

Is it fair to expect more from less?

As we welcome a New Year we often wonder if we are in the right job. Over the last year many clients have reported feeling overworked and seek a job that offers a better work-life balance. It seems when times are tough, organisations try to get more out of existing resources. If you are thinking about leaving simply because your organisation is expecting more than they used to, think again other companies may well be the same.

So, how do you know when to be flexible and when your employer is taking liberties? Michelle Lucas, our resident Career Coach shares some of the top tips she uses with her clients, facing a similar dilemma....

In order to manage your situation, you need to be clear about your own priorities. Consider what your limits are ...

- How many hours can you work each day or week whilst maintaining your energy and enthusiasm for what you do and at the same time, giving your family attention too?
- How many times are you prepared to do lower grade work before it becomes demeaning, erodes your confidence and you start losing sight of your career goals?
- How much extra responsibility can you take on before you get sleepless nights or you feel exploited?
- How much uncertainty can you cope with before you feel so unsettled that you can focus on little else?
- How much stressful behaviour from your boss or fellow workers can you stand before you think people are simply being disrespectful?

Everyone's limits are different – there's no norm – only what feels right or wrong for you. So consider what your boundaries are. As you observe things changing make a note about it, so you have a record. Try to get regular reviews with your boss and tell them how these incidents are impacting on you. Clarify what you would have preferred to have happened and be clear about your tolerance levels.

In times of change, managers are often overloaded themselves - so it's not that they don't care, it's simply that they are so focused on their tasks that they overlook the impact on individuals. However, the good news is that when tackled appropriately most managers would rather adjust their behaviour than lose a good employee ! If you'd like some help on managing these "courageous conversations" – visit my website www.coachU4success.co.uk and access my "top tips".

Whilst this might be a difficult time to leave - there will be a point where your sanity is more important than your job security ! To avoid getting to this point, communication is key – of course if the organisation is not willing or able to listen then maybe it is time to vote with your feet and take your chances elsewhere?

For more information about greenfields visit www.coachU4success.co.uk or call Michelle for a free consultation on 07717 122 950

Focusing you for success !

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