



## TenStep Supplemental Paper

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### **A Difference**

Are employees aware of the difference their contributions make to the organization? If not, they probably just complete the tasks assigned to them without knowing why they do them. If you ever realized the overall effect of your work or the work of others in your department, you'd be amazed.

#### **You make a difference**

Sit back and consider how your work makes a difference and to whom – it may help motivate you if you see the direct impact of your contribution to the organization.

So much in an organization is kept under wraps that an employee often feels left out. Employees get so caught up in routine tasks that they can forget the main project.

#### **Inducing meaning into work**

Here are some steps to help achieve meaning in the workplace:

- Expand your role. Understand just how your job affects the work of others in the company and list your strengths.
- Understand what the final product means to clients and customers. Customer success stories can be a big morale booster.
- Develop contact with customers and colleagues, e.g., company newsletters, news on the bulletin board, informal gatherings and e-mail.
- Consider being useful to your client for the next five years.
- Rewrite your own vision after reading the company's vision statement.