

Managing Boredom

A team member may feel bored at work for many reasons, such as repetitive tasks or a long tenure in the same role. If you notice that someone seems restless or disengaged, try these tips:

1. **Schedule a private meeting.** Review the individual's current workload and projects and outline any changes that you have observed.

Sample language: "I've noticed that you don't seem as enthusiastic about your work lately. Is there something going on?"

2. **Listen.** Give the worker a chance to explain their perspective. If they reference personal issues that may be contributing to a decrease in work output or emotional energy, make a referral to LifeMatters.

Sample language: "LifeMatters is available to provide free, confidential assistance with anything that's affecting your life. You can call day or night."

3. **Ask the individual what would help increase their motivation.** Solicit their perspective on any work issues that may be impacting performance.

Sample language: "What would help you get back on track?"



4. **Remind the person of their value to the team.** Expressing your personal appreciation may provide some needed motivation.

Sample language: "I really appreciate the work you do and your assistance in accomplishing our goals. You help our team succeed."

5. **Give the person a challenge.** Assign a special project that will alter the worker's routine or help them develop new skills.

For additional suggestions on how to help your team stay focused, contact the LifeMatters Management Consultation Service. Help is available 24/7/365.

Call the **LifeMatters®** by Empathia Management Consultation Service toll-free anytime. **1-800-367-7474**

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