Exercise 3 - Applying Strengths to Job Role at Team Level

The purpose of job crafting is to align motivations, strengths and passions with day to day duties with the overall aim of tapping into and utilising the strengths, motivations and passions of staff as can be seen in figure 1.

**Figure 1: Job Crafting**

- **Formal Job Design**
  - Task list; One size fits all

- How it is actually done

- **Job Crafting**
  - Aligning to strengths / motivations / values
1. Complete job crafting exercise 1:1 with each team member

Who is it for: Each Team Member (1:1)
Time: 1 hour
Tools required: Outcome of strengths exercise (exercise 1 or 2), post it notes

Instructions for use:
   a. Understanding The Now
      Invite employee to write three tasks for each of the following categories on separate post it notes and place them in view in front of them:
      - Most time and energy
      - Moderate time and energy
      - Least time and energy

      Ask employee to write on post it notes (one on each) each of the below and place in view in front of them:
      - Three strengths
      - Three motives
      - Three passions

   b. Post Job Crafting Tasks
      Using the tasks, strengths, motives and passions, invite the employee to create patterns / groupings with the tasks. Encourage the employee to create meaningful patterns and to discuss their groupings.

      Once they have grouped the activities together ask the employee to write an overarching title that best encapsulates the group. Use this to form objectives / activities for the week / month ahead.

2. Complete job crafting exercise as a team

Who is it for: The team
Time: 1 hour
Tools required: Outcome of strengths exercise (exercise 1 or 2) and outcome of job crafting

Instructions for use:
   a. Complete the activity as above with the team.
      NB. Ask the employees to include the activities from the one to one job crafting exercises as well as the team objectives.

      When creating the “Post Job Crafting Tasks” ask the team to discuss the following questions.
      - What resources might be needed? What can be achieved without them? What can be achieved with them?
      - What relationships are needed to help meet the outcome? What would be achieved without it? What could be achieved with it?
      - What is the overall purpose of the grouping? How does it fit with team objectives / priorities?