

How to positively shape your energy at work.

Love



Loathe

tailored.^o
thinking

Make work better.
Make better work.

Instructions.

Step 1

List out your main responsibilities in your job (10-15) on post-it notes (we understand you may have hundreds... but try and narrow it down for the purpose of this task).

Step 2

Grab your piece of paper and a copy the diagram on page 4 (draw it or print it out).

Step 3

Plot your post-it notes relative to how much time you spend doing them and how much they drain or give you energy.

Step 4

It's time to reflect! Page 5 will help you with this.

What you'll need:

Pen



Paper



Post it notes



Time



Drains Energy

Gives Energy

It's time to bring job crafting to life!

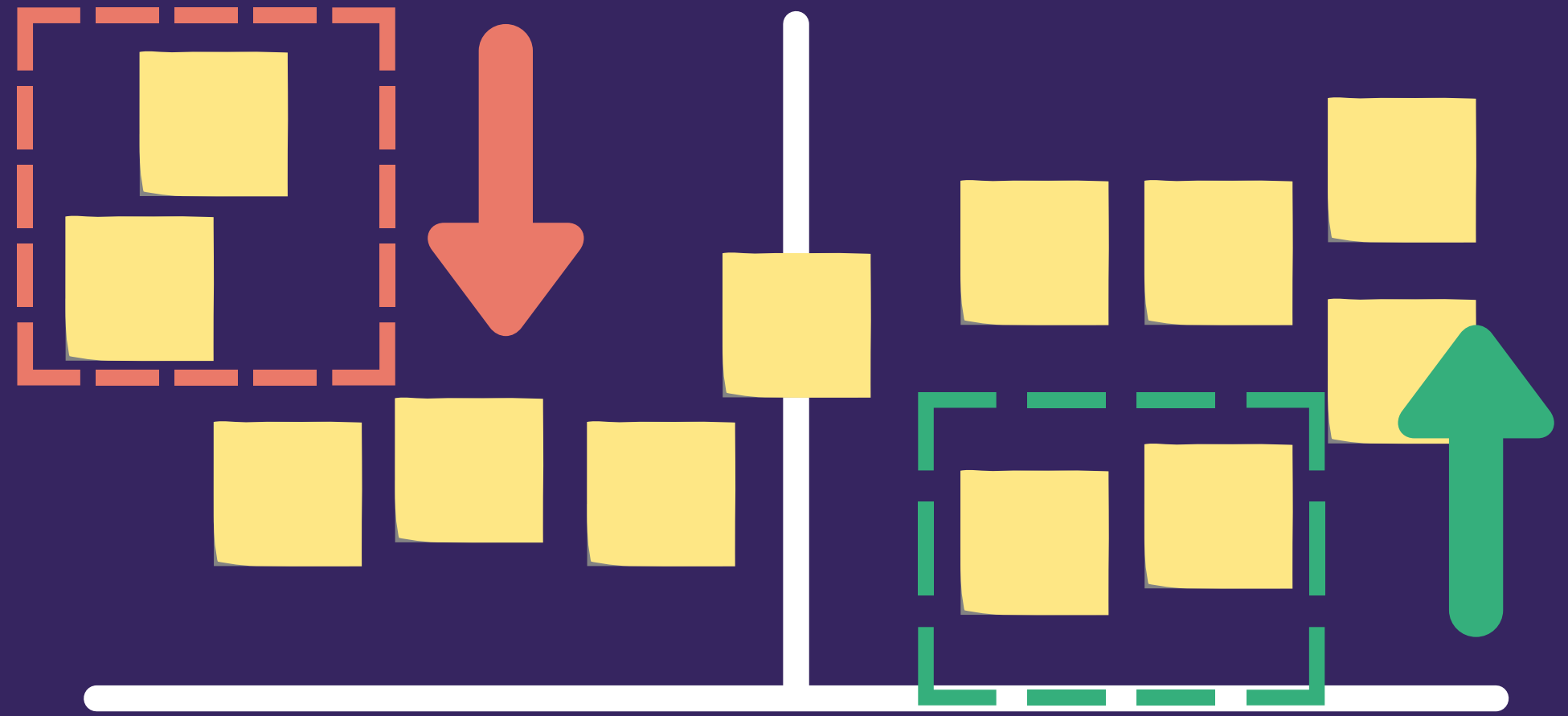
There are 2 areas we recommend you focus on.

Firstly, the area highlighted in **pink**. These are the tasks you spend lots of time on but you enjoy doing the least. How can you reframe, change or reduce these tasks?

For example, Rob shared in his talk that he finds presenting to people draining. Rob "purpose" crafts his job is by changing the way he thinks about this task. Rather than focussing on the act of speaking - something that makes him anxious - he thinks about the purpose and value of speaking which is sharing ideas that make our work and lives better.

Secondly, the area highlighted in **green**. These are the tasks you love and enjoy doing, but spend very little time on them. How can you spend more time growing or promoting these tasks?

For example, Rob shared the story of Paul in his talk who loved testing and trialling new software. He found ways to volunteer to do more of this in his role and ultimately it became a small, but permanent, element of his job. This is an example of task crafting - Paul changed and customised the tasks and activities of his job.





You can hear Rob Baker, Tailored Thinking's founder, talk about the love and loathe exercise in his [TEDx talk](#).



Make work better

Make better work

Tailored Thinking are a positive psychology, wellbeing and HR consultancy.

We support organisations to reach their highest levels of potential, bringing the best out of people, through training and collaborative consultancy and design.

And we are a friendly and curious bunch. So if you have any feedback or questions about this guide or other ideas to make work better then get in touch.

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