



ChallengeME

MONTHLY MINUTE

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Monthly topic: **Engagement**



How to Stay Engaged Working from Home

Some may find it more difficult to stay engaged when they're surrounded by the distractions of home. Others tend to overwork and lose touch with their teammates without the typical office interactions they're accustomed to having. Remote work requires self-discipline.

Oftentimes, working remotely forces you to sit at a desk for hours at a time. However, your body needs mobility to function optimally, and your brain also needs a break. Taking a brisk walk or simply doing jumping jacks at your desk will help to get your endorphins moving in the right direction.

Start each day with an action list of priorities. Structure each day, starting with an action list in priority order that you keep visible.

One size does not fit all; understand your natural rhythm; don't feel like you always need to be at your desk. Recognize that breaks are good.

How to be Engaged in a Fitness Program for the New Year

Make it Fun!

Find sports or activities that you enjoy, then vary the routine to keep it interesting. If you're not enjoying your workouts, try something different. Join a volleyball or softball league. Take a ballroom dancing class. Check out a health club or martial arts center. If you like to work out at home, look online for videos of many types of exercise classes, such as yoga, high-intensity interval training or kickboxing. Or take a walk or jog in a local park. Discover your hidden athletic talent or interests.

Remember, exercise doesn't have to be boring, and you're more likely to stick with a fitness program if you're having fun.

How to Become More Engaged at Work

People who feel actively engaged at work have jobs that align with their core strengths and personal values. But what can you do when the tasks on your to-do list do not match your strengths?

Job Crafting is a way to reflect upon and redesign your job to fit you better and leads to more engagement at work. There are three aspects of your job that you can redesign: your tasks, your relationships, and your thoughts.

In **task crafting**, you adjust the time spent on certain tasks and redesign aspects of tasks that are flexible. For example, if you have a keen attention to detail, you might take on more operational tasks or spend time sharing your more granular input with colleagues, and let others tackle the big picture.

In **relational crafting**, you dedicate more energy to forming meaningful connections with others and spend less time in situations that make you feel bad at work.

In **cognitive crafting**, you try to think about things differently, including day-to-day tasks and social interactions. Consider certain tasks at work as learning opportunities and approach them from a place of curiosity. Could you think to yourself, "What can I gain or learn from this?", instead of "I have to do this," as you go down your list of things to do.

Be sure to visit the **ChallengeME** website:

Sign up for Health Coaching:

Call: TTY: 800.697.0353 | **Online:** guidanceresources.com

WellStarME: wellstar@mcd.org | 207-620-9202

Health & Wellness Navigation Team

wellnessnavigator@mcd.org | 207-620-9209

For benefits questions, please contact Employee Health & Wellness:

(207) 624-7380 or 1-800-422-4503 TTY: dial Maine Relay 711 or visit

<http://maine.gov/mdot/challengeme>

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Coming up February: Heart Health

Comments, questions, ideas, or submissions?
Please email Janice.Arsenault@maine.gov