



Job Crafting as a Career Management Strategy

Career Planning for Employees

What is job crafting?

Job crafting is a way to put a personal touch on your job to incorporate your values, strengths, and passions. Job crafting can be done in a variety of ways:

- Physically
 - Adding tasks or projects that you find meaningful
 - Emphasizing more meaningful and enjoyable tasks by giving them more time and energy
 - Redesigning tasks to add a component that better fits your values or strengths
 - Example: “I take on as much event planning as I can, even though it wasn’t originally part of my job. I do it because I enjoy it, and I’m good at it. I have become the go-to person for event planning, and I like my job much more because of it.” – *Marketing Coordinator* (Berg, Dutton, & Wrzesniewski, 2007)
- Cognitively
 - Expanding your perceptions of your job to view it as a whole, rather than a set of separate and isolated tasks
 - Focusing your perceptions of your job on what you find meaningful – i.e. reminding yourself that each task is helping you achieve a valued final outcome
 - Example: “Music is a very important part of my life... I often liken teaching to being a musician when I’m in front of a classroom, I put on my performance face. It’s the same way with music. I remember when I was performing with my rock band and the high I got from playing in front of people was very similar to the high I get from performing teaching in front of students.” – *University Lecturer* (Berg, Dutton, & Wrzesniewski, 2007)
- Relationally
 - Building relationships with others who encourage and empower you
 - Reframing or adapting current relationships so that you put into them what you would like to get of them
 - Example: “When I first came here, we started using the new higher-speed equipment. Then lots of new guys came in. So I started helping them learn the job. Now it’s just expected that I train the new guys. I did this in my previous job, so I have experience with it, and I like it because I’m able to help and work with guys from different backgrounds.” – *Maintenance Technician* (Berg, Dutton, & Wrzesniewski, 2007)

Why should you job craft?

Job crafting can increase the meaning, satisfaction, and enjoyment of your job. It can also increase your performance because you are doing more of what you like to do. It can be a great development tool as well, which makes it an effective career management strategy.

How do you job craft?

- Step 1: Decide what you want to change to achieve your “ideal” job
 - Task content
 - Consider which tasks you enjoy doing and which ones you dread
 - Consider what kind of tasks would play on your individual strengths and interests
 - Relationships
 - Create ways to have more satisfying interactions with coworkers/employers
 - Purpose
 - Redefine your existing job to more accurately reflect your values and what you perceive as “real impact”
- Step 2: Evaluate how the change will impact you and your work environment
 - Job crafting needs to result in a win-win situation for you and the organization
- Step 3: Act to put positive changes in place
- Step 4: Check on progress, adjust, and continue

Resources and Links

- [Manage Yourself: Turn the Job You Have into the Job You Want](#)
- [Job Crafting: Shaping Your Job to Fit You Better](#)
- [Want to be Happier at Work? Learn How from These "Job Crafters"](#)