

Enhancing Your Current Role



Enhancing your current role is one strategy to maintain your motivation and workplace energy when moving to a new role is not an option. Boost your career satisfaction, productivity, and output with these options. Consider...

Agreed Hours

You and your organisation agree that you work a set number of hours each calendar year. When you have worked the agreed hours, you take the remainder of the year off and/or negotiate additional pay for continued work.

Career Break

Many organisations offer career breaks; this could be seen as a trial retirement, extended rest, or opportunity to try something new. You develop a real understanding of a new situation for a period that is usually between 12 and 24 months.

Enrichment

Enrichment involves identifying additional tasks to incorporate into your current role. You may need to off-load some existing tasks to colleagues, allowing you to complete these new tasks. You may be able to change the structure of tasks in your current role to best fit your needs and wants. Your manager may be able (and willing) to assist in enriching your current role.

Extended Leave

Similar to a career break ... it may be time to take leave and recharge your batteries. Extended leave is usually longer than annual leave, but less time than a traditional 12 or 24-month career break.

Flex-I-Time

Lifestyle may be enhanced if you have more control over start and finish times at work. An avid golfer, for example, may prefer afternoon work that allows time for a few rounds a week.

Home-Based Work

Working from home is becoming more commonplace and may provide the flexibility you seek. Many roles can accommodate home-based work.

Job Sharing

Perhaps two people can do the job of one by each working part-time hours. Job sharing is common in today's more flexible workplace and is ideal if you are looking to reduce your hours at work.

Long Service Leave Access

Flexible access to long service leave may differ according to the organisation and its policy, however, may include initiatives such as:

- Taking leave as single days;
- Ability to take pro-rata leave;
- Cashing out entitlements*;
- Double pay for half the period;
- Half pay for double the period.

* State legislative/organisational requirements dependant.

Part-time Employment

Remain in your current role and/or take on a new role with reduced hours. Part-time hours are permanent in that the hours are set each week and are usually less than full-time hours. Some organisations will negotiate part-time hours starting from as few as eight hours a week to a maximum of 30.

Personal Leave

You need to take some time off and your reasons do not fit into the currently available options. Personal leave is usually unpaid; however, in some organisations can be accrued hours that you are not reimbursed for working.

Realignment (Downshifting)

Realignment is sometimes referred to as 'downshifting'. It involves taking on less responsibility for a period due to personal - or work-related - circumstances, life choices, and sometimes illness.

Relocation

Relocation can mean a move to a new city, a new division within the same location, relocation of floor, desk or building. Relocation may also match the life planning desires you have identified.