

TOWARDS A MEANINGFUL WORKING LIFE

Working life variables

- **Self-related variables**
 - Values, beliefs, motivation
 - Skills, knowledge, competence
 - Opportunities and development perspectives
 - Different roles and responsibilities
- **Other-related variables**
 - Social work environment - co-workers, leaders, partners, communities
- **Work-context variables**
 - Job design, work tasks and functions
 - Economic environment - financial considerations, benefits, stability
 - Physical work environment and working practices
 - Cultural work norms

Ihmisen perustyytit / 'Types of persons' (Lauri Järvilehto)

- Persons may be roughly recognized to represent one of the following categories:
 - Suorittaja / 'implementer' – no vision and no structure of action
 - Manageri / 'manager' – structure of action without vision, efficient
 - Taiteilija / 'artist' – a lot of vision and no structure of action
 - Johtaja / 'director' – clear vision and structures of action and processes
- Which one represents you? How does it influence on your activities?

Vision, goals, objectives and action

- **Vision** = The ability to think or plan the future with imagination or wisdom.
- Vision helps us to image where we want to see ourselves in the future.
- **Goals** are often considered to be broad and long-term milestones. We need goals to achieve our vision.
- **Objectives** are targets that are realistic, specific and measurable. We need objectives to achieve our goals.
- **Action** helps us to achieve results and enables us to proceed.
- Japanese proverb: “Vision without action is a daydream. Action without vision is a nightmare.”
- Rethinking / Adam Grant (Ted talk): What frogs in hot water can teach us about thinking again
<https://www.youtube.com/watch?v=CIlgTBmiov0>

SMART goals

- What are smart goals?

S	Specific	Make your goal specific and narrow for more effective planning	
M	Measurable	Make sure your goal and progress are measurable	
A	Achievable	Make sure you can reasonably accomplish your goal within a certain time frame	
R	Relevant	Your goal should align with your values and long-term objectives	
T	Time-based	Set a realistic but ambitious end date to clarify task prioritization and increase motivation	

- Source and more information

<https://www.indeed.com/career-advice/career-development/how-to-write-smart-goals>

<https://www.youtube.com/watch?v=1-SvuFIQjK8>

<https://www.mindtools.com/a4wo118/smart-goals>



Action components – to get things done

- Vision / goals / objectives / desired status / aspiration
 - Belief in capability and self-efficacy ('minäpystyvyys')
 - Motivation
 - Activeness and planning of concrete steps
 - Support
 - Follow-up
 - (Self-)reward / acknowledgement / celebration
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- The skill of self-leadership helps us to proceed. Otherwise, we need others to lead us, but to which direction?

Support

- Who could help and support you in your working life?
 - Mentor - an experienced and trusted adviser, e.g. in the industry.
 - Coach – someone who provides guidance to a client.
 - Consultant – a professional who provides expert advice.
 - Unions and associations – information, services and network.
 - Advisory services – information, training and network.
 - Own network and persons to talk to regarding any relevant topics.
- Create your own network of persons to support you.
- Take care of yourself!

Working life collaboration – some recommendations

- Be aware of your vision/what you wish for.
- Select your partners carefully and decide who you trust.
- Try to find people who are genuine with their intentions.
- Use discussions and negotiations as a test to figure out who you are dealing with.
- What works for one, doesn't necessarily work for someone else.
- Use your own judgment and look for reputation information (especially if you hesitate).
- Try to agree in advance and avoid unclear issues. Make sure of a joint understanding.
- If you don't know/understand something, ask/look for more information.
- Decide your limits and hold your boundaries.
- If you hesitate, don't agree/decide and take time to decide. Don't say yes under pressure.
- If something sounds bad/suspicious, it usually is. People rarely downplay issues/situations.
- Don't make a decision which you don't want to make or believe in. You need to live with every decision.
- If something is/goes wrong, react sooner than later.
- Make your own decisions. You are the expert of your own life.

Meaningful working life

SPIRE		CARMA	
Finding pathways to more meaningful work		Fostering meaningful work for your employees and followers	
S	Strengths	C	Clarity
	Know your unique strengths and talents, and use them in executing your work, even if that means going above and beyond your basic job duties		Organizations need a vision and mission to be clearly shared across all levels, if a company lacks purpose, its workers might follow suit
P	Personalization	A	Authenticity
	Bring more of yourself to work, align work with your values, take responsibility and adopt an ownership mentality for your work and your organization		Organizations must follow their own mission, leaders must behave ethically and honestly; phony purpose and exploitation kill meaning
I	Integration	R	Respect
	Integrate the motivation of and execution of your job with other elements of your life, work in ways that bring meaning to the rest of your life		Building positive, effective relationships in an organization begins with leadership modeling respect and creating chances for beneficial interactions
R	Resonance	M	Mattering
	Learn your organization's core values and mission, find ways in which it resonates with your personal mission and meaning through your everyday work		Leadership must convey to each worker exactly how their contribution is vital to the success and health of the organization and its mission
E	Expansion	A	Autonomy
	Seek ways in which your work can be grown to benefit some greater good, expand your concerns to embrace broader interests beyond your self		Allow followers increased self-expression by providing opportunities for self-direction, trial and error, innovation, and idea interchange

Source: Steger (2016) <https://www.researchgate.net/publication/310598648> *Creating Meaning and Purpose at Work*

Humanly sustainable working life

The Inner Development Goals framework is fundamental in the work to reach the Sustainable Development Goals.

The IDGs framework consists of five dimensions organising 23 skills and qualities of human inner growth and development. The framework has been developed by a team of international researchers after an extensive outreach consultation involving more than a thousand people.

Source: <https://www.innerdevelopmentgoals.org/framework>)

Sustainable Development Goals (SDGs)



Photo: UN

Source: <https://sdgs.un.org/goals>

Inner Development Goals – IDG Framework



Source: <https://www.innerdevelopmentgoals.org/>

Japanese 'ikigai' philosophy – How to find your purpose?



(Source: <https://mymodernmet.com/ikigai-japanese-life-philosophy/>)

Reading / work engagement and well-being at work

- Employee engagement:

Gallup

<https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx>

Työn imu / Työterveyslaitos (TTL) (in Finnish)

<https://www.ttl.fi/teemat/tyohyvintoiti-ja-tyokyky/tyon-imu>

- Well-being at work:

Great Place to Work

<https://www.greatplacetowork.com/employee-wellbeing>

Work goes happy (in Finnish)

<https://www.wgh.fi/>

Reading / action drivers

- Drive

Pink, Daniel H: Drive: The Surprising Truth about What Motivates Us. Canongate Books, 2010.

- Willpower

McGonical, Kelly: The Willpower Instinct. Avery Publishing, 2013.

- Mindsets

Dweck, Carol S: Mindset. Little, Brown Book, 2017 (updated edition).

- Grit

Duckworth, Angela: Grit: Why passion and resilience are the secrets for success. Random House, 2017.

- Positive Stress and Reflective Practice Enhancing Innovativeness Among Entrepreneurs

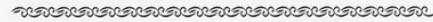
[http://virtual.vtt.fi/virtual/eustress/docs/Positive Stress and Reflective Practice.pdf](http://virtual.vtt.fi/virtual/eustress/docs/Positive%20Stress%20and%20Reflective%20Practice.pdf)

More reading recommendations

- Järvilehto, Lauri: Upeaa työtä! Näin teet itsellesi unelmien työpaikan. Tammi, 2021.
- Pölönen, Perttu: Tulevaisuuden identiteetit. Otava, 2020.
- Sekki, Antti & Niemi, Mika: Menesty yrittäjänä. 68 käytännön ohjetta. Alma Talent, 2016.
- Ståhlberg, Leena: Kohti omannäköistä yrittäjyyttä. Omaelämäkerrallinen ja valmentava opas yrittäjyyttä harkitsevalle ja yrittäjäksi aikovalle. Basam Books, 2021.
- Marila, Rosanna & Wallenius, Sanna: Lisää liksaa! Itsensätyöllistäjän tsemppikirja parempiin palkkioihin. Alma Talent, 2022.

- Grant, Adam: Originals: How Non-Conformists Move the World. Penguin Books, 2017.
- Grant, Adam: Think again: The Power of Knowing What You Don't Know. Ebury Publishing, 2021.
- Sinek, Simon: Start with why. How great leaders inspire everyone to take action. Penguin Books, 2011.
- Sinek, Simon: Find your why. A practical guide for discovering purpose for you and your team. Penguin Books, 2017.
- Burnett, Bill & Evans, Dave: Designing Your Work Life: How to Thrive and Change and Find Happiness at Work. Chatto & Windus, 2020.
- Sutton, Robert I: Asshole Survival Guide: How to deal with people who treat you like dirt. Penguin Books, 2018.

THE MAN IN THE ARENA



It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.

THEODORE ROOSEVELT

Thank you!

I sincerely wish that I have been able to provide you with some relevant and useful information for your support in your working life now and in the future.

I wish you all kinds of good and inspiring things to happen and a meaningful working life.

Do what you believe in and believe in what you do. All the rest is a waste of time and energy.

- Pia