



MEANING AT THE CORE

Why care about meaningfulness?

Human beings are “hardwired to seek meaning” (Baumeister and Vohs, 2002, p. 613)

Why care about meaningfulness?

Meaningful work is connected to

- Positive affective well-being (Arnold et al., 2007)
- Life satisfaction, less depression (Steger et al., 2012; Duffy et al., 2013)
- Supervisor-rated performance (Harris et al., 2007)
- less work absenteeism (Steger et al., 2012),
- decreased turnover intentions (Scroggins, 2008; Arnoux-Nicolas et al., 2016),
- Deriving benefits from a stressful work-related event (Britt et al., 2001)
- Finding one's life meaningful (Steger and Dik, 2009)

Why care about meaningfulness?

- A probability sample of 1,200 college-graduated United States workers found that 34% of respondents are willing to accept 15% lower salary if that allows them to work for an organization whose values align with their own (Net Impact, 2012).

Why care about meaningfulness?

- Meaning and mortality
 - 6000 participants, 14 years
 - "For every 1-SD increase in purpose, the risk of dying over the next 14 years diminished by 15%."

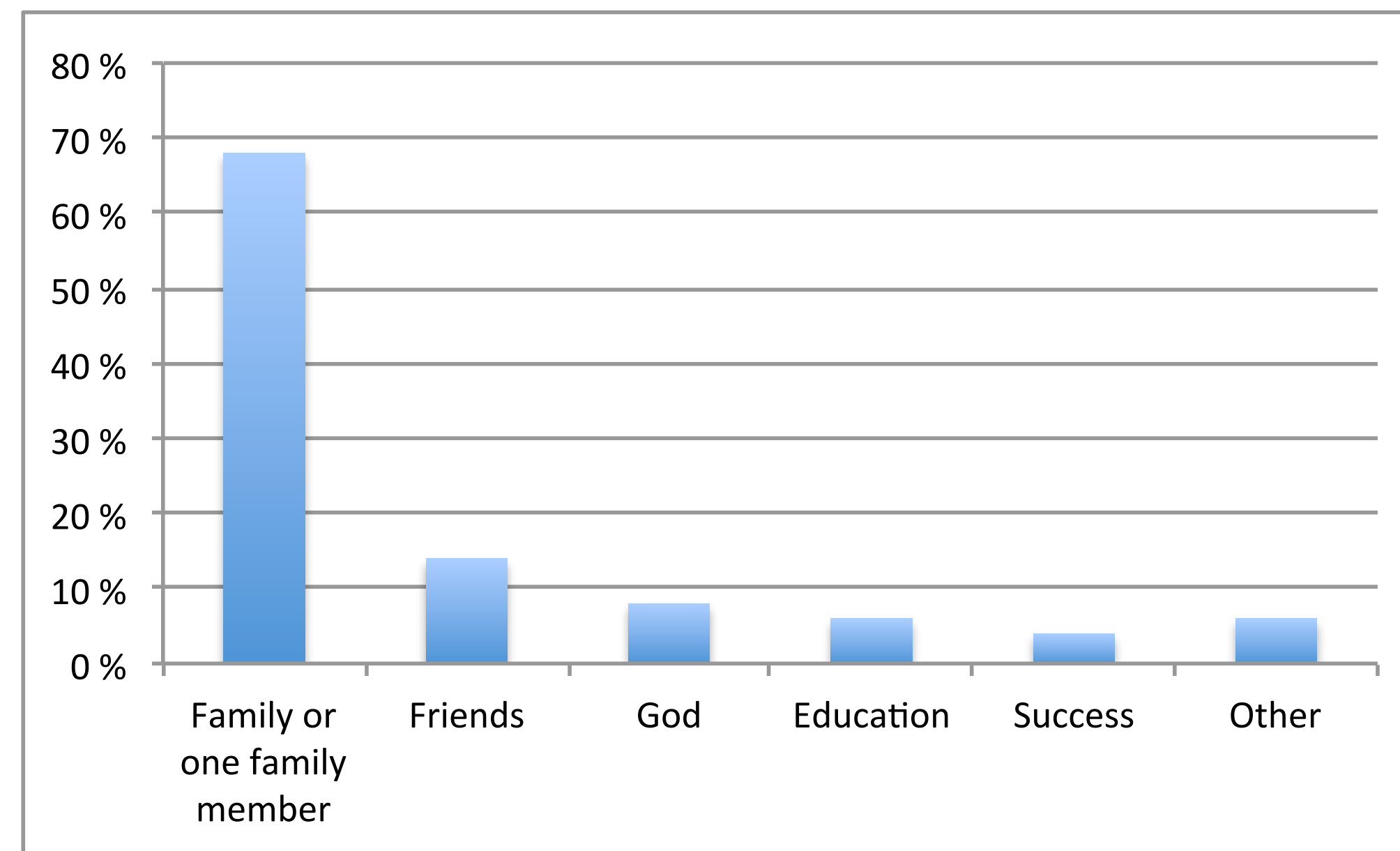
Source: Hill, P. L., & Turiano, N. A. (2014). Purpose in life as a predictor of mortality across adulthood. *Psychological Science*, 25(7), 1482–1486.

Source: Cohen, R., Bavishi, C., & Rozanski, A. (2016). Purpose in Life and Its Relationship to All-Cause Mortality and Cardiovascular Events: A Meta-Analysis. *Psychosomatic Medicine*, 78(2), 122–133.

What makes life or work
meaningful?

Social relationships

'Pick the one thing that makes life most meaningful for you and describe why you selected it.'



Source: Lambert, N. M., Stillman, T. F., Baumeister, R. F., Fincham, F. D., Hicks, J. A., & Graham, S. M. (2010). Family as a salient source of meaning in young adulthood. *The Journal of Positive Psychology*, 5(5), 367–376.

Control group

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 [login](#) | [sign up](#) (track your totals, join and create groups and more)

English Vocabulary

New Subjects! ▶

peek means:

quick look

carpet

mom

woods



How to Play

- Click on the right answer in the middle of this page.
- If you get it right, you get a harder question. If you get it wrong, you get an easier question.

WARNING: This game may make you smarter. It may improve your speaking, writing, thinking, grades, job performance... ([more](#))

Positive contribution group

F R E E

Rice

2.0

[HOME](#) [SUBJECTS](#) [GROUPS](#) [RICE!](#) [SIGN UP](#) [LOGIN](#) [ABOUT](#) [SPREAD THE WORD](#) [ENGLISH ▾](#)

For each answer you get right, we donate 10 grains of rice through the World Food Programme to help end hunger


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1 right = 10 grains



5 right = 50 grains



Play and feed hungry people

English Vocabulary

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7103810 grains of rice donated yesterday.
Over 100 billion grains donated to date (see [totals](#)).


How to Play

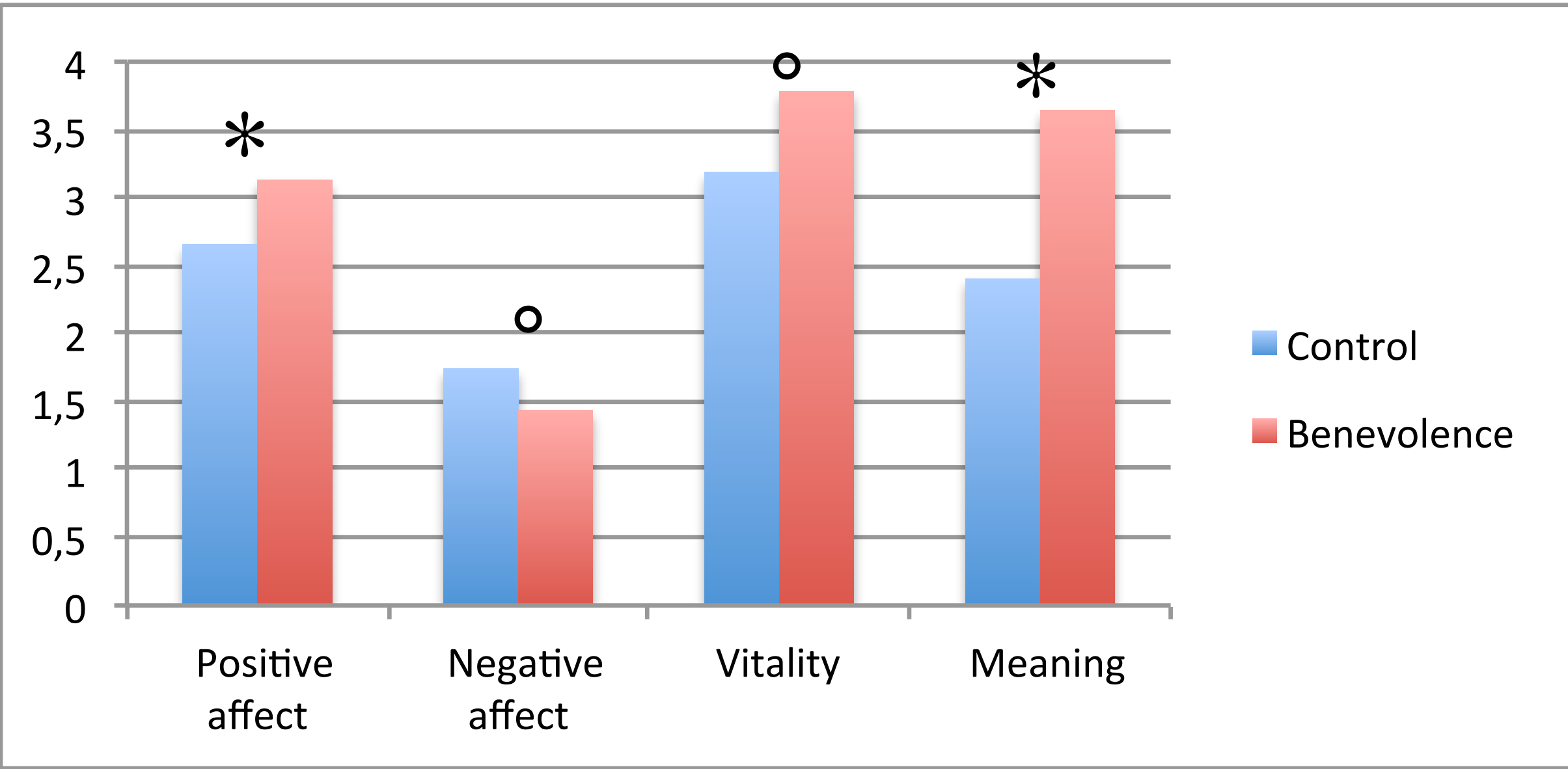
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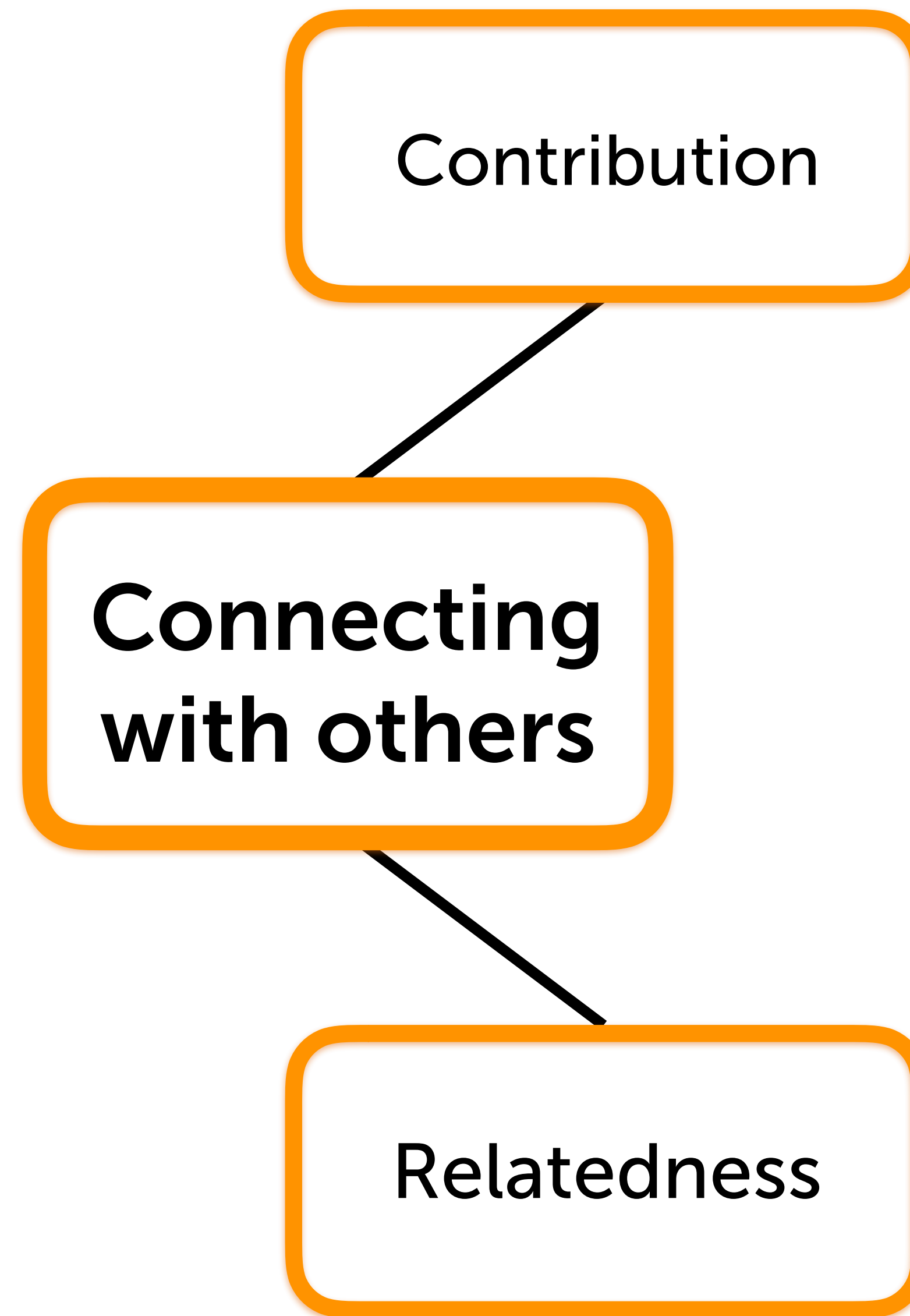
ORIGINAL PAPER

Prosocial behavior increases well-being and vitality even without contact with the beneficiary: Causal and behavioral evidence

Frank Martela¹  · Richard M. Ryan^{2,3}



* = $p > .05$
o = $p > .10$



**Meaning in life is
about making
yourself meaningful
to other people.**





Self-realization as a source of meaning

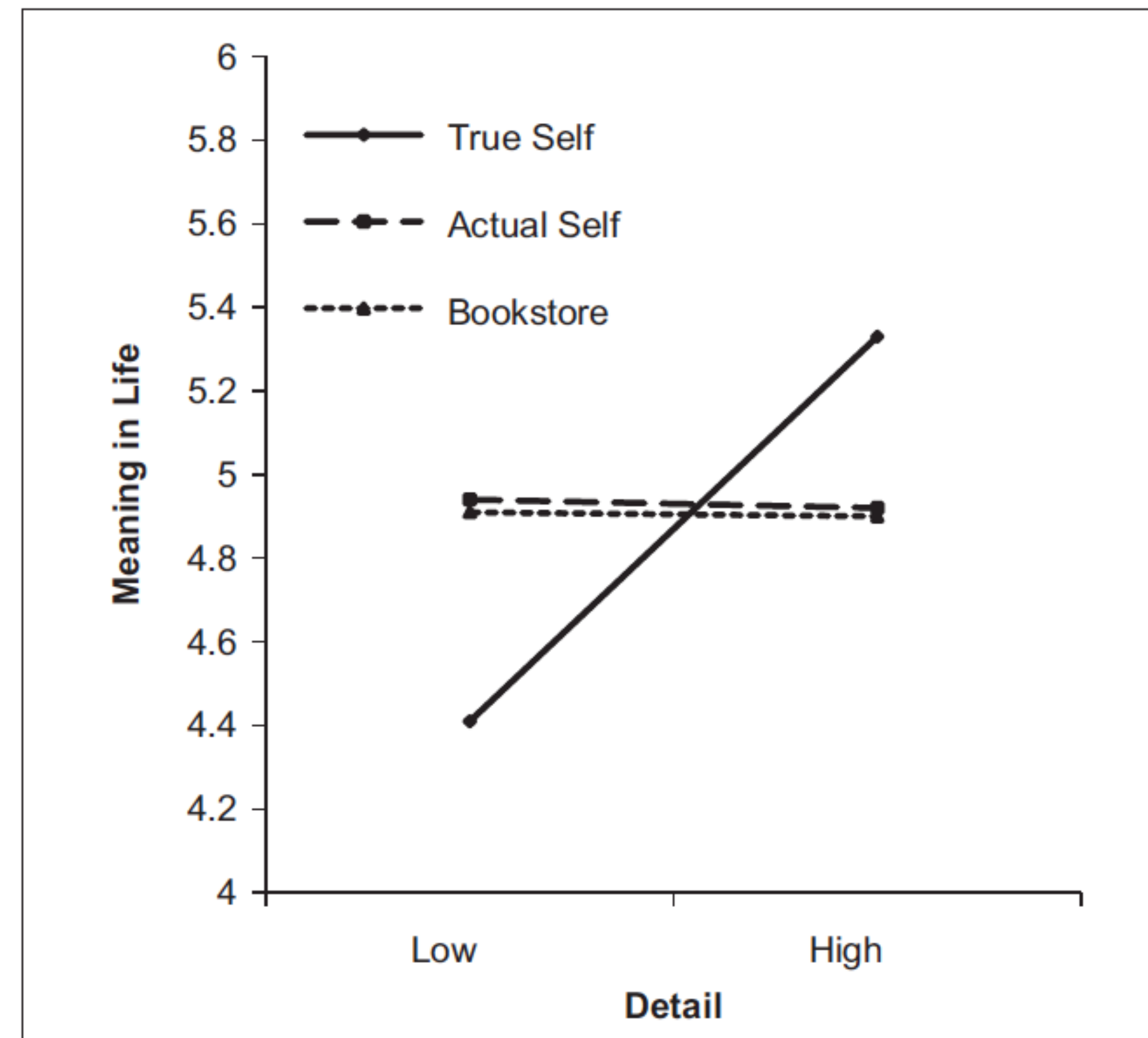
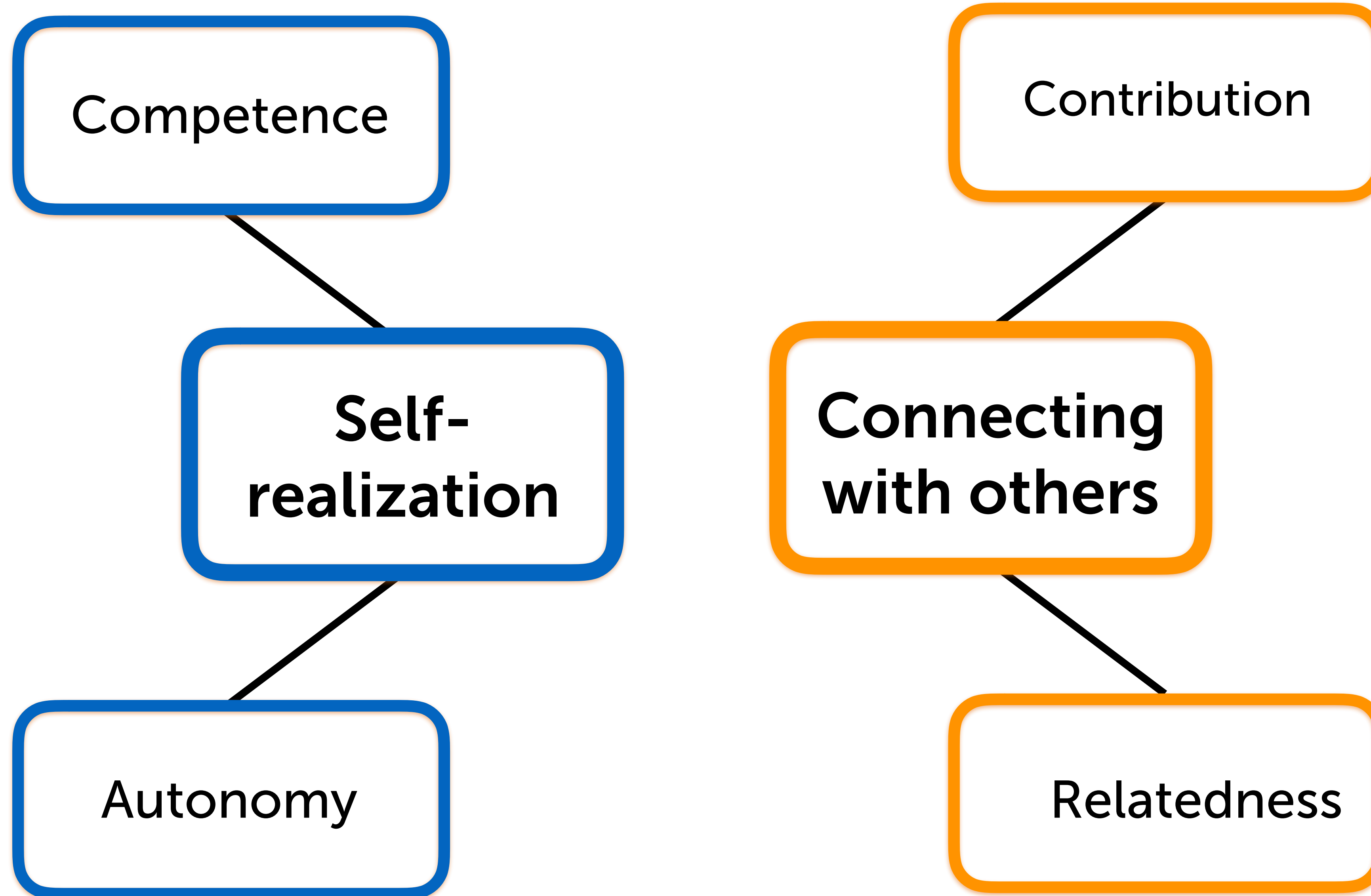


Figure 1. Meaning in life as a function of writing condition, Study I


Source: Schlegel, R. J., Hicks, J. A., King, L. A., & Arndt, J. (2011). Feeling like you know who you are: Perceived true self-knowledge and meaning in life. *Personality and Social Psychology Bulletin*, 37(6), 745–756.



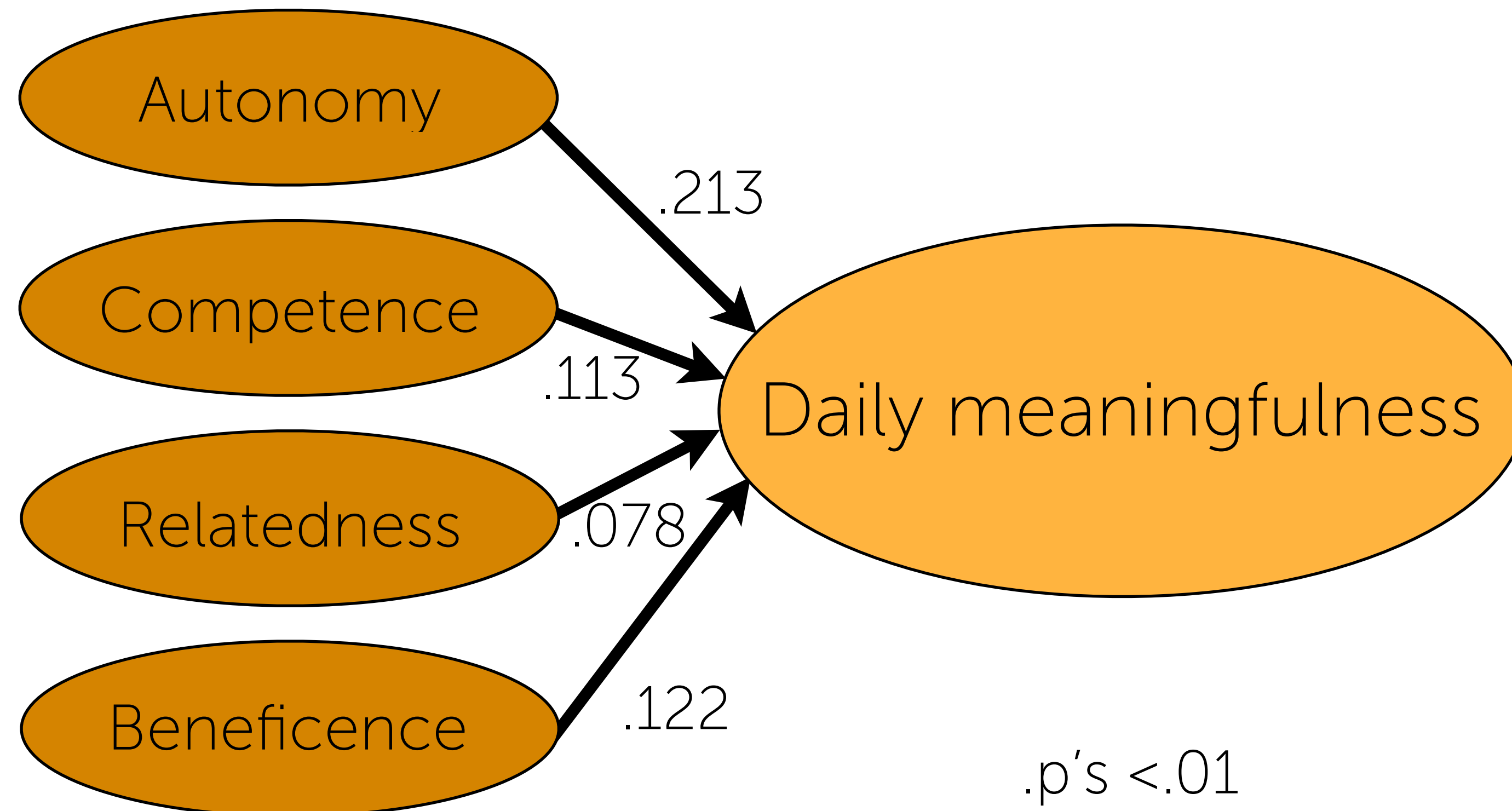
Lähde: Martela, F., Ryan, R. M., & Steger, M. F. (2017).
Meaningfulness as satisfaction of autonomy,
competence, relatedness, and beneficence. Journal of
Happiness Studies

RESEARCH PAPER

Meaningfulness as Satisfaction of Autonomy, Competence, Relatedness, and Beneficence: Comparing the Four Satisfactions and Positive Affect as Predictors of Meaning in Life

Frank Martela¹  · Richard M. Ryan^{2,3} · Michael F. Steger^{4,5}

- 85 university students
- Daily survey on 10 consecutive evenings: 'Today, I felt...'
- Controlling for gender, weekend, trait-level need satisfaction

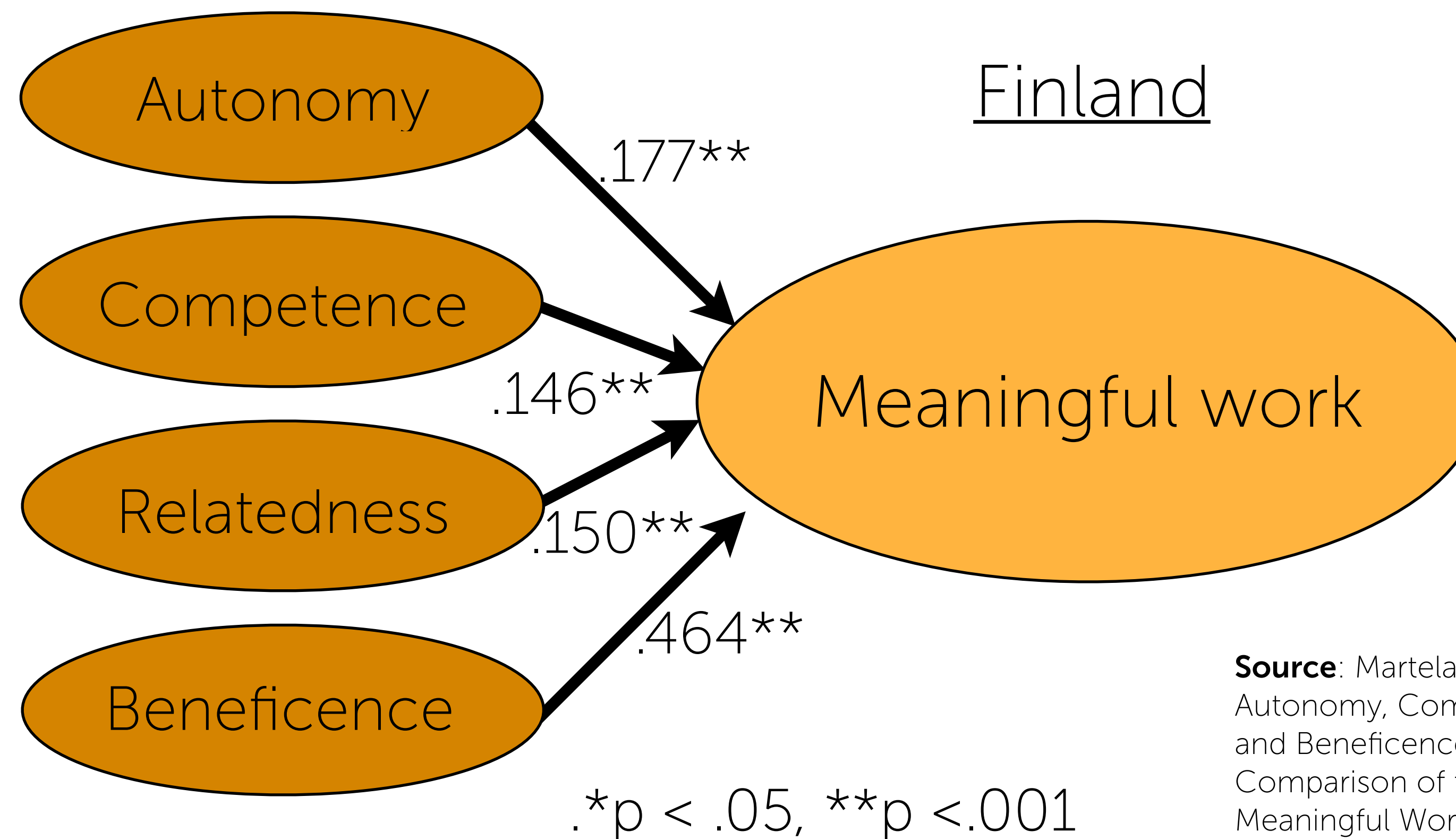


Autonomy, Competence, Relatedness, and Beneficence: A Multicultural Comparison of the Four Pathways to Meaningful Work

Frank Martela^{1*} and Tapani J. J. Riekk²

¹ School of Business/Department of Industrial Engineering and Management, Aalto University, Helsinki, Finland, ² Filosofian Akatemia, Helsinki, Finland

- Three cross-sectional samples from Finland (n = 594), India (n = 342) and USA (n = 373)
- Mediation analysis using PROCESS (Hayes, 2013)
- Betas displayed for India



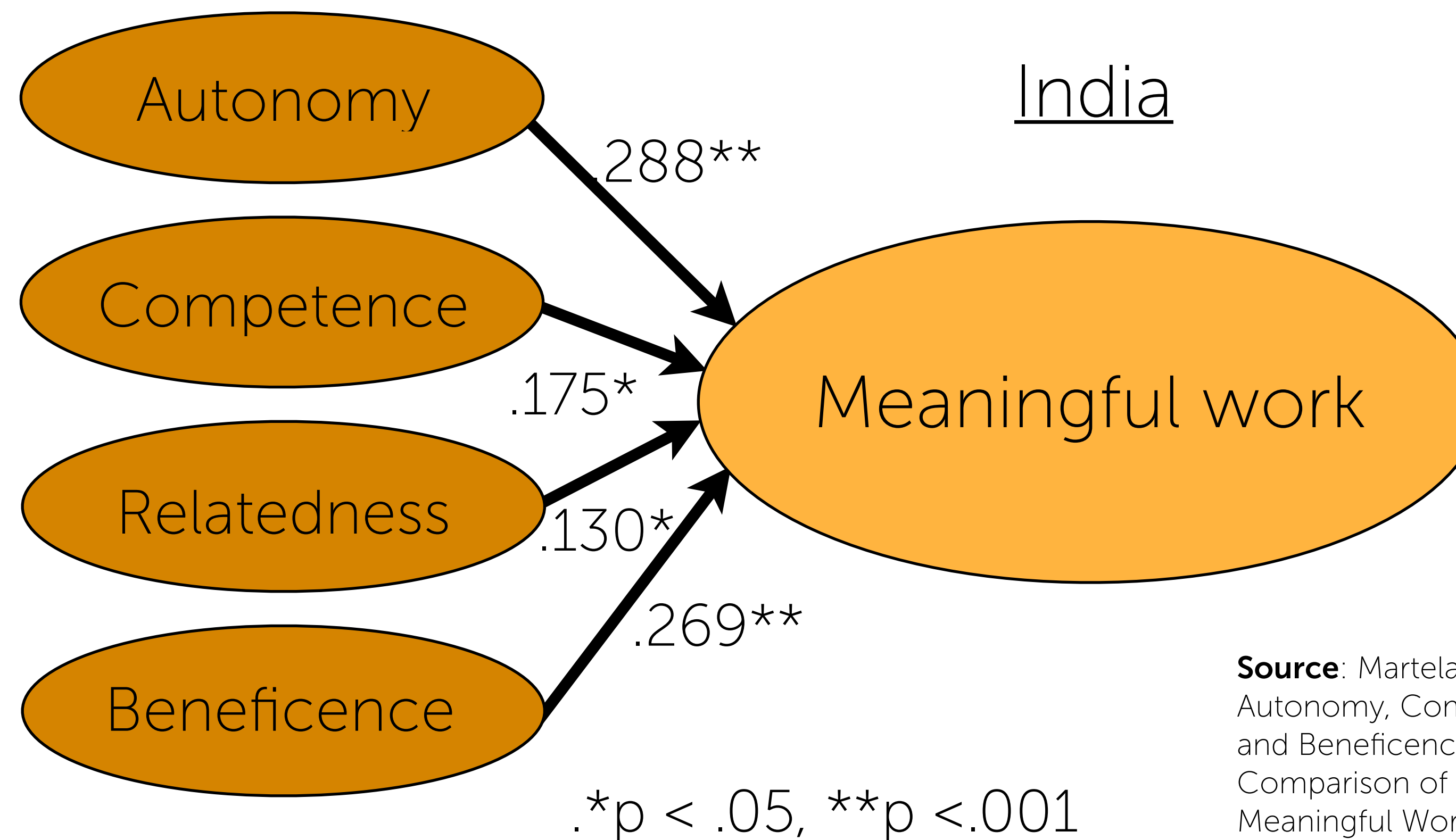
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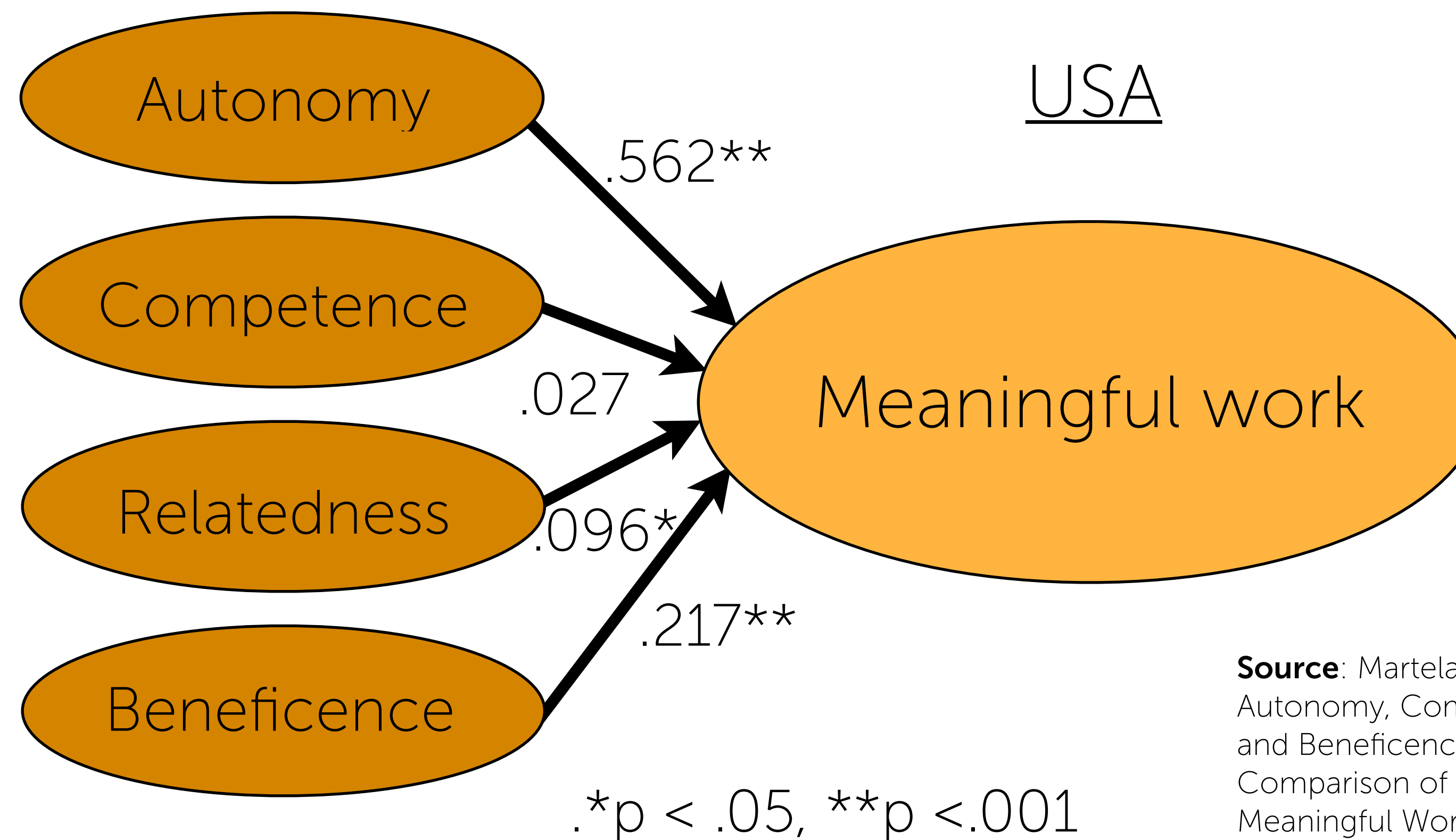
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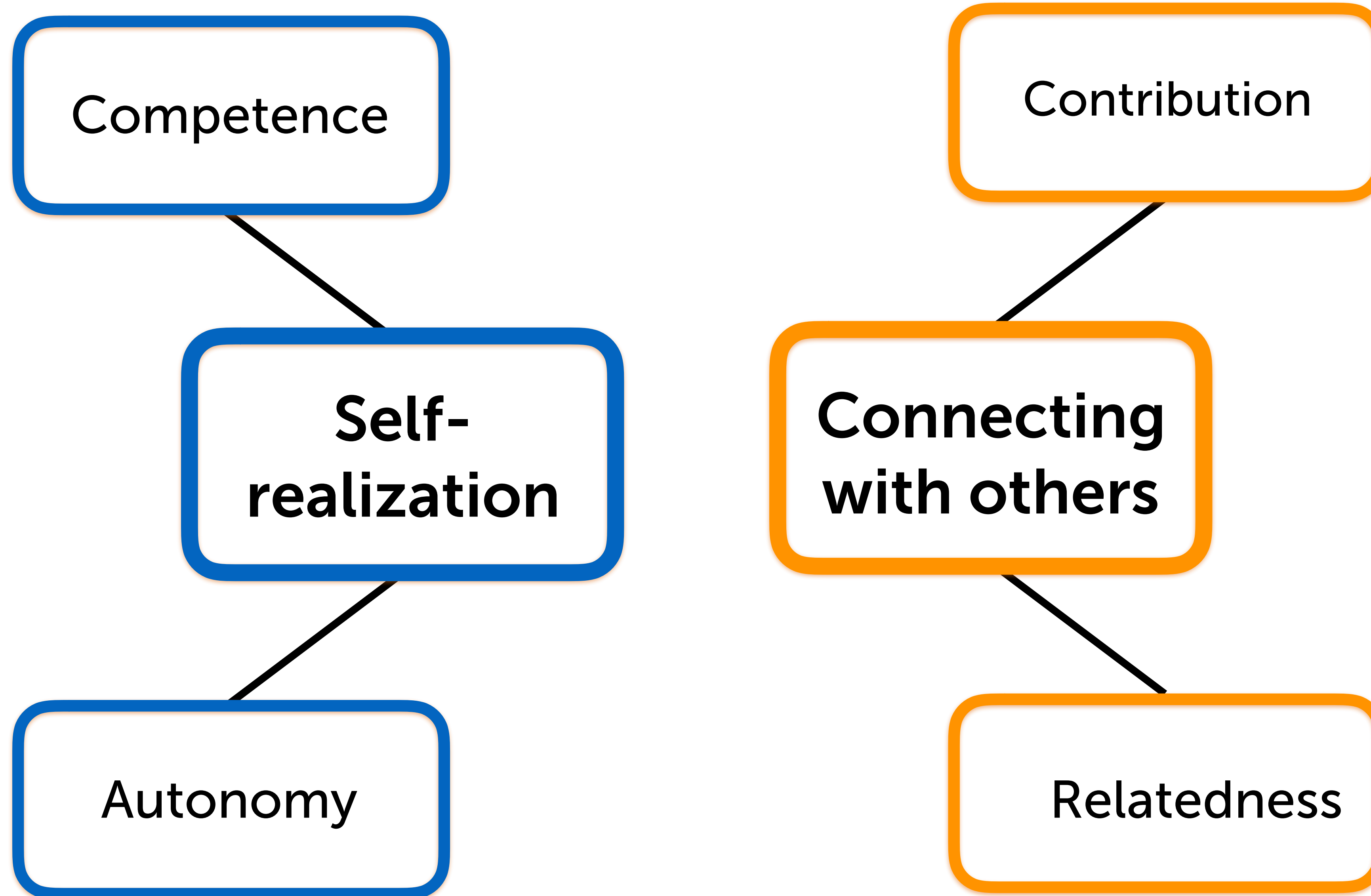
Meaning in life is
about

doing things
meaningful to
you

in a way

that makes you
meaningful to
other people





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THANK YOU!

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