



"My work weighs me down, I lost the flame"

You feel like your job is costing you a lot of energy and that you have lost your flame. You are convinced that your talents are not recognized and you lack a challenge. When you allow yourself to explore new professional horizons, you very quickly doubt about your ability to reorient yourself.

You tell yourself that in the end, you are not so badly paid and that your working hours are advantageous ... And if an idea or a project makes you dream, you doubt about your ability to take the step. You see the obstacles you would face if you ever decided to move in this direction.

Unfortunately, this frequently illustrates the experience expressed by people of all ages, regardless of their function or sector. In my opinion, these feelings are dramatic both for these people and for the companies that employ them, because the flame that begins to flicker will eventually vanish.

During coaching sessions, we explored together the different mentioned components. This confirms the results of numerous studies carried out on motivation which show that increasing financial packages and material arrangements such as proximity of work or teleworking do not improve the feeling of happiness at work. However, other factors are really decisive:

- **The feeling of contributing to something bigger and more meaningful**, far beyond the professional sphere. This is the answer to the question "Why do I get up every morning? What is my contribution? What in life takes me beyond my usual "me"? What touches me? What drives me? ". Exploring these questions leads to a real awareness of our personal needs and aspirations and being able to answer them allows us to lead an inspiring professional project in line with who we deeply are.
- **Having identified our talents and the activities that put us in the "flow"**. Our talents are those natural or acquired capacities which make us become a reference, that we are appreciated and that give us confidence. Being able to put them into action in a professional context that represents a challenge for us allows us to give the best of who we are. It gives us a feeling of well-being and makes us more efficient. This is the concept of "Flow", identified by Professor Mihaly Csikszentmihalyi. As such, Flow is an indicator of well-being and emotional health, just as the absence of Flow becomes a factor of burnout (*).

- **Visualize our future, believe in it and act on it:** One thing is to identify our deep motivations and our flow, another thing is to bring it to life. The good news is that we can trick our disillusioned brains into projecting ourselves into an ideal future. To rekindle the flame is to give way to that part of ourselves that believes in life and in our ability to succeed. It is to silence these beliefs that we can control everything and that we can avoid the worst. Rekindling the flame also means taking small steps, one after the other, towards the realization of our dreams. It is indeed from action that we gain confidence in our abilities and make the choices that suit us.

Thank you to all those who have placed their trust in me and asked me to help them rediscover the flame. It is a huge recognition for me to see them take the step into a new chapter in their professional life, convinced and full of energy. They inspired me and made me want to share these learnings which, I have no doubt, will allow other people to recognize themselves and take the necessary initiatives to find their rightful place.

(*) The state of flow can be measured on the basis of the interQualia™ report.



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