

How do I want to spend my time?

Everyday you can choose the conversation around work. "Let me tell you how I did something amazing today," rather than, "let me tell you how crappy it is to go to work today."

Focus on getting a good job, or focus on making your job good.

You can change the conversation around work.

**WORK HARD.
HAVE FUN.
CHOOSE KIND.
BE PRESENT.**

Let's Make Work Better

Dr. Theresa Glomb, 2015, University of Minnesota / TEDxUMN
<https://www.youtube.com/watch?v=oCYeEt94EMc>

Research Summary

Good things happen at work 3-5 times more often than bad things, but bad things have an effect that is 5-10 times more impactful.

Our tendency is to focus on the bad. But research suggests there are three ways to turn that around:

1. Reflect on the good things at the end of the day. Write down three things that happened during the day and think about why they happened. When employees consistently focus on positives at work, less time is spent discussing negative events.
2. One of the key drivers of being happy at work is making meaningful progress on work tasks. What about our environment is contributing to this vs. blocking our progress toward meaningful work?
 - ◆ Constantly switching between projects is not allowing meaningful progress. We need to unit-task, instead of multi-task. We need to focus on 'Intention Management', and not 'Time Management'.
 - ◆ Park downhill....prepare yourself and your workload so you can begin with ease on a work day and have bursts of unit-tasking.
 - ◆ Most often it's not that work stinks...what stinks is that you cannot actually do your work.
3. Helping others repair a bad mood at work (and at home).
 - ◆ Workers in a negative mood were quickly shifted to a good mood when they felt they were helpful to others, and really connect with others.
 - ◆ Taking the time to do this increases overall well-being.
 - ◆ Helping others will help ourselves as well.

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