WORKSHEET + WORKED EXAMPLE

Find More Meaning in Your Work

A grounded account of meaningful work and one small change to explore.

20 minutes | Meaning and contribution reflection

Use it in three moves

1. Start with lived moments, not a demand to discover a single calling.
2. Notice the contribution and the conditions that enabled it.
3. Choose a small, supported experiment and revisit it.

Which recent moments felt worthwhile?

Choose actual moments rather than an idealized job title.

What were you able to contribute?

Include ordinary strengths that are easy to overlook.

What conditions helped that contribution happen?

Meaning is shaped by context as well as personal interest.

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YOUR WORKING NOTES / CONTINUED

What is difficult or missing at present?

You do not need to turn every difficulty into a positive.

What small change could create more room for the worthwhile part?

Keep the experiment within real constraints.

Who should be part of that conversation?

Ask for the support and authority the change needs.

How will you know whether the change helps?

Include your experience and the effect on others.

A question for me

What would I want to grow even if it never became a job requirement?

See one way through

FICTIONAL WORKED EXAMPLE / NOT THE ANSWER TO YOUR SITUATION

Which recent moments felt worthwhile?

Helping a new colleague understand a difficult customer request felt useful and absorbing.

What were you able to contribute?

I made the process understandable without making them feel foolish for asking.

What conditions helped that contribution happen?

There was time to sit together, and I was not expected to rush through the explanation.

What is difficult or missing at present?

Most of my day is spent chasing unclear approvals, with little time to help others learn.

What small change could create more room for the worthwhile part?

Discuss a weekly buddy hour and a clearer approval route with the team lead.

Who should be part of that conversation?

The team lead and the colleague who would cover urgent requests during the buddy hour.

How will you know whether the change helps?

After three weeks, ask whether the hour helped learning and whether the cover arrangement was fair.

The thinking behind it

People can grow through work without having to make work the source of all meaning in their lives. Ask what room this environment gives them to contribute and become.

This is an original meaning-at-work reflection. It responds to themes often discussed around inner drive and ikigai without presenting a four-circle diagram as an ancient Japanese formula or a test of a person's purpose.

Read When Mattering Isn't Enough by Nic Payne