

Member's Quarterly

Winter 2023 Edition

Perspective

Is It Time for a Change at Work?

Think before you jump



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The easiest thing in the world is to get stuck in a rut at work. That is great if it is a nice comfortable groove. However, if you find yourself constantly unhappy, irritated or angry, then you need to look at what's going on. Maybe it is time for a change.

Here are a few signs that you should consider. The first one is that you think about what is bugging you at work all the time. You may be fantasizing or daydreaming that you are not there anymore or obsessing over the problem.

Warning signs that you need a change

You daydream about being somewhere else, having another job or having a different life. Those day-dreams turn into complaining about what you don't have to your family, friends and potentially some of your colleagues.

You alternate between being bored and overwhelmed. Being overwhelmed is actually the easy part. You have some options here that include delegating or asking for help. Boredom at work is an indication that the job now holds little interest for you. So why are you still there?

You do not feel supported or valued. If you are in a job where you feel you are sinking and no one will throw you a life jacket, then you are in trouble. If you feel you are undervalued or unappreciated, that is not good either. We all need certain things from work and you're obviously not receiving these things

What to do next

So now you have assessed that you are in trouble. What happens next? You could decide to leave but you somewhat like a few things about the career you've built. You really don't want to start all over again. Here are a few tips to think about instead of throwing in the towel on your current job.

Take a close look in the mirror

Where does the actual problem lie? Is it you or is it them? Perhaps you have stuff going on in your life that is affecting your job or your performance at work. Could it be the other way around? This is an important distinction because you want to be happy. Taking the action to move on won't help if you are the problem; you will just carry the problem with you wherever you go. You should also consider what has changed since you became dissatisfied at work. Have they changed or was it you and your attitude or approach?

Any change is good

When you are unhappy or stuck, almost any change, large or small, will move you towards a better place. Can you shift, transfer or move around in the organization where you work now and would that make a difference? Can your job be redesigned or refocused to make it more interesting and appealing to you? You can also change the way you work by doing certain things in different ways or at different times of day. Consider saving some enjoyable tasks for the afternoon when you often feel low. Do the tasks you dislike first and get them out of the way, same as you would do with a particular vegetable you don't like.

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Like the ones you're with

Maybe there are some people with whom you simply cannot get along. Can you move away from them physically and/or emotionally? We may have to work with some people because they are on the same team or in the same department, but if they are people who make your job or your life unpleasant, reduce all nonessential contact. Utilize your time and energy at work and in the social interactions around the workplace with people whom you enjoy and who bring you positive energy. Some of them may even be able to help you with your work by giving you advice and suggestions. Even if they do not give you the right insights, you're still likely to go home happier after being around them.

Turn down the whine volume

No one wants to hear you complain about work-not at work and not at home. You may be tired of hearing yourself whine about it. This advice is particularly relevant when it comes to your colleagues at work. Complaints that are made in confidence in one area may show up again in another area high above you. Keep in mind how you feel when you listen to the constant complainer at work. It makes you feel bad too. Excessive whining brings everyone down and achieves little but giving you a headache to go along with your other problems.

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