

Juicy Work Workshop

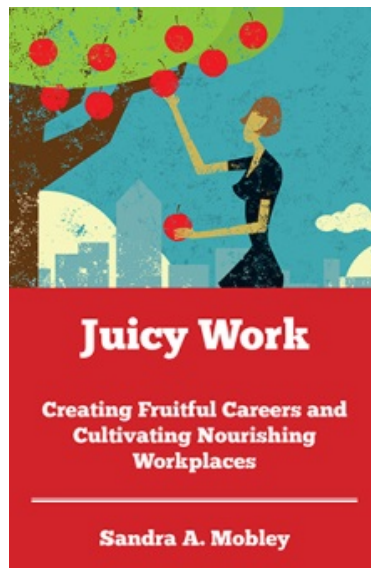
With Sandy Mobley

Author

Keynote Speaker

Executive Coach

CEO



Today's Objectives

- Present strategies to make your current work better
- Provide methods to engage your staff in embracing their career development
- Offer steps you can take at 9:35 to move you closer to workplace joy and productivity

Juicy Work

What could be better?



Problem

Dread going to work?



Why do a job you hate?



Feed the
Family

Role
Expectations



I owe, I owe . . .
So off to work I go

What is the cost?

Disengaged employees outnumber engaged employees by 2-1!

Actively disengaged	24%
Not engaged	63%
Engaged	13%

Source: State of Global Workplace by Gallup Organization
180 Million employees in 142 countries

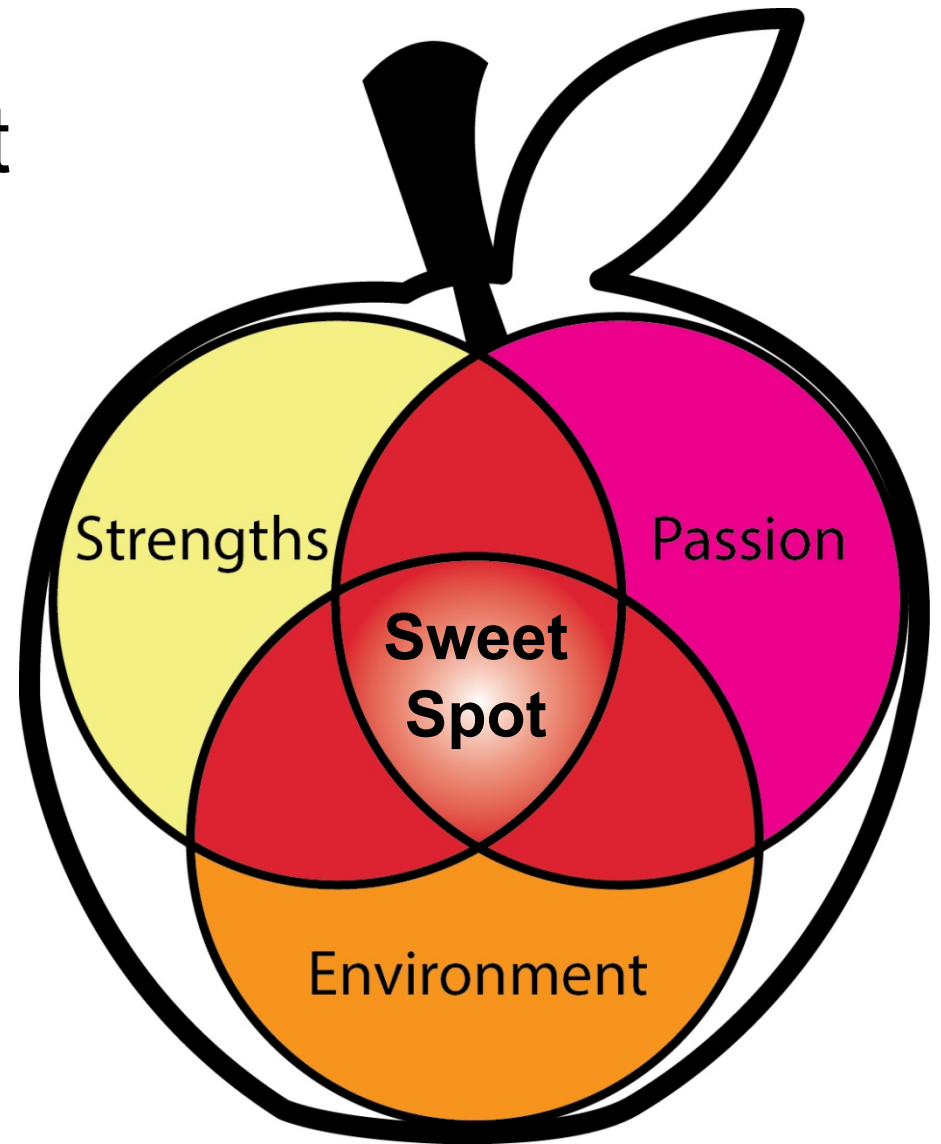


Work

Not a life sentence,
without parole.

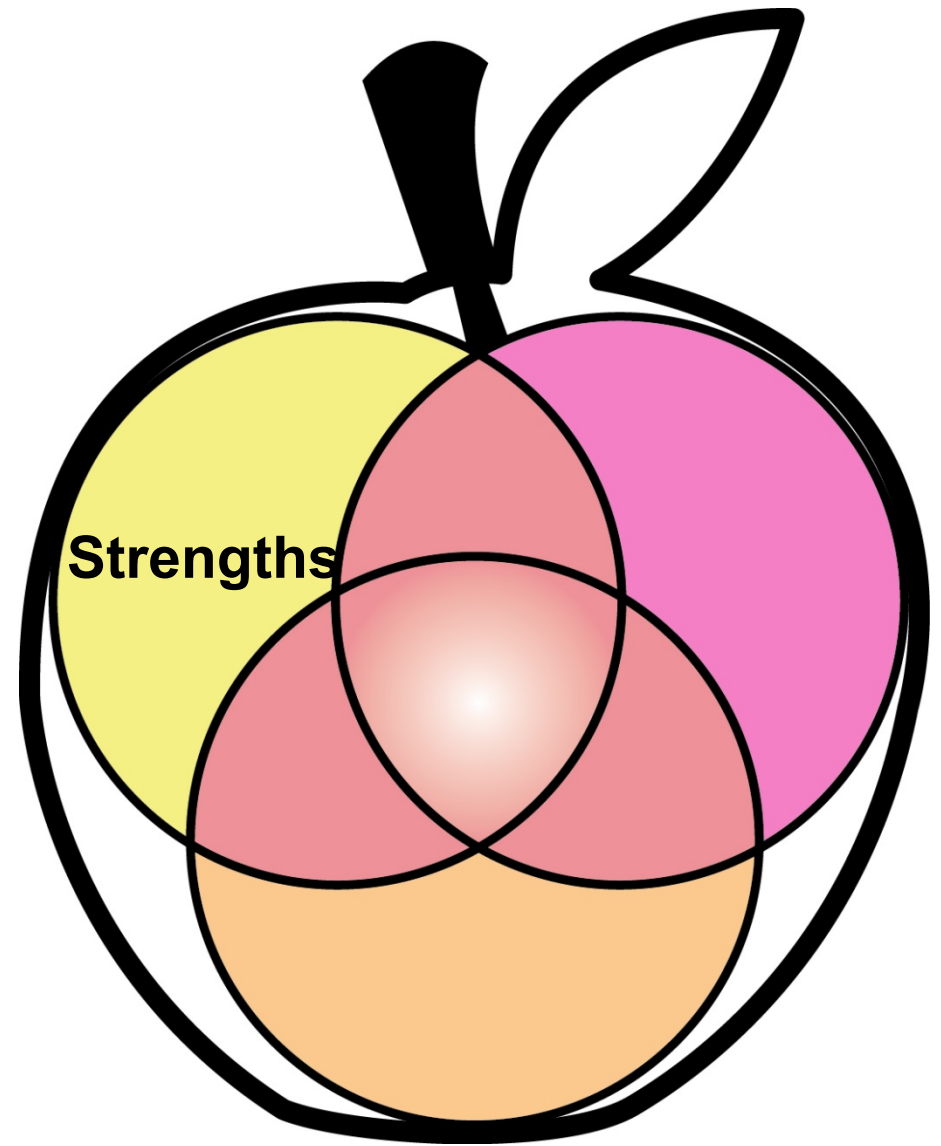
Solution

Find the sweet spot



Strengths

things that come
easily...



Strengths

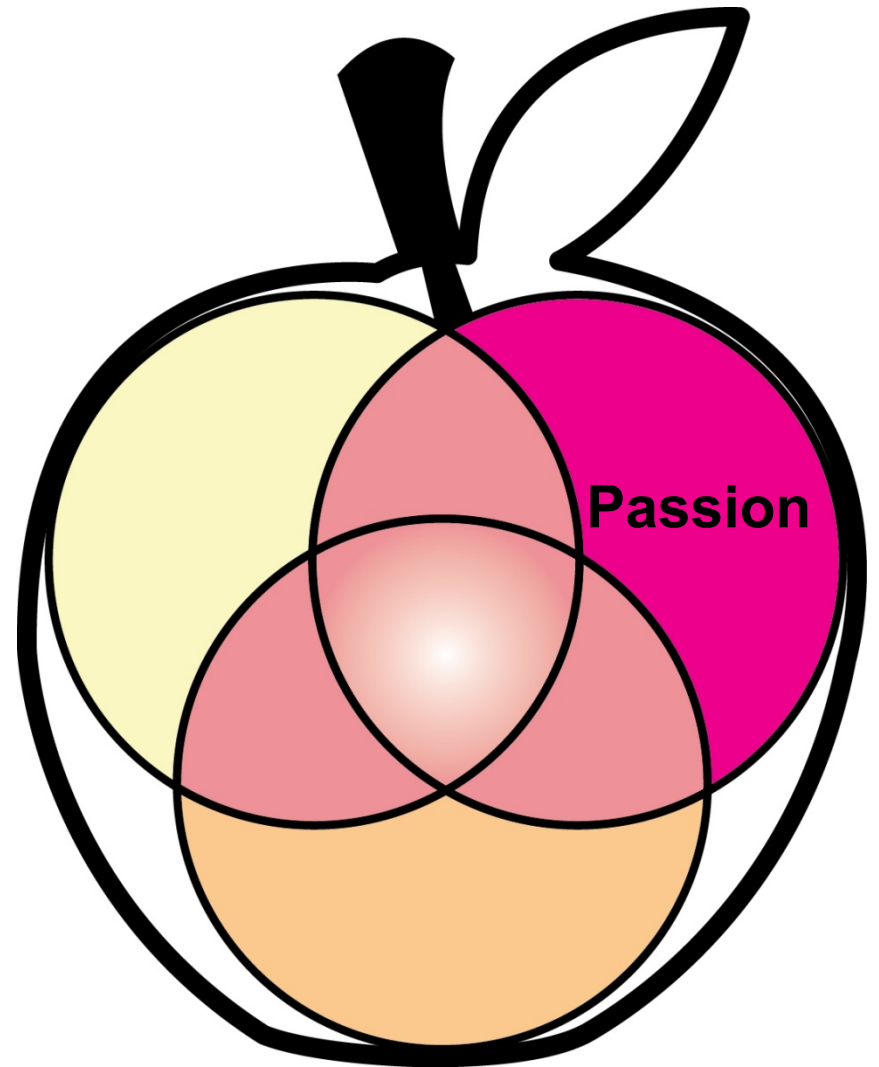
- Things you do really well
- What you consistently are praised for
- What you love to do

Ways to Find your Strengths?

- Ask friends/colleagues what are your top 3-5 strengths
- Read old performance evaluations
- Take StrengthsFinder assessment from book *StrengthsFinder 2.0* by Tom Rath

Passion

Your heart connection



Childhood

the root of Juicy Work



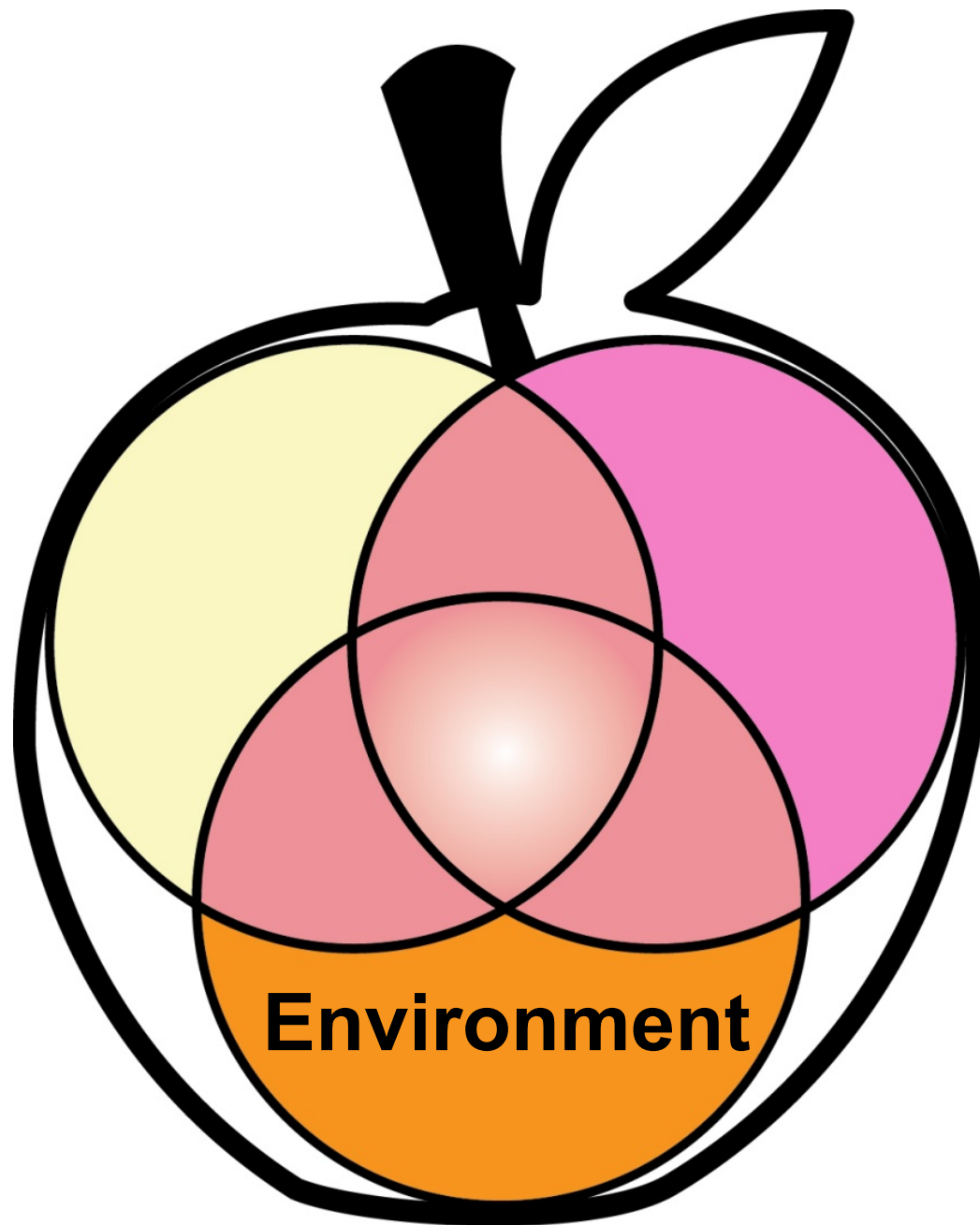
If work matters....money is less
important, but...

If you hate the work...
they can't pay you enough.



How to find Passions

- Ask yourself, if money were no object, what would I do?
- What did you do as a child?
- What plays to your values?



The right environment is critical.






Ted's Story . . .

Do you fit?



Take Environmental Scan

Environmental Fitness Scan

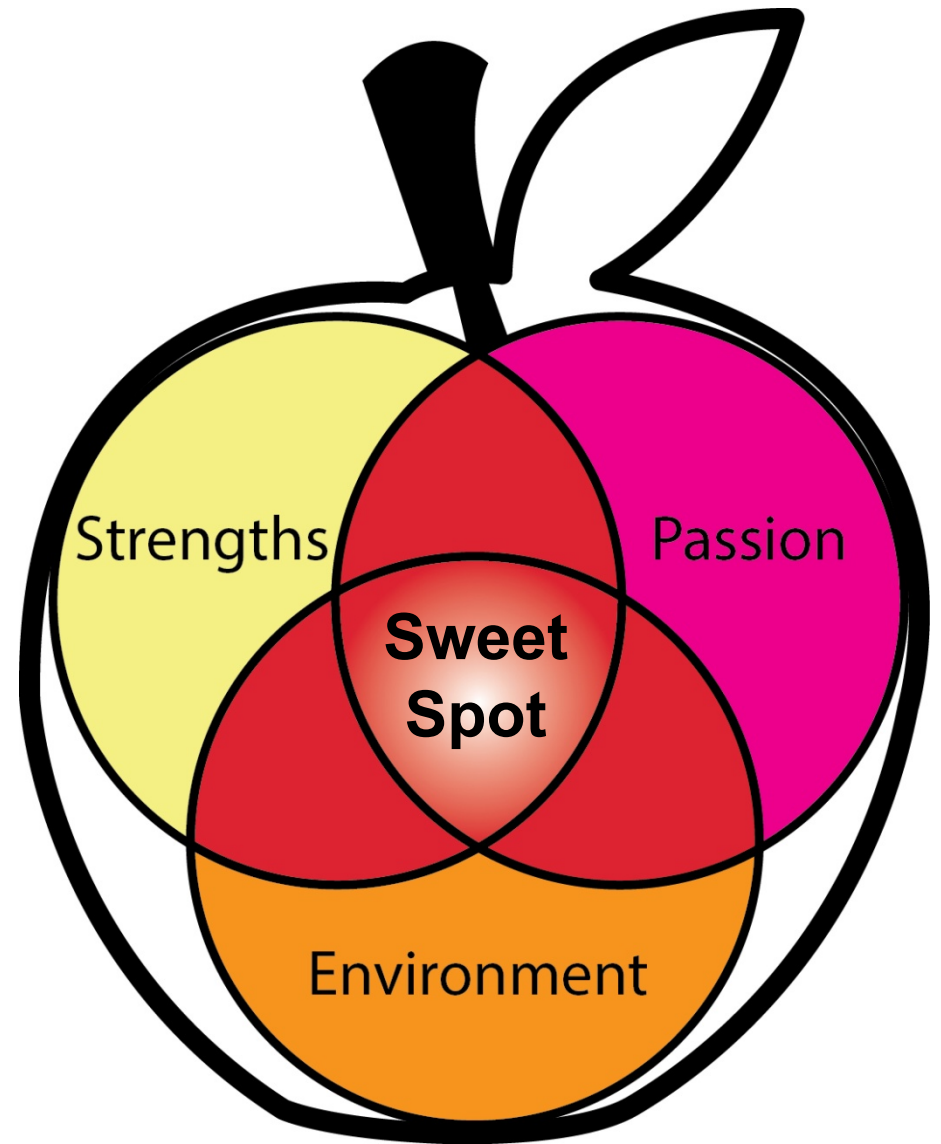


Thinking about all the aspects of the workplace, make notes of what you prefer. Let these stimulate other ideas and make notes of what is important to you.

Pace:	Relaxed	Busy	Frenetic
Culture:	Critical Fearful	Supportive Creative	Learning Improvement oriented
Leadership	Admirable Development focused	Profit focused Sets high bar	
Direct Supervisor:	Visionary Supportive	Detail Oriented Insecure Volatile	Developer Critical Calm
Co-Workers:	Team players Quality oriented High Emotional Intelligence Diverse	Competitive High IQ Young Similar to you	Social Old
Clients/Customers:	Partners Challenging	Critical Unaware	Appreciative
Decision Making Authority:	Autonomy Commensurate with responsibility	Very little	
What organization does:	Make products	Provide services	
How you work:	Alone Choices to work alone or with others	On teams	
Noise level:	Quiet	Energetic	Loud
Risk profile:	High	Moderate	Low Able to choose
Security:	High (Tenured)	Moderate	Low (Up or Out)
Values:	Recognition Aesthetics	Power Fun	Affiliation Technology
Type of work:	Detail oriented	Analytical Teaching/Mentoring	Creative

When You Have All 3

The sweet spot



A vibrant blue sky filled with fluffy white clouds. A bright sunburst effect emanates from the left side, with rays of light spreading across the sky. The word "Heaven" is written in a bold, red, sans-serif font in the center of the image.

Heaven

Worthy Goals

- We spend more time at work than anywhere else, shouldn't we make it juicier for ourselves and others?
- Wouldn't you like to be the architect of your career and not leave it to chance?

Steps to Juicy Work

Is Not



Is



Ways to get Juicy Work

- Create it
- Crab toward it
- Dream it



Tom Before

Tap in to Joy

- What parts of your job do you love?
- What parts don't you like?
- What would an ideal job be like?
- Ask for it!

Tom After



If you can't CREATE a job...
CRAB towards it.



Goldilocks was the
first crabber ...



Susan's Story . . .



Dream it



Jeff Before



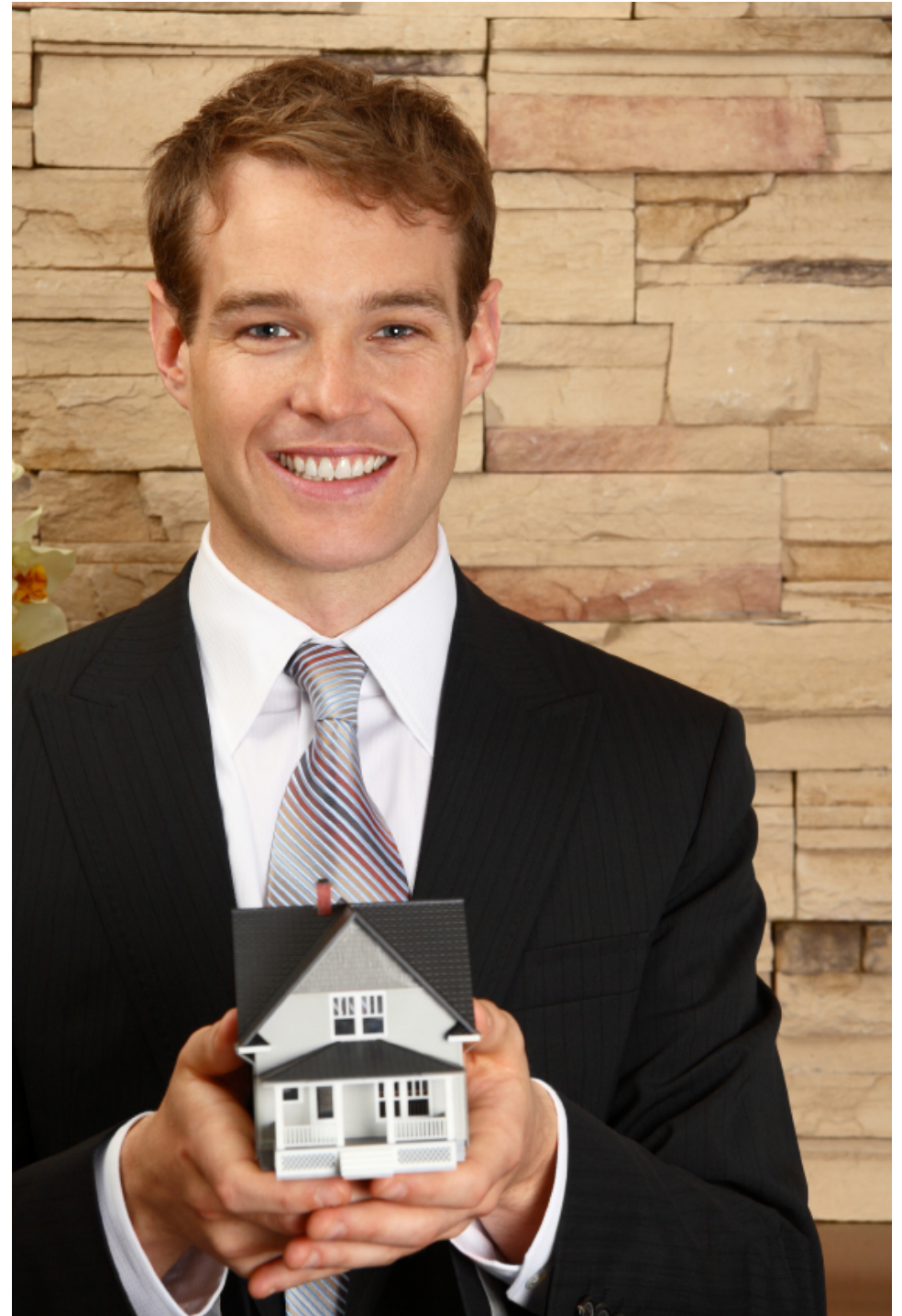
It may seem risky...



Stuck and Afraid

- Try before you buy
- Assess the real risk
- What's the risk of not risking?
- Set yourself up for success

Jeff After



Tell Your Story - Elevator Speech

- What I do and why it matters
- What I want help with
- Don't be afraid to ask for help

Build your Confidence

- Re-tell your career highs
- Practice centering
- Be open and curious about the other person
- Ask for feedback

My Story . . .



Timeline

Juicy Work



Soft skills for consultants

McKinsey&Company

Start up learning
and development



Large scale change and
executive development



Programmer/
IT manager

Methods to Nurture a Juicy Workplace

- Help people recognize their strengths
- Look for work that fits your employees' strengths
- Encourage staff to develop career plans and hold career discussions with them
- Minimize Drama and Trauma in the workplace

Skills to Minimize Workplace Noise

- Center
- Q-Tip
- Do a GAP analysis everyday
 - What am I **Grateful** for today?
 - What recent **Accomplishment** feels good?
 - What have I done that I am **Proud** of?

Commit to Juicy Work



Create it



Crab towards it

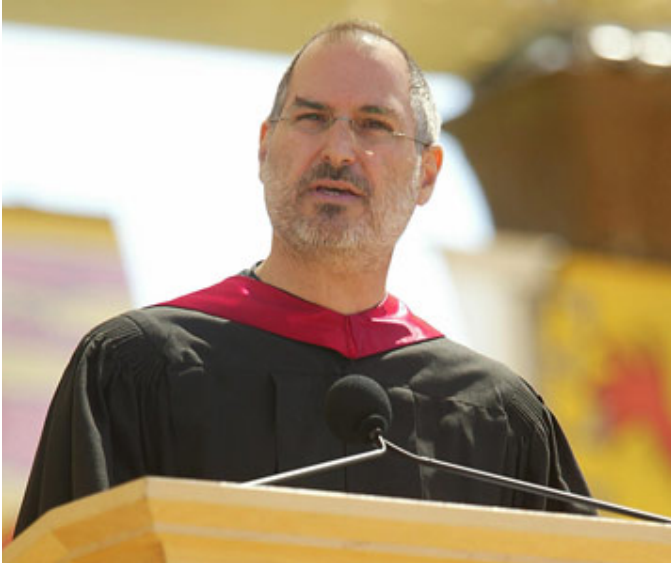
Dream it



Commit to making your job juicer –
whether you craft it, crab toward it, or
dream it.

And for the lucky ones who already have
Juicy Work, help create a workplace
where others can have juicy work.

Final Thoughts



Think about Steve Jobs – he loved his work and created a new way for people to engage with computers.

At a commencement exercise at Stanford, he passionately declared to the graduates, “Life is too short to do work you don’t love.”

Thank you

A copy of this presentation can be downloaded
from my website.

www.LearningAdvantageInc.com

