

### Overview

Work is vital to our wellbeing as human beings and is much more than just a means to an end. However, our experience of work is not always positive. Why is this and what can we do about it? Through sharing our experience and ideas we will identify together practical ways to address the issues and challenges of work. These ideas will help you and others to influence our own work context and help others to flourish too.

***This is your worksheet to make notes, jot down ideas or questions.***

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### Question

**Why is work good for our wellbeing?**

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### Perspective

#### Wellbeing

The sociologist Madeline Bunting cites Marie Jahoda's five factors necessary for human well being:

1. Time structure
2. Social contact
3. Collective effort or purpose
4. Social identity or status
5. Regular activity.

*From 'Willing Slaves ; How the overwork culture is ruling our lives' by Madeleine Bunting.  
(Harper Collins 2004)*

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### Question

**From your experiences, what might damage wellbeing at work?**

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### Activity

Using Jahoda's 5 factors, mark on each scale how you would rate the different kinds of work that you do – which offers the greatest sense of well being?

#### 1. Time Structure

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My work does  
**not** give me  
time structure

My work gives me  
time structure

#### 2. Social Contact

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My work does  
**not** give me  
social contact

My work gives me  
social contact

#### 3. Collective Effort or Purpose

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My work does  
**not** give me  
collective effort  
/ purpose

My work gives me  
collective effort  
/ purpose

#### 4. Social Identity or status

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My work does  
**not** give me  
social identity  
/ status

My work gives me  
social identity  
/ status

#### 5. Regular Activity

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My work does  
**not** give me  
regular activity

My work gives me  
regular activity

## Perspective

### Being Human at Work

'The motivation...is to set free human beings who are structurally and ideologically confined. The aim is that more people should get more space to be human and in this shall be able to perceive and create signs and foretastes of that full development of human reality which lies, as we Christians would put it, in the kingdom'

*From 'The Contradiction of Christianity' by Bishop David Jenkins  
(SCM Press, 1976)*

## Question

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**Going back to your list of ideas that might damage well being at work, take a few ideas and develop positive ways of addressing these issues**

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*During the week, you might like to reflect on :*



**What can you do to impact  
someone else's sense of well  
being at work this week?**

## Ponder

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**What did you learn from this session?**

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## Prayer

### **Good Lord Deliver Us**

From empty hours  
And waning powers  
*Good Lord, deliver us.*

From lack of peace  
And mind's dis-ease  
*Good Lord, deliver us*

From sore disgrace  
And lack of face  
*Good Lord, deliver us.*

From darkest night  
From taking fright  
*Good Lord, deliver us*

From feeling tense  
From lack of sense  
*Good Lord, deliver us*

*From 'Power Lines : Celtic Prayers About Work' by David Adam  
(Triangle, 1992)*