

Squiggly Careers PodSheet

How to create rituals at work



What is the difference between routines and rituals and why do they matter?



Routines are actions that need to get done quickly and efficiently. They keep us grounded and provide a rhythm to our day-to-day.



Rituals are more meaningful than routines and have a real sense of purpose, keeping us focused on the experience of the task. They help us to be more mindful.



While routine aims to make the chaos of everyday life more containable and controllable, ritual aims to imbue the mundane with an element of the magical.



Maria Popova,
Founder of Brain Pickings

Rituals can be individual or collective

≈ Something you do for you ≈ Something you do as a team

- Taking time for breakfast
- Taking a walking break
- Reading before bed.
- Mindful moments in meetings
- Sharing wins of the week
- The way you welcome new people

What is a ritual you have today?

5 Ideas for Action

Ritual reflection

Think about the rituals that already exist for yourself or within your organisation.

Why do they matter?

Put your feelings first

You can have rituals that energise or rituals that help you to recover. Putting your feelings first can help you find the right ritual for you.

What would you like to feel more of?

Redefine existing routines

Think about what you already do as a routine and how you could add more meaning to turn it into a ritual.

What are your 5 most repeated routines?

Consider remote rituals

Recognise that in-person rituals may not be possible right now. Reclaim what rituals might look like for you and your team in a virtual space.

How can your team intentionally make time for rituals?

Coach Yourself Questions

1 What one 'feeling' would you like more of?

2 How could you create more moments of meaning in your day?

Recommended resources



[The Little Book of Daily Rituals](#)
Vicki Vrint



[The routines, rituals and boundaries we need in stressful times](#) A TED conversation with Esther Perel on YouTube



[Ask The Expert: Habits with James Clear](#)
Squiggly Careers podcast #180

Amazing if