

Job Crafting

Amy Wrzesniewski and her co-authors describe job crafting as, "the process of employees redefining and reimagining their job designs in personally meaningful ways."

<https://blog.hubspot.com/marketing/job-crafting-meaningful-work>

IS JOB CRAFTING NEW?

Two researchers, Amy Wrzniewski and Jane Dutton, coined Job crafting in 2011 but the benefits of people proactively shaping and redesigning their roles have been around for a long time.

HOW CAN YOU JOB CRAFT?

There are 3 main ways that people tend to job craft:

task crafting – tangibly changing aspects of how we undertake our work including designing, adding or removing tasks.

relational crafting – shaping how we relate and engage with others, including building and adapting our relationship with co-workers.

cognitive / perception /purpose crafting -reframing how we think about our work in general including the value and significance it brings to us personally and others.

<https://engageforsuccess.org/culture-and-working-environment/job-crafting/>

Additional ways to job craft:

There are 2 more ways that people tend to job craft:

skill crafting - developing, refining and focusing on new skills.

wellbeing crafting - boosting our physical and mental health through the work we do.

In addition to these core approaches, organizations are exploring how job crafting can be used to help with growth, personal development and career progression.

<https://tailoredthinking.co.uk/jobcrafting>



Rachel Newton MTC CBCC MQT
Integrative Career Counsellor & Coach

Additional Resources

<https://positivepsychology.com/job-crafting/>

<https://positiveorgs.bus.umich.edu/wp-content/uploads/What-is-Job-Crafting-and-Why-Does-it-Matter1.pdf>

<https://hbr.org/2010/06/managing-yourself-turn-the-job-you-have-into-the-job-you-want>

https://www.youtube.com/watch?v=C_igfnctYjA

Job Crafting Activity:

Discuss your thoughts on job crafting as a concept and if you feel it can help you be more engaged at work, how would you implement it?