

Finding Meaning in Work



The path to approaching your work as a calling.

Theories of Well-Being and Meaning.

“Ultimately, man should not ask what the meaning of his life is, but rather must recognize that it is he who is asked. In a word, each man is questioned by life; and he can only answer to life by answering for his own life; to life he can only respond by being responsible.”

Martin Seligman and PERMA



Positive Emotions



Engagement



Relationships



Meaning

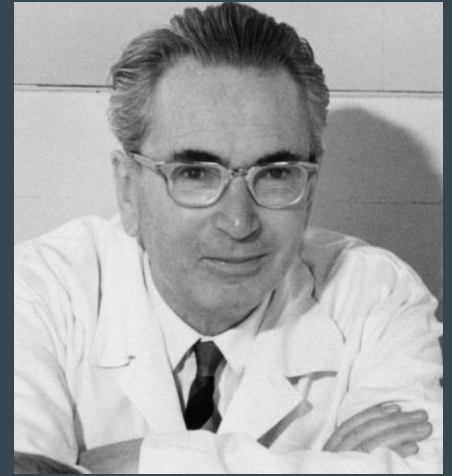


Achievement

Viktor Frankl (1905–1997)

“Ultimately, man should not ask what the meaning of his life is, but rather must recognize that it is he who is asked.”

Frankl’s version of existentialism was born from his experiences while imprisoned in a concentration camp during WWII.



- The meaning of life is not invented by ourselves, but rather it is detected
 - It would be foolish to ask what the best move in chess is; the best move is determined by the situation, and changes throughout the game
- “For Frankl, the meaning of life must be continually created in response to the demands of life, especially in our relationships with others and society,” (Compton & Hoffman, 2019).

Martin Seligman

What: The PERMA model of well being

Why: To understand the five pillars of well being (happiness) and begin thinking about how to maximize them in our work lives

Viktor Frankl

What: Existentialism and man's responsibility for meaning creation

Why: To understand the role we play in defining our personal experience of meaning, so that we can begin to craft meaning in our work.

Defining a Calling.

“For people with a calling, work is far more meaningful than a way to survive and pass the time, or an achievement ladder to climb; it provides an arena for using one’s gifts with purpose, to the benefit of the common good,” (Dik & Duffy, 2012).

A calling...

1) Is transcendental

2) Fulfills personal meaning

3) Contributes to a sense of altruism

Let's talk about
the following
question in groups!

What, specifically, does it mean for you to approach your career as a calling? How can you apply these characteristics of a calling to your current position?

How to Craft a Meaningful Job.

“We’re going to rely on what’s been rehearsed to go forward.” – Mark Savickas

Sources of Vocational Meaning

Where does meaning come from?

1. Connecting to something larger than the self
2. **A search for greater depth/significance to one's experiences**
3. A process of adapting to events that challenge your current sense of meaning

Vocational Meaning

1. Foundational meaning
 - a. Attractive identities, challenging work, clear roles, meaningful rewards
2. Relational Meaning
 - a. Voices that are heard, important work relationships, competent supervision

Job Crafting

The process of redefining and reimagining our role at work in personally meaningful ways.

Task crafting

- Adding tasks, emphasizing tasks, redesigning tasks

Relational crafting

- Building relationships, reframing relationships, adapting relationships

Cognitive crafting

- Expanding perceptions, focusing perceptions, linking perceptions

Job Crafting Exercise

Goals:

- (1) think about your job as flexible building blocks instead of fixed duties, and
- (2) craft your job to better suit your motives, strengths, and passions

Step 1 (Before Diagram):

- Make a list of some of your motives, strengths, and passions
- Make a list of your job tasks, and put them into three categories based on the level of time, energy, and attention you give to them (high, medium, or low)
- (OPTIONAL) Indicate which tasks you have the most control over (high, medium, or low)

Most Energy

- Pronunciation Drills★
 - Assisting JTE in class★
- } How I spend most of my time;
my job design

Moderate Energy

- Creating materials & activities★
- English board creation★
- checking papers★
- SDC sessions★
- Helping fellow ALTs★

Least Energy

- checking student work in class★
- cultural lessons★
- speaking tests★
- speech contest★
- Planning group activities★

- ★ Most control
- ★ some control
- ★ least control

strength →

- foster engagement w/ language learning + culture
- create confidence + joy in all my students
- introduce novelty and gamification to the curriculum
- be of service to those who need it
- share knowledge + passion

motive



- kindness / compassion
- creativity and novelty
- communication
- unique perspective
- love of learning, striving for + inspiring growth

- learning + growing + helping others do the same
- being creative
- trying new things (challenges + achievement)
- building positive relationships
- finding time to slow down + experience gratitude

passion



Job Crafting Exercise

Goals:

- (1) think about your job as flexible building blocks instead of fixed duties, and
- (2) craft your job to better suit your motives, strengths, and passions

Step 2 (After Diagram):

- Rearrange your tasks blocks to symbolize how you'd like to spend your time, energy, and attention in the future
- Create associations between your tasks, motives, passions, and strengths
- Create “role frames” around tasks/skills you see as serving a common purpose

ROLE: Creative planning

ROLE: Communicate with kids



ROLE: Support coworkers

ROLE: RPA

O*NET Interest Profiler: <https://www.mynextmove.org/explore/ip>

O*NET Interest Profiler: Score Report

Your interest results:

Realistic	20
Investigative	23
Artistic	35
Social	34
Enterprising	11
Conventional	7



Careers that fit your interests and preparation level:

 Best fit  Great fit

-  Architecture Teachers, Postsecondary
-   Art Therapists
-   Art, Drama, & Music Teachers, Postsecondary
-  English Language & Literature Teachers, Postsecondary
-  Environmental Science Teachers, Postsecondary
-  Foreign Language & Literature Teachers, Postsecondary
-  Naturopathic Physicians

VIA Strengths Assessment: <https://www.viacharacter.org>

Lindsay Lamp

VIA Character Strengths Profile
08/24/2021



1. Humor

TRANSCENDENCE

Liking to laugh and tease; bringing smiles to other people; seeing the light side; making (not necessarily telling) jokes.



2. Kindness

HUMANITY

Doing favors and good deeds for others; helping them; taking care of them.



3. Love

HUMANITY

Valuing close relations with others, in particular those in which sharing & caring are reciprocated; being close to people.



4. Fairness

JUSTICE

Treating all people the same according to notions of fairness and justice; not letting feelings bias decisions about others; giving everyone a fair chance.



5. Curiosity

WISDOM

Taking an interest in ongoing experience for its own sake; finding subjects and topics fascinating; exploring and discovering.

Clifton Strengths Assessment

(\$20):

<https://store.gallup.com/p/en-us/10108/top-5-cliftonstrengths#>

GALLUP®

CliftonStrengths®

Lindsay Lamp

SURVEY COMPLETION DATE: 08-31-2021

Your Top 5 Themes

1. Maximizer
2. Developer
3. Intellection
4. Input
5. Positivity

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Maximizer

SHARED THEME DESCRIPTION

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you sometimes pause to savor or simply reflect on your current accomplishments. Driven by your talents, you might be especially attuned to what people have to say. Perhaps you pay close attention to the stories, ideas, and/or feelings they express. It's very likely that you occasionally