

Building a positive work environment



For most of us, work occupies a significant portion of our lives. In fact, it's estimated that on average, we will spend over a third of our life at work so it's important for our overall health and wellness that we find some happiness in our work life. However, in a 2022 survey, over 70% of Australians reported feeling unhappy at work in the previous year.

While factors like company culture and work-life balance significantly impact satisfaction, you also hold great power in shaping your own workplace happiness. Here are some tips to help you find satisfaction and fulfillment at work and make your work life more enjoyable.

1. Find out what fulfills you

Understand what intrinsically motivates you so that you can seek this in your work life. Perhaps it is projects that are intellectually stimulating, contributing to a meaningful cause or purpose, or creating meaningful working relationships. Whatever it is, once you have identified your core values, you can seek to align them with your work experience and achieve fulfillment.

2. Cultivate positive work habits

Develop routines that promote effectiveness and productivity in your day-to-day work. This might involve setting goals, prioritising tasks, structuring your workday for optimal focus and improving time management skills. These can all help you to manage your workload effectively and avoid unnecessary stress.

3. Seek growth opportunities

Stagnation can quickly lead to disengagement so seek out opportunities for professional and personal development. This will look different for everyone depending on your role and your goals but could include attending training, requesting to participate in or lead new projects, or taking part in a mentorship program (as either the mentee or mentor).

4. Create strong connections

Building strong relationships with colleagues can significantly increase workplace happiness. In fact, people who have strong work relationships are seven times more likely to be engaged at work. Building connections can take time and effort but you can forge strong relationships with your team by participating in social activities, actively listening and showing genuine interest in others.

5. Set boundaries for work-life balance

Avoid bringing work home unless absolutely necessary and resist the urge to check emails outside of work hours. Disconnecting allows you to recharge and improves your focus and productivity while you are working.

6. Prioritise self care

You've likely heard the expression "you can't pour from an empty cup". Taking care of yourself is essential for overall happiness and to enable you to be focused and productive at work. Prioritise things that bring you joy, activities that help you manage stress or relax and healthy habits like regular exercise, balanced meals, and sufficient sleep.

Get support when you need it

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