

How to get the right people in the right place?

Getting the right people in the right place may have more to do with “job crafting” than actually moving people into new positions.

Job crafting is the act of identifying employee’s talents, passions and motivations and identifying ways to aim those characteristics toward the jobs they do. Ironically, there is evidence that employees have been doing this among themselves for years. It is only recently that leaders have stepped into this idea.

What are the benefits of job crafting? Employees working within their talents, passion and motivations are:

More likely to:

- be engaged, energetic and enthusiastic at work
- take on projects and put in extra hours
- be more efficient and productive
- stay with the company
- work well with teammates
- offer above average customer service
- identify process and operational improvements

Less likely to:

- engage in breakroom negativity
- be tardy or absent from work
- hate Monday mornings

How might a leader get started with job crafting? Although some employees might immediately have suggestions for how they could adjust their current job tasks to use their talents and passions, most employees will have a difficult time with such an activity, let alone how they might be incorporated into their current job tasks. To get started, be patient and try the steps below:

- Allow employees to consider the questions outlined in the article [“Step Forward” using your gifts](#)
- Discuss with employees what they see as their unique talents, what they love to do, what gives them purpose and/or what work gives them the most satisfaction
- Ask employees how they think what they are currently doing might be done differently or more efficiently – It will be important to verify changes with anyone directly affected by the change
- Once in-tune with employee’s unique enthusiasms, give employees the opportunity to:
 - complete tasks that fit within those talents and passions
 - modify how jobs are completed to work within their personal strengths

Note: It is not expected that an employee would only have to complete “desired” task. The idea is that the more often they are able to conduct or modify tasks to fit within their talents and passions, the more engaged and passionate they will feel about their job.