**Video Title:** How to Find a Meaningful Job, or Find Purpose in the Job You Already Have

**Video URL:** <https://www.youtube.com/watch?v=H54vh7UI3_I>

**Run Time:** 4:52

**Source:** Big Think/YouTube

**Close Caption Available:** Yes

Meaningful work as part of job design is described on pages 91-94 of the textbook. Broaching the question "What is my purpose?" is a grandiose idea, but research can make it a little more approachable if work is where you find your meaning. It turns out you can redesign your job to have maximum purpose. There are three ways people find meaning at work, what Aaron Hurst calls the three elevations of impact. About a third of the population finds meaning on an individual level, from seeing the direct impact of their work on other people. Another third of people find their purpose at an organizational level. And the last third of people find meaning at a societal level. What's interesting about these three elevations of impact is they enable us to find meaning in any job if we approach it the right way. And it shows how accessible purpose can be when we take responsibility for it in our work.

It puts a lot of pressure on us to figure out what is our purpose, a sort of grandiose idea. Studying individual purpose is much simpler than that, especially as you get started on that journey. We're wired to find meaning in different ways at work. We don't all get a sense of purpose from the same things. And that doesn't mean different causes. It actually has to do with the elevation of meaning in your work.

For about one third of the population gets the most meaning at work when they can directly see their work impacting other people. They need to have that visceral sense that their work actually made an impact on someone's life. No matter what the impact is, if they don't see that visceral connection, they don't feel a sense of purpose. A doctor sees patient after patient. If the doctor did not get a sense of meaning from each patient, that job wouldn't be fulfilling.

For about a third of people, affecting one person is the primary lens for thinking about impact. There's a lot of ways for impact to show up. It could be your co-workers. It could be customers. It could be clients. We then have about a third of the workforce who gain much more meaning from working at an organizational level. They say, it's great to help people, but, ultimately, I want to build a more sustainable impact by helping build teams, to build organizations, to build institutions that can make a longer, sustained impact on the world. And when I see, you know,

Helping a given patient is meaningful, but I'd rather help 1,000 doctors serve a million patients and be part of that equation, and that's what's really going to get me fired up. Whereas a person at that individual level might think, "That that sounds like bureaucracy. Why would you want to be in medicine and be a hospital administrator? That sounds like torture." But to the person who's driven by that organizational change, that is exactly where they need to get that meaning. For people who really get a lot of meaning from that organizational team level, there's so many ways to do that. But at the core, it's about building teams, building organizations.

*Questions for Thought and Discussion*

1. What does it mean to find meaningful work at the individual level?

2. What does it mean to find meaningful work at the organizational level?

3. What does it mean to find meaningful work at the societal level?

4. How could a manager use the information in this video to help employees find meaning in their work

5. To what extent does the presenter of this video seem to have meaningful work?