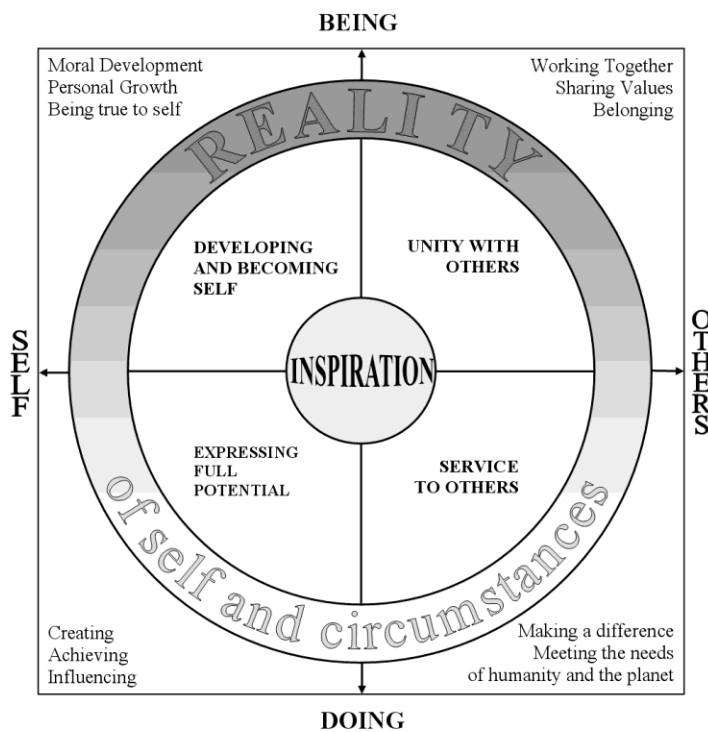


## Meaningful Work

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Work should be meaningful. How to understand the idea of meaningful work?

Present and discuss the “Sources of Meaningful Work” diagram below (Marjolein Lips-Wiersma and Lani Morris, 2011, *The Map of Meaning: A Guide to Sustaining Our Humanity in the World of Work*).



### 1) Meaning at Work

- Make a list of answers to the question: "What did I do, or experience, in my work in the past week or month that was deeply meaningful to me"
- In "Service to Others" what did I experience that was meaningful to me?
- In "Unity with Others" what did I experience that was meaningful to me?
- In "Developing the Inner Self" what did I experience that was meaningful to me?

- e) In "Expressing Full Potential" what did I experience that was meaningful to me?
- f) Place each answer in the appropriate Model quadrant
- g) Share answers with one other person or in small group

## 2) Meaningful Balance

- a) In terms of your meaningful experiences at work, what percentage out of 100% do you experience in each of the four quadrants
- b) Are the quadrants evenly balanced?
- c) If not balanced, what can be done at work to provide greater balance?

## 3) Frustrations

- a) What are all the things about your work that frustrate you?
- b) Which of these frustrations are within your control and can do something about?
- c) What can you do to eliminate or minimize these frustrations

## 4) Inspiration

- a) Look at the center circle in the Model – "Inspiration"
- b) What are all the things about your work that inspire you?
- c) Are there incentives or reinforcements that the organization can provide to support your inspiration?
- d) What incentives (goal accomplishment rewards) or methods (organizational values, inspirational talks) does the organization have in place to motivate you?
- e) What effect do these incentives and methods actually have on you?

Marjolein Lips-Wiersma and Lani Morris, 2011, *The Map of Meaning. A Guide to Sustaining our Humanity in the World of Work.*