

Career Coaching Feeling Valued at Work?

My boss doesn't appreciate what I do. I am not getting paid enough. My colleague gets better work assignments than I do.

Any of these thoughts ever go through your head?

Feeling cared for by your supervisor has a more significant impact on people's sense of trust and safety. Employees who say they have more supportive supervisors are 67 % more engaged.

Do you need a value reboot? Here are five things that you could do.

1. Remind yourself of the good job you do. Then remind others.

Those emails you receive from clients who say they "couldn't have done it without you," or from your supervisor, who mentions in a meeting what an integral asset you were? Keep a file for yourself, where you retain the positive messages you've received from clients and colleagues. Read through it when you need a boost.

2. Toot your own horn.

Women in particular sometimes have a hard time speaking up in meetings, or correcting others who take recognition for their work. By not seeking the spotlight we deserve we pay the price in terms of how others perceive us and the value we bring.

3. Assess what would make you feel valued.

It's different things for different people so you have to determine what your currency is:

Is it a flexible work environment? Are you willing to give up some percentage of your salary for more flexibility at work.

More support? Having an assistant to delegate tasks to can make your time at work feel more efficient.



More public acknowledgement? Donald Peterson, former chairman of Ford Motor Company, once said the most important ten minutes of his day were spent boosting the people around him.

More money? Feeling you are being paid adequately can make up for a host of other job issues. Know how much your position should pay, and tie your request to concrete results.

4. Set up an appointment with your supervisor to discuss changes you need to see. Set a meeting and go armed with background on your

value to the team – concrete figures of your recent contributions. This will make your supervisor see the business case for meeting your needs.

5. Take care of yourself.

Most full time workers spend at least a third of their life at work – so it's surely an important part of who we are. But, we also spend 2/3 of our lives not at work. So even when you are dealing with workplace stress, or the feeling of being undervalued, don't let that bleed into your relationships or cause you to neglect the parts of your life that can make you feel more positive.

Make sure you take regular breaks at work. Spend time with family and friends. Make plans for something to look forward to.

Sometimes getting out of the office on a Monday night for a yoga class with a friend, heading out for a hike on a Saturday or a weekend getaway every other month is just what you need. Having something to anticipate can add balance to your life.

The bottom line? No professional should feel undervalued. Taking steps to remedy the issue – and reminding yourself of your own great qualities in the meantime, can make your workplace one where you get the credit you deserve.

Article taken from <http://www.theglasshammer.com/>

Career Coaching

- Are you feeling overwhelmed and need support and direction?
- Do you have a challenging work situation and not sure where to go with it?
- Do you want a successful, sustainable and satisfying career?

Working with a Professional Coach could be the support you need to get you to a better and more fulfilling career. Contact me for an initial FREE 30 minute consultation. *All conversations confidential*

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