

ZAVZETOST ENGAGEMENT

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glavna in odgovorna urednica | Editor-in-chief

Dragi bralci in bralke Geodetskega vestnika!

Pred nami je letošnja druga številka, ki že tradicionalno izhaja tik pred poletjem, ko si, upam, večina najde čas za letni oddih. Vsakdanjik nam namreč močno kroji hiter življenjski ritem z mnogo stresnimi trenutki, zato je občasen odmik od službenih obveznosti postal resnična nuja.

Naše profesionalne, službene poti so sicer različno zahtevne. Ne glede na zahtevnost dela pa na splošno v družbi velja, da so eni bolj, drugi pač manj angažirani pri svojem strokovnem delu – naj bo to na delovnem mestu ali v strokovnih združenjih. Med nami so posamezniki, katerih delo zaznamuje izreden entuziazem in pozitiven pristop, odprtost do novosti, na drugi strani pa opažamo posameznike, ki vztrajajo v tako imenovani coni udobja in se, kolikor je to mogoče, izogibajo spremembam. Toda cona udobja je pravzaprav največji sovražnik ustvarjalnosti in zelo omejuje naše védenje, s tem pa nas postavlja v nezavidljiv položaj, ko se srečujemo s spremembami. Tema je zagotovo relevantna, še posebej v strokah, kot so geodezija, geoinformatika ter prostorsko načrtovanje, kjer tehnološki razvoj in vse večje potrebe družbe močno vplivajo na stanje in razvoj stroke, na naravo našega dela.

Spremembe so torej postale del našega strokovnega udejstvovanja in od nas je odvisno, kako uspešno in (ne)stresno se bomo spoprijemali z njimi. Stalno srečevanje z novostmi in mnogo zaskrbljenih obrazov v stroki pa tudi razprave, ki jih objavljamo v naši reviji, so pravzaprav razlog, zakaj želim v tem uvodniku, pred letnimi dopusti, nekaj besed nameniti tem izzivom.

Po prepričanju nekaterih tujih avtorjev s področja upravljanja človeških virov naj bi se na delovnih mestih, pri našem strokovnem delu, uspešneje spoprijemali s spremembami tam, kjer prevladujejo zavzeti posamezniki. Zavzetost naj bi namreč močno vplivala na delovno okolje, s tem pa na počutje, uspešnost in rezultate dela. Kaj je pravzaprav zavzetost in kako lahko vplivamo na zavzetost posameznikov?

Posamezniki naj bi se počutili zavzete, kadar v svojem delovanju vidijo osebni smisel in motivacijo, čutijo pozitivno medsebojno podporo in delujejo v učinkovitem ter prijaznem delovnem okolju. Mednarodna organizacija Gallup, ki se ukvarja z raziskavami javnega mnenja in svetovanjem, predlaga, da se posamezniki v organizaciji oziroma združenju razdelijo v tri skupine glede na stopnjo zavzetosti: »zavzeti«, »nezavzeti« in »aktivno nezavzeti«. Pri tem so »zavzeti« tisti energični posamezniki, ki jih zaradi njihovega nalezljivega navdušenja in pozitivnega pogleda na svet zelo radi srečamo v ponedeljek zjutraj. Vedno znova iščejo boljše načine za doseganje rezultatov ter delujejo povezovalno in odgovorno, so odprti za

sodelovanje ter močno prispevajo k novostim in uspehom v skupini, v organizaciji. Praviloma iščejo in razvijajo enostavne, razumljive, a hkrati kakovostne rešitve, ki prispevajo k učinkovitosti in uspešnosti dela. »Nezazveti« posamezniki vidijo svoje delovanje kot izmenjavo časa v zameno za plačilo, praviloma se ne javljajo za sodelovanje pri novih projektih in pač naredijo toliko, da izpolnijo minimalne zahteve – v svoje delo vlagajo sicer svoj čas, ne pa tudi veliko energije in samoiniciativnosti. Takšne posameznike je težko opaziti, a kot rečeno, praviloma opravijo delo, ki jim je naloženo. Zelo problematični za delovno klimo so »aktivni nezazveti«, ki so praviloma zelo nezadovoljni v delovnem okolju, nezadovoljstvo pa izkazujejo z besedami, vedenjem in dejanji, s tem pa škodljivo vplivajo tudi na zavzetost in zadovoljstvo tako sodelavcev kot strank.

Ljudje po naravi ne želimo biti nezazveti, želimo živeti polno, uspešno in zadovoljno. Večina zaposlenih je ob prihodu na delovno mesto visoko zavzeta in motivirana, pomembno vprašanje je, kako to ohraniti. Ustrezna organizacija dela, ustrezno vodenje z zavzetimi vodji ter enostavni instrumenti za motivacijo, kot je recimo preprosta pohvala za dobro opravljeno delo, so zagotovo pomembni pristopi k ohranjanju zavzetosti naših sodelavcev, naših strokovnih kolegov.

Kot že omenjeno, je zavzetost pomembna tudi v strokovnih združenjih in prav je, da tu izrazim pohvalo vsem, ki ste pred 25 leti prispevali k obeležju geodetske točke na Krimu ter od takrat ohranjali vsakoletno tradicijo srečanja geodetov na Krimu v juniju. Prepoznavnost obeležbe izhodišča krimskega koordinatnega sistema presega meje geodetske stroke in meje naše države, saj gre za izhodišče koordinatnega sistema, v katerem se je pred dvema stoletjema izvedla katastrska izmera širše regije, vključujoč nekatera območja današnje Avstrije, Hrvaške in Italije. Upajmo, da bomo uspešni s predlogom za razglasitev katastrskih in geodetskih znamenj za Unescovo kulturno dediščino, pri čemer smo na seznam izrednih spomenikov uvrstili tudi krimsko točko. Ob tej priložnosti iskrena hvala tudi vsem, ki ste prispevali k zbiranju predlogov in še pomagajte z zbiranjem gradiv za pripravo vloge za razglasitev Unescove kulturne dediščine, ki jo bomo predvidoma v tem letu vložili skupaj z še nekaterimi državami iz regije na pobudo prve predlagateljice, to je Avstrije. Čaka nas izredno pestro poletje, v katerem bomo končali pisanje vloge, a verjamem, da bo delo obrodilo sadove! O tem seveda poročamo v prihodnjih številkah vestnika.

Naj uvodnik te predpoletne številke sklenem z besedami ameriškega pisatelja N. D. Walscha, ki jih lahko razumemo kot motivacijo in pomoč pri spoprijemanju s spremembami: »*Pravo življenje se začne na koncu cone udobja*« (angl. *Life begins at the end of your comfort zone*).

Dear Readers of Geodetski Vestnik,

You are holding this year's second issue, which is traditionally published just before the beginning of summer, when, I sincerely hope, most of you will find some time to rest. Our fast-paced everyday lives with numerous stressful moments urgently require us to leave behind the professional duties from time to time.

Indeed, not all working lives are equally demanding. Nevertheless, not taking into account how difficult your work is, it is generally accepted that some individuals are more engaged in their professional lives – be it at their workplaces or in professional associations. There are individuals among us who work with extraordinary enthusiasm and positive attitudes, and they are open for innovation, while in contrast one comes across those that are reluctant to step out of the so-called comfort zone and avoid change by any means. The comfort zone is undoubtedly the worst enemy of creativity and severely limits our knowledge, which puts one in an unfavourable position when faced with change. The issue is undoubtedly relevant, especially in professions such as geodesy, geoinformatics and, spatial planning, in which technological development and growing needs in society strongly influence the situation in the profession and its development, as well as the nature of our work.

So, change has become a permanent factor in our professional settings, and it largely is upon us how successfully and (un)stressfully we are going to cope with it. Constant encounters with innovations, worried looks in the faces of professionals along with discussions that are published in our journal, are the primary reason that I wish to touch upon these challenges in this pre-holiday period.

Some foreign authors covering human resources management claim that people surrounded by engaged individuals are more successful when it comes to embracing change. Engagement is believed to strongly influence the working environment, the effects flowing to well-being, and successful work results. What is engagement, and how is it possible to influence the engagement of individuals?

People are believed to feel engaged when their actions fulfil their sense of meaning, and they are motivated when they experience positive interpersonal support and function in an efficient and pleasant working environment. Gallup, a global public opinion and advisory organisation, has put forward the division of employees in an organisation or an association into three groups according to the level of their engagement: 'engaged', 'unengaged', and 'actively disengaged'.

The 'engaged' are those energetic individuals who we are happy to meet on a Monday morning because they spread their enthusiasm and positive attitude to others. They constantly look for new ways to deliver results; they are a connecting force, responsible and open to cooperation; they actively contribute to innovation and success in a group or an organisation. They usually seek and develop simple, obvious and high-quality solutions that improve the efficiency and effectiveness of work.

'Disengaged' individuals perceive their work as an exchange for their time for payment; they are usually reluctant to take part in new projects; they do as much as it is needed to fulfil minimal demands – it is true that they devote their time to their work, but not a lot of energy and initiative. Such individuals usually remain hidden but, as was said, they typically fulfil the tasks allocated to them.

Very problematic for the work climate are 'the actively unengaged'. For the most part, they are highly unsatisfied in their work environment and express their dissatisfaction with words, behaviours, and actions, negatively influencing the engagement and levels of satisfaction of their colleagues and customers.

It is not in the nature of human beings to be disengaged – we want to live fully, successfully and happily. When they come to a new position, the majority of employees is highly engaged and motivated; it is important to consider how to retain such attitudes. Correct organisation of work, sound management by engaged leaders and simple instruments of motivation, like a word of praise for a work well done, are undoubtedly important approaches that help to retain the engagement of people we work with, of our peers.

As already mentioned above, engagement is also essential in professional associations, and it is only fitting to give praise to all the individuals who are deserving for the plaque dedicated to the triangular point on Krim and have ever since kept alive the traditional yearly June meetings of surveyors. The visibility of the commemoration of the origin triangular point of the coordinate system crosses the borders of surveying as a profession and the borders of our country. It is the origin point of the coordinate system that was used two centuries ago when they carried out the cadastral measurement of the wider region, including some areas of what is now Austria, Croatia, and Italy.

We hope to be successful with the proposal to nominate cadastral and surveying signs as a UNESCO cultural heritage, the list of exceptional monuments that also includes the point on Krim. I would also like to take this opportunity to thank everybody who has helped to prepare the nomination and are still collecting the material for the UNESCO cultural heritage site application. It is expected that we will submit the application in this year together with a few countries from the region, for which Austria is the initiator.

We are heading towards a vibrant summer, dedicated to the completion of the application, but I am confident the efforts will bear fruit! You will undoubtedly be informed about everything in the next issues of the journal.

Allow me to finish the editorial of this pre-summer issue with the words of the American author Neale Donald Walsch; they can serve as a motivation and aid when we encounter change: “Life begins at the end of your comfort zone.”