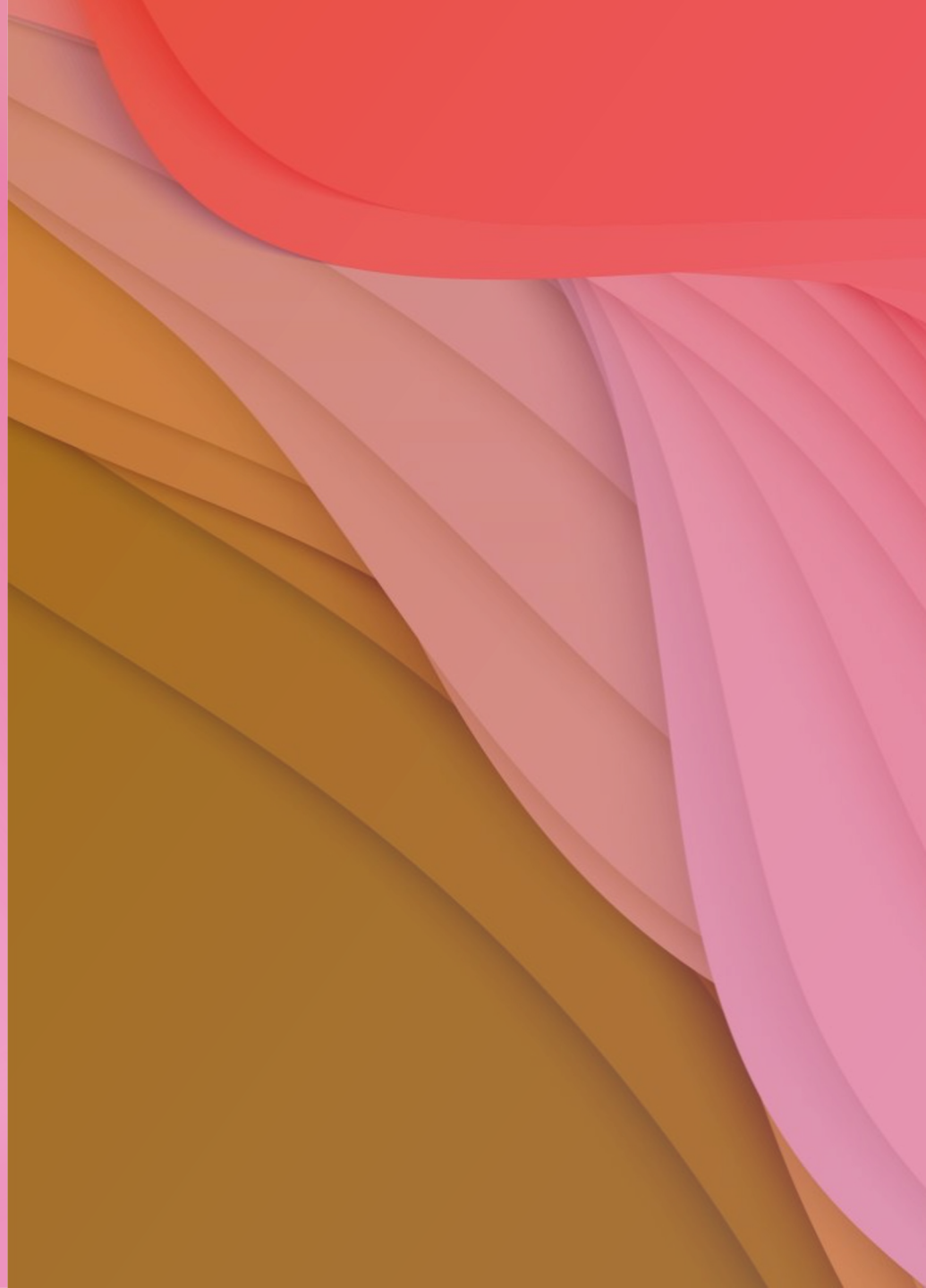


Work as Calling Lecturette

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Purpose and Meaningfulness



Purpose: “a stable and generalized intention to accomplish something that is at once meaningful to the self and of consequence to the world beyond the self” (Damon, Menon, & Bronk, 2003, p. 121)



Meaningfulness: “the sense made of, and significance felt regarding, the nature of one’s being and existence” (Steger, Frazier, Oishi, & Kaler, 2006, p. 81)

Calling

- “A **calling** is a transcendent summons, experienced as originating beyond the self, to approach a particular life role in a manner oriented toward demonstrating or deriving a sense of purpose or meaningfulness and that holds other-oriented values and goals as primary sources of motivation” (Dik & Duffy, 2009, p. 427).

Vocation

- “A **vocation** is an approach to a particular life role that is oriented toward demonstrating or deriving a sense of purpose or meaningfulness and that holds other-oriented values and goals as primary sources of motivation” (Dik & Duffy, 2009, p. 427).

Calling and Vocation (Dik & Duffy, 2009)

- Are not onetime discoveries but ongoing processes of evaluation
- Go beyond career choice to include how one can connect to purpose and meaning once career is chosen
- Are not just for the privileged
- Can occur in any area of work (not just religious, teaching, & social service careers)

Benefits of Calling & Meaning in Work (Duffy et al., 2011)

- Pursuing work as calling is related to
 - > satisfaction in work and everyday life
 - > well-being, work satisfaction, enjoyment of work, and occupational commitment
- Finding meaning in life is related to
 - > fulfillment and satisfaction
 - > well-being
 - > enjoyment
 - > physical health

Downsides for Those Who Approach Work as Calling (Molloy et al., 2019)

- Likely to add responsibilities and work overtime without pay or acknowledgement
- Difficulties knowing what they *can* do and what they *should* do rationalize overinvestment in work
- “Identity distortion” → job idolization and/or workaholism
- Career tunnel vision
- Workaholism, burnout, feeling of needing to make personal sacrifices to meet basic work requirements

Humility as a Buffer to the Downsides (Molloy et al., 2019)

- Being humble = having healthy sense of self and others because of a commitment and concern for the greater good

Make Your Job Your Calling

Reflective Exercises

See:

Appendix B