



Overcoming Boredom or Lack of Variety in the Workplace

Work Design

As a business owner and leader of your company and your team you will well know some roles in the organisation have a great amount of variety and interest. Other roles will be more mundane, procedural and repetitive. To keep the motivations up in the workplace and your workflow streamlined it is of value to be aware of any boredom or lack of variety that may show up. You can get ahead of this.

Let us first understand why it is important to reduce boredom or lack of variety at work. For your people when boredom kicks in the mind wanders and errors and mistakes can increase. This would interrupt your workflow; it could set up an environment that is unproductive and people's motivation begins to decline. People includes (work atmosphere, interactions, motivation, communication, the office/workshop discussions)

For the company's ongoing success in the marketplace that it serves, and to keep the business healthy, it is important to achieve the workflows as efficiently and effectively as possible. Success always builds on success and a humming workplace and levels of achievement uplift the whole workplace environment. Achievement includes (workflows, deadlines met, less errors, quality of work, productivity, attitudes to work through sense of achievement)

For control factors, health and safety requirements, the bottom line, keeping order and structure in the environment being aware of reducing boredom or lack of variety whenever you can, will keep the overall controls in check and functioning well. Control also includes people's own sense of well-being, empowered, enabled, creative, constructive, and balanced confidence to deliver.

Signs of Boredom or Lack of Variety at Work

- Making mindless mistakes
- Clock watching
- Easily distracted
- Body language that Indicates dis-engagement
- Displays of tiredness

Beware not to mis-diagnose. Do use your common sense, consider the persons role, is the workload repetitive or monotonous? Could this person be challenged more with other tasks?

How You Can Minimise Boredom

For those roles that may be mundane and routine or procedural with little variety. Here are some ways that you can minimize boredom.

1. Automate the boring and mundane tasks
2. Share the load across your team
3. Break the routine
4. Involve your team
5. Give or Increase responsibility
6. Communicate – talk with them directly address the subject
7. Delegate new opportunities or projects
8. Acknowledge and Reward individuals or teams
9. Encourage Fun

When seeking to break the routine – encourage staff to mix up their day into workflows that increase energy rather than deplete. In a manufacturing environment – perhaps you could do hourly staff rotation to multi-skill during the process.

Involving your team in what is happening in the company, invite them to contribute and bring forward ideas, comments etc. let them know and be a part of what is happening. Sometimes when we are doing mundane task brilliant ideas flow!

Tips for Leaders to Reduce Boredom or Lack of Variety

- Be aware of signs of boredom
- Make changes before real problems occur
- Mix it up – work, attention, skills, challenges, opportunities
- Multi-skill your workforce along the way
- Keep the energy in the workplace fun