

A vision of thriving workplaces

When completing her PhD in organisational psychology 25 years ago, Sharon was intrigued by the commitment of steel workers in Sheffield, England. Why were these people thriving in such a tough industry?

She realised then that job satisfaction is borne of good work design, rather than status or position.

On receiving an ARC Laureate Fellowship in 2016, Sharon and colleagues established the Centre for Transformative Work Design. Their Thrive at Work program is the Centre's way of capturing over two decades of research to make a practical and positive impact on our working lives.

Sharon's vision is that work design gets on people's radar. She hopes that people will understand the harm that can be prevented if people design jobs with autonomy and support. The holy grail for Sharon is that people see that good work promotes flourishing.

Sharon checks in on her own work design, careful to preserve the autonomy she enjoys and to manage potential overload. She is ever mindful of practising what she preaches.

