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, rationalizing 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 sense and others because of a commitment and concern for the greater good
Make Your Job Your Calling
Reflective Exercises

See:
Appendix B