourself off. It will help you feel inspired.
3. Determine what you can control in your work life. You may feel like you are controlled completely by your boss or your company, but everyone has some measure of control. Find it. Focus on how to tailor your work experience to make it enjoyable.
4. Learn. Be willing to learn a new skill rather than looking at it as another thing you are being forced to do. You may find another niche that you like about your job or even a new career to explore.
5. Get out of your comfort zone. Try something new, especially if it's something you haven't been open to in the past. Challenging yourself increases engagement.
6. Contribute to the organization. When you work as part of the team, it helps you engage with your co-workers and the rest of the organization. Two heads are better than one, and collaboration fuels imagination and drive to succeed.
7. Focus on doing more than just a good job. Going above and beyond helps to keep you engaged.
8. Develop a positive attitude. One of the biggest factors affecting engagement is attitude. The more positive you feel about your job the better day you'll have at work. You are less likely to disengage if you focus on the positives rather than the negatives.
9. Offer suggestions. Nothing tells management that you care than offering your constructive opinions about how to make work more efficient. Offer to learn ways to make your department more productive.
10. Volunteer for leadership positions. Having a seat at the management table will help you feel like you are contributing, which is a huge part of engagement.

One last crucial suggestion is to surround yourself with positive people. Spend time with the other engaged employees at work. Their enthusiasm will rub off on you.