

Thriving at work



The idea of ‘thriving at work’ is gaining momentum. When someone is thriving, they can be seen to be growing and learning, making a contribution and feeling energetic and enthusiastic about it.

Thriving is a state where talent is freed, and people are able to work at (or towards) their personal best.

However, people are not always thriving. Too much stretch without enough energy or enthusiasm can create a stress response, too little learning or stretch, can mean that people stall – and no enthusiasm or learning can mean that people withdraw.

Sometimes people make a conscious choice not to be thriving. For example, you may choose less stretch for a time if you have lots of other life demands – in which case, it is maintaining; you may decide that you will invest lots of time in learning, ready for future opportunities – in which case you are trading. You may also decide that you just need the money and accept that there is little satisfaction – in which case you are simply transacting.

Are you thriving at work?