

4 Things You Can Do Right Now To Increase Your Fulfillment At Work

1

Clarify What Really Matters to You

Why it works: Misalignment between your values and your job is one of the biggest drivers of dissatisfaction. How to do it:

- Ask yourself: What energizes me at work? What drains me?
- List your top 4 values (e.g., autonomy, impact, recognition, creativity, flexibility).
- Start aligning your daily work or job goals to what energizes you and to your values—even small shifts help.
- Find where you can reduce the time spent on the parts of your job that drain you. Again, small shifts can make a big difference.

Have a Candid Conversation With Your Manager (or Yourself if You're the Boss)

Why it works: People often underestimate how much can change by just asking for what they need. How to do it:

- Think: What one change would make work more enjoyable right now?
- Could be clearer expectations, different tasks, more feedback, less busywork, more stretch opportunities.
- Bring it up tactfully, with a collaborative tone. Most managers want you to feel engaged.

2

3

Add One Thing Each Week That Brings You Joy or Growth

Why it works: Injecting purpose, fun, or learning—even in small doses—creates momentum and rewires your brain toward positivity at work. How to do it:

- Examples: connect with a coworker you like, join a project that excites you, spend 20 mins a week learning a new skill, mentor someone.
- Treat it like an investment in your well-being, not a luxury.

4

Focus on What You Can Control

Why it works: Fixating on what's out of your hands (bad leadership, policies, coworkers) drains energy and motivation. How to do it:

- Shift attention to what's within your influence: your mindset, how you respond, how you spend your time, and what boundaries you set.
- Ask: What's one thing I can do today to improve how I feel at work—regardless of anyone else?
- Practice mental reframing—catch negative spirals and reframe the narrative (e.g., “They never listen” → “I can still advocate for what matters to me”).
- Build habits that support resilience: take breaks when needed, prioritize sleep, move your body, and protect time for things that refill your energy tank.