

GIFTED / 2E
EMPOWERMENT
GROUP

APRIL '23

HAPPINES AT WORK

WHAT MAKES YOU TICK? BY FEMKE HOVINGA - TAKE AWAYS

1: THE 8 OF HAPPINESS AT WORK

Meaning - connection - appreciation - trust - pleasure - satisfaction - competence - autonomy. What's your rating from 1-10? Dutch average is 7.2.

2: DISHAPPIIFIERS

You won't notice them, until they are not taken care of. Work pressure - communication - culture - work environment. What can you do for yourself to make it better?

3: GIFTED/2E AND STRUGGLING?

Most common struggles for gifted people at work: high demands, perfectionism, trouble choosing, sensitivity, conflicts due to expectations. Recognize any?

4: GETTING INTO FLOW

In your flow channel, you are in between anxiety and boredom. In order to maintain this, you need clear goals, balance between challenge and goals and clear feedback.

5: JOB CRAFTING

Perfect for autonomous gifted/2E people! Job crafting allows employees to harness meaning at work through great control over tasks, determining the way these are perceived and deciding which social contexts and relationships to encounter.

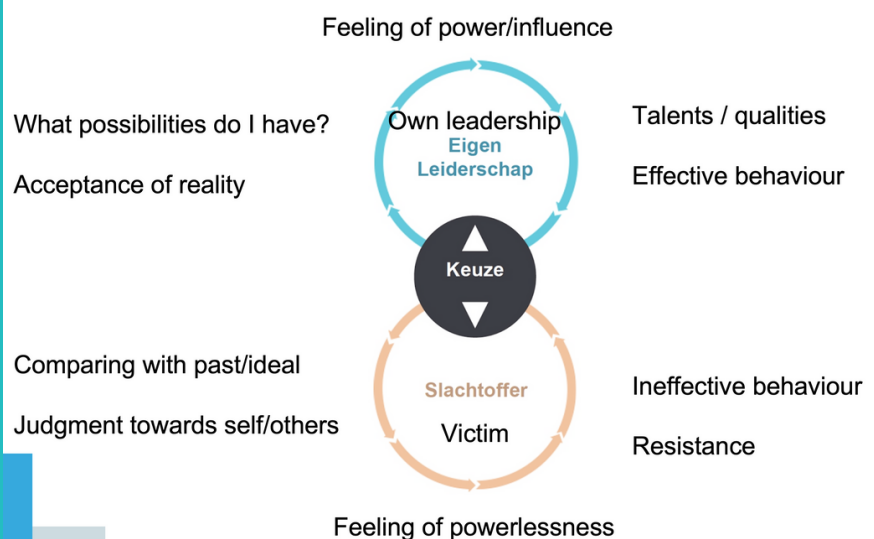
6: WHAT TO DO

Focus on the positive, make choices that suit you, sleep enough and exercise. And, eat the frog in the morning: do what you like least, first!

7: CIRCLE OF 8

You are the boss of you. So take (back) charge and look at your possibilities!

Cirkel of 8 (Van Harte & Lingsma)



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THANK YOU FOR ATTENDING!

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RESOURCES

Journal articles:

Hakanen, J. J., & Bakker, A. B. (2017). Born and bred to burn out: A life-course view and reflections on job burnout. *Journal of Occupational Health Psychology, 22*(3), 354-364. <https://doi.org/10.1037/ocp0000053>

Lubinski, D., Benbow, C. P., & Kell, H. J. (2014). Life paths and accomplishments of mathematically precocious males and females four decades later. *Psychological Science, 25*(12), 2217-2232. <https://doi.org/10.1177/0956797614551371>

Van Thiel, M., Nauta, A., & Derksen, J. (2019). An experiential model of giftedness: Giftedness from an internal point of view made explicit by means of the Delphi method. *Advanced Development Journal, 17*, 79-100. <https://www.oya.nl/wp-content/uploads/2019/07/190702-article-Delphi-Model-of-Giftedness-ADJ-reprint.pdf>

Wrzesniewski, A. and Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. *The Academy of Management Review, 26* (2), 179-201. <https://doi.org/10.2307/259118>

Books:

- Flow - Mihaly Csikszentmihalyi
- Searching for Meaning - James T. Webb
- Bright Adults - Ellen Fiedler
- Your Rainforest Mind - Paula Prober
- Living with Intensity - Susan Daniels & Michael Piechowski
- Gifted Workers Hitting the Target - Noks Nauta & Sieuwke Ronner

Course: 'science of wellbeing', Laurie Santos (Yale)
Method: WOOP: Wish, Outcome, Obstacle, Plan

And research in the Dutch language by

- Bergsma, 2019 - Emans et al, 2017 - Reijseger et al, 2013
- Van Harte & Lingsma, 2016

CHOOSE A JOB YOU LOVE, AND YOU WILL NEVER HAVE TO WORK A DAY IN YOUR LIFE. - CONFUCIUS

THE SHIT FROM YOUR PAST, IS THE FERTILIZER FOR YOUR FUTURE

WOOP Four-Step Technique

WISH _____

OUTCOME _____

OBSTACLE _____

PLAN _____

If _____ then I will _____

obstacle plan to overcome obstacle

