



GOOD WORK IS GOOD FOR US ALL

Jacqui Burke, of Flourishing People, explains how making sure employees have meaningful working lives can help everyone in a company

The recent Taylor Review of Modern Working Practices was widely reported in the press for comments about the changing nature of the employer/employee relationship with the rise of the so-called 'gig economy'.

An aspect of the report that wasn't so widely mentioned was the conclusion that "The shape and content of work, and individual health and well-being are strongly related." This conclusion echoes research that indicates that cancer patients who are able to return to work following their treatment experience better outcomes as a cancer survivor. For many people, the work that they do is a source of self esteem and identity that is essential to our sense of well-being and ultimately our health.

So why does this matter to employers?

There is considerable evidence that employees who are able to undertake meaningful work in a way that meets their personal needs are likely to take less time off sick, experience lower stress, engage more fully with their employer and ultimately perform more effectively.

My three top tips about actions that employers can take in order to provide what the Taylor Report describes as "good work" are as follows:

Make work meaningful:

Give your staff a sense of how what they do matters. It doesn't matter how lowly or menial a role is, every role serves a purpose. It may be an urban myth, but the story of the cleaner at NASA responding to the question "What's your role here?" with "I'm helping to put a man on the moon" is a good story. Have regular conversations with your staff about your business, what it's seeking to achieve and how they contribute towards those goals. This helps each staff member to feel that they fit in and have a part to play.

Responsibility and control:

One of the key causes of stress and dis-satisfaction in the workplace is a sense of having no control. Giving each staff member something that they are held responsible for creates a sense of empowerment and generally increases their commitment

to the role. It also makes them feel valued. By delegating a responsibility to them, you are in effect saying "I trust you to do this". This is a very powerful message that builds self esteem.

Show appreciation:

We all need the approval of other people to make us feel good about ourselves so regular feedback and praise are essential for every staff member. And remember, a simple "thank you" goes a long way.

The Taylor Review: <https://www.gov.uk/government/publications/good-work-the-taylor-review-of-modern-working-practices>

Flourishing People provide advice for businesses on HR and people management, including employee engagement and motivation.

MORE INFORMATION

Flourishing People
07770 477688
www.flourishingpeople.co.uk