

The Happy Work Blueprint™



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The Happy Work Blueprint™ identifies your personal success criteria. You can use this as a compass to lead you to happy at work. I like to have my clients complete this at the end of their coaching sessions with me, as a summary of our work together. Refer to my completed Blueprint for some guidelines on how to complete yours.

My definition of success:

How do you define success? Think about what you really need in your life, not what you feel pressured to want or have been told you should have. When you are clear about how you define success you can quickly correct your course if you steer off track.

Find a picture that represents success to you. Place it here on your Happy Work Blueprint.

Motivations:

What motivates you at work? What do you really want as an inner reward for doing your work? Motivators change based on your life stage. Get clear on what motivates you at this stage in your life. Edgar Schein identified these eight motivators that people organize their careers around. What are your top three?

1. Technical/Functional competence

This kind of person likes being good at something and will work to become a guru or expert. They like to be challenged and then use their skill to meet the challenge, doing the job properly and better than almost anyone else.

2. General Managerial competence

Unlike technical/functional people, these folks want to be managers (and not just to get more money, although this may be used as a metric of success). They like problem-solving and dealing with other people. They thrive on responsibility. To be successful, they also need emotional competence.

3. Autonomy/Independence

These people have a primary need to work under their own rules and steam. They avoid standards and prefer to work alone.

4. Security/Stability

Security-focused people seek stability and continuity as a primary factor of their lives. They avoid risks and are generally 'lifers' in their job.

The Happy Work Blueprint™



5. Entrepreneurial Creativity

These folks like to invent things, be creative and, most of all, to run their own businesses. They differ from those who seek autonomy in that they will share the workload. They find ownership very important. They easily get bored. Wealth, for them, is a sign of success.

6. Service/Dedication to a cause

Service-oriented people are driven by how they can help other people more than using their talents (which may fall in other areas). They may well work in public services or in sectors such as Human Resources.

7. Pure Challenge

These people are driven by challenge and seek constant stimulation and difficult problems that they can tackle. Such people will change jobs when the current one gets boring and their career can be very varied.

8. Lifestyle

Those who are focused first on lifestyle look at their whole pattern of living. They not so much balance work and life as integrate it. They may even take long periods off work in which to indulge in passions such as sailing or traveling.

Reference: Schein, Edgar H, (1990). Career Anchors (discovering your real values), Jossey-Bass Pfeiffer, San Francisco

Choose your top three motivators.

I need to remain congruent with the following values and motivators in my life:

1. _____
2. _____
3. _____

Personality Preference Needs:

We all have innate preferences; whether we are energized by people and activity or by our thoughts and reflections; how we take in information, through observing the details or by looking at the big picture; how we make decisions, logically and impartially or by relying on our own personal values and how we approach our lives, in an ordered structured way or with flexibility and spontaneity. When we respect our natural personality preferences we have a greater chance for happy. These preferences can be identified using a tool like the Myers Briggs Type Indicator, or insightful questioning and honest responses. A summary of the 4 different needs based on personality needs follow:

- 1. Need for personal growth, authenticity, connection and relationships.**
- 2. Need for belonging, structure, order and responsibility.**
- 3. Need for competence, learning, excellence or knowledge.**
- 4. Need for freedom, flexibility, action and performance.**

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Review the words in the descriptions above and select three words that best describe your personality preferences. If you have completed the MBTI, review it and write down your top three needs.

I need work that is aligned with my personality preferences, listed below:

1. _____
2. _____
3. _____

Now it's time to evaluate your passions and interests. What inspires you? What can you not, **not** do? What would you do for free? What do you love to talk about? What kinds of books do you read? What do you notice that needs doing in the world?

List four different areas of interest or passion. Use your heart not your head!

1. _____
2. _____
3. _____
4. _____

Finally, choose your deepest passion. This final response is what really makes you tick. It is the big **why** of all your work. What gives you a sense of purpose in life? Why do you want to do all the things that you have listed above? When you look at the themes throughout your life, what is the most enduring theme that still motivates and inspires you?

My deepest passion is:

Find a picture that represents your deepest passion and place it here on your Happy Work Blueprint.

This document serves as a reminder to your conscious and unconscious mind of what you need to be happy at work. Use this document as a checklist as you make your happy work decisions!

Date: _____