



Search For Meaning In The Workplace

Linda Holbeche



Search For Meaning In The Workplace:

The Search for Meaning in the Workplace Thomas H. Naylor, William H. Willimon, Rolf Österberg, 1996 Naylor Willimon and Osterberg search for meaning in the workplace by combining a spiritual journey inward with an outward quest in pursuit of human connectedness Finding meaning in our work is no easy task they contend if life beyond the workplace has no meaning Similarly if most of each day is spent in meaningless work then finding meaning outside of work may be equally elusive *In Search of Meaning in the Workplace* Linda Holbeche, Nigel Springett, Roffey Park Institute Limited, 2004-05-01

The Search for Meaning at Work Steve Van Valin, 2022-11-01 Offers a path to purpose and meaning at work to engage and support employees at every level While recent studies have shown that companies with high levels of employee engagement have 40% less turnover half the absenteeism rate and double the net profit compared to companies with low engagement many firms continue to struggle with engaging their employees and a mass exodus is under way Business leaders are unprepared to deliver the type of culture and leadership that infuses the work experience of their employees with purpose and meaning No surprise that a recent Gallup survey showed that only 15% of employees consider themselves engaged in their work In *The Search for Meaning at Work* Steve Van Valin an organizational culture consultant and former long time executive with QVC provides talent leaders and managers at all levels with a focused awareness and a robust set of actionable tools to meet the talent challenge head on Building on the research of Harvard professor Dr Teresa Amabile and others Van Valin's model is based on eleven Amplifiers of Meaning that identify and describe the core purpose that gives work meaning Without purpose there is no meaning Van Valin argues and without meaning there is no true engagement For many employees and their managers the purpose that drives an employee's motivation to work remains hidden as a result employees are disengaged leaving managers and leaders frustrated as they search for answers Van Valin's approach is a confident and creative challenge to leaders to think differently with greater empathy for the power of purpose and meaning in people's lives Each chapter contains personal observations revealing anecdotes and a playbook which provides specific and relevant actions steps the reader can follow to amplify meaning in ways that inspire high performance 1 The book is anchored on providing specific actionable ideas to promote purpose and meaning It is a practical guide not just a philosophical work on a lofty subject 2 No other book fully defines purpose and meaning and brings to light the dynamics between them Doing so provides a high level of awareness for the reader that leads to the practical application of emotional intelligence when making the everyday better choices 3 The book research model and actionable ideas are directly transferable as content for teaching the Amplify concept via classroom online and webinar delivery **Positive Psychology in Search for Meaning** Dmitry Leontiev, 2016-03-17 What are the ways in which we can understand the meaning of the psychology of meaning in people's lives In the last century mainstream psychology has largely neglected the topic of meaning More recently the concept has become an academically legitimate one within positive psychology and in some other

speciality areas of psychology This book contains a collection of theoretical methodological and empirical papers written by the acknowledged experts systematically working on the problems of personal meaning within the positive psychology framework The authors investigate the possibilities and limitations of a scientific study of personal meaning and new perspectives that this concept brings to the field This book was originally published as a special issue of The Journal of Positive Psychology The Palgrave Handbook of Fulfillment, Wellness, and Personal Growth at Work Joan

Marques,2023-08-31 This handbook discusses the role of sustainability well being and growth in engagement and purpose at work When employees are dissatisfied with their job they tend to be disengaged and less productive Given the correlation between job satisfaction and job performance organizations are looking for ways to increase employee engagement and productivity Divided into three sections this work opens with an examination of the concept of work then discusses fulfillment of workforce members at mental emotional and spiritual levels The next section on wellness explores drivers that advance interhuman approaches and trends including meaning leadership happiness resilience and motivation The last section focuses on personal and professional growth through the cultivation of an entrepreneurial mindset but also justice equity and interactive flourishing through the promotion of positive trends or the conscious reduction of toxic ones With contributions from a global cluster of scholars this book offers readers broad perspectives on the potential nature of work as a gratifying vocation It will serve as a horizon expanding reference for those researching topics related to meaningful work and workplace fulfillment and thriving **Spirituality Management in the Workplace** Fahri Özsungur,Fevziye

Bekar,2023-12-14 The experts here provide conceptual frameworks and guidance by examining the subject in the light of current developments at multiple levels of analysis individual organizational cultural and in leadership Spirituality in the workplace considers employees as a whole in spirit body and mind *Handbook of Research on Multidisciplinary Perspectives on Managerial and Leadership Psychology* Johnson, Rick D.,2021-01-22 The subject of leadership and managerial psychology exists as a sub branch of psychology within the fields of industrial and organizational psychology There still appears to be ongoing debate regarding the core pathology for gaining managerial expertise in professional roles relative to having suitable leadership skills and managerial knowledge beyond the direct daily work involved in organizations Professional organizations inherently include varied levels of sensitive human interactions which further necessitates their management professionals to have leadership styles that are adjustable contingent on a given situation Relative to this edited book managerial psychology is being utilized in a way that may subsequently seek to develop a series of scientific theory principles where the focus is to develop managerial axioms that advance contemporary existing knowledge surrounding professional management logic The Handbook of Research on Multidisciplinary Perspectives on Managerial and Leadership Psychology provides value uncovered by a collaboration of generalists and specialists who bring professional managerial and leadership opinions to light through narratives and research inclusive of fundamental theory principles that can be applied in

practice and academia This edited reference is focused on the enhancement of management research through managerial psychology while highlighting topics including business process knowledge management in diverse discipline situations and professions corporate leadership responsibility leadership of self and others and leadership psychology in a variety of different fields of work This book is ideally designed for leadership and management professionals academicians students and researchers in the fields of knowledge management administrative sciences and management leadership development education and organization development sub branches or specialty practices *Reinventing HR* Cecile Schultz, 2015-03-30

Revolutions are typically huge and dominating events in the world's history accompanied by radical visible change The current revolution is in this regard silent yet change is everywhere The changes in organisational life are affecting management and the way in which businesses are being run In this volatile context the Human Resource HR function need to be strategically correctly positioned It needs to be reinvented and positioned in terms of all aspects of people and relations in an organisational context with clearly identified main activities professional streams In order to understand the current state of affairs of the HR function and to give definition to a future ideal positioning for the function the authors conducted a survey It was sent out to members of management as well as to HR practitioners Based upon the findings of the survey as well as an analysis of international trends and developments the authors propose six transitional pillars for the HR function

- 1 Leadership and meaning
- 2 Relationships
- 3 Workplace socialisation
- 4 Productivity
- 5 Organisational transformation
- 6 Personal wellness

These pillars as strategic focus areas are built upon foundational HR competence and business acumen The intention behind the project is to enable the HR function to reinvent itself into a discipline which is acknowledged and respected for its relevance competence and professionalism Reinventing HR will provide you with the context in which the HR function needs to find its strategic and operational relevance Content includes Research report and findings Transitional pillars Foundational understanding HR competence and business acumen Leadership and meaning Relationships Workplace socialisation Productivity Organisational transformation Personal wellness The future *Meaningful Work: Viktor Frankl's Legacy for the 21st Century* Beate von Devivere, 2018-05-25

This book offers meaningful work as one of the most relevant issues for 21st century workplaces and organizations seeking to develop leadership and drive positive change It uses Viktor Frankl's legacy as a scientific and philosophical pioneer while combining cutting edge research findings from the behavioural sciences organizational and management research and human resource development with outstanding examples of new work approaches of leadership from around the globe In order to respond to 21st century demands on meaningful work this book harnesses the power of living meaning values purpose and compassion in workplaces Beate von Devivere shows managers human resources experts consultants coaches medical experts students and counsellors as well as all dedicated individuals how to find meaning in their organizations their teams and individual functions and challenges bringing Viktor Frankl's approach to today's workplaces Integrating a wide range of knowledge and expertise this book covers organizational

development management practice and findings from psychology neuroscience as well as therapeutic approaches and new work concepts Meaningful work is promoting an integrated approach for the Copernican turn further promoting meaningful work purpose and a good life *Critical Thinking in Human Resource Development* Carole Elliott, Sharon

Turnbull, 2004-08-02 This book provides a reflexive critique of the assumptions of orthodox HRD research and practice and questions the conception of humans as resources as well as the conventional performative focus of HRD Examining the broader social political and economic contexts the book offers alternative perspectives for considering both the needs of individuals and the sustainable development of organizations in post industrial economies Research Anthology on

Religious Impacts on Society Management Association, Information Resources, 2020-07-21 Religion is considered by many to be something of the past but it has a lasting hold in society and influences people across many cultures This integration of spirituality causes numerous impacts across various aspects of modern life The variety of religious institutions in modern society necessitates a focus on diversity and inclusiveness in the interactions between organizations of different religions cultures and viewpoints Research Anthology on Religious Impacts on Society examines the cultural sociological economic and philosophical effects of religion on modern society and human behavior Highlighting a range of topics such as religious values social reforms and spirituality this publication is an ideal reference source for religious officials church leaders psychologists sociologists professionals researchers academicians and students **The High Performance Organization**

Linda Holbeche, 2012-05-04 Increased global competition aided and abetted by technology has meant that organizations in every sector are having to compete on the basis of speed cost quality innovation flexibility and customer responsiveness If organizations wish to be able to compete successfully in the global marketplace they need to develop innovative products and services quickly and cost effectively The High Performance Organization provides invaluable information and practical tools for people engaged in leading organizational change efforts as an executive line manager HR practitioner or change agent This practical text is grounded in organizational reality as well as having a sound theoretical setting Illustrative case studies have been drawn from consultancy practice and a wide range of current research Work Psychology in Action Anna Sutton, 2020-11-25 The new edition of this popular accessible and skills oriented textbook introduces key psychological concepts and demonstrates how they come into play in the real world of work while building strong awareness of how business priorities inform and underpin applied psychology It combines summaries of important research studies with an exploration of topics from different international perspectives to offer students a deeper appreciation of how psychology develops and is used in the world of business The book takes a practical problem solving approach to understanding the role of psychology in the workplace and focuses on employability skills that will benefit students in their future careers Written by a highly experienced lecturer this book is ideal for undergraduate and postgraduate business and psychology students taking modules in work psychology New to this Edition Fully updated to include the latest research and theory in the field Reworked

chapter on communication and culture New material on neuroscience New features such as Psychology and Technology Updated International Perspectives feature including a wider range of countries and perspectives of Indigenous peoples New examples and case studies from a wider geographical range including Asia Australasia and the Middle East **SEARCHING FOR INSPIRATION?** JOSEPH D. PUTTI,2013-08 At one time or another life hits everyone like a ton of bricks Energy is drained moods are dark and motivation low The will to live takes a blow Joie de vivre vanishes into thin air However we human beings are incredibly resilient creatures We do not throw in the towel easily We have the potential to rise above the gloom and doom and fill our lives with fresh purpose and new resolve We have the power of inspiration We all need inspiration Without it we will shrivel emotionally Inspiration opens up a world of possibility We need it as much to navigate the exceptional moments as to deal with the details of ordinary existence This book is a tour de force and takes the readers on an exciting journey of self discovery traversing such central pathways of human existence as life self community leadership family nature work adversity spirituality hope etc and with the help of up to date research in the fields shows how they can all become instruments of profound inspiration Take hold of this book and you will find much fodder for the soul

Put Your Spirit to Work Deborah Knox,2012-04 Put Your Spirit to Work Making a Living Being Yourself will help you gain clarity about the kind of work you want to do By undertaking this journey you ll develop the confidence and enthusiasm you need to take practical steps toward significant life changes The information resources and tools in this book will help you successfully navigate your career and life work journey in the new world of work As a result of completing this process you ll be able to Understand who you are and what you want in your life work Navigate an ever changing job market with confidence Move steadily toward a career goal or passion Create a career path that enables you to sustain a balanced lifestyle If you re looking for meaningful work this book is for you Start now and make a living being yourself **Leadership Wholeness, Volume 1** Thomas Thakadipuram,2023-01-01 This book investigates the lived experience of CEOs in their quest for wholeness and presents a model of spiritual intelligence for contemporary leadership The experience of ethical and spiritual crisis in the post modern society especially in organizational leadership calls for deeper quest and spiritual intelligence Four essential themes emerged from the analysis of the in depth interviews with top leaders of different organizations across the globe 1 Sensing Crisis 2 Embracing Crisis 3 Awakening Hidden Wholeness 4 and Serving Greater Good From the analysis of the themes a model of spiritual intelligence and leadership wholeness is constructed This Spiritual Intelligence Model portrays the intra dynamics of leaders ongoing quest for wholeness penetrating through their existential learning spiritual and moral dimensions of being and the five ethical dimensions of wholeness permeating through the personal organizational social global and environmental spheres of life This book gives a fresh perspective on spiritual intelligence and leadership practice today **Who Do You Think You Are?** Stephen M. Smith,Shaun Fanning,2017-11-06 Give your kids their greatest chance at success Who Do You Think You Are helps parents school counselors and

administrators get teens thinking about and interested in their future careers Success in college and beyond relies on thorough prior preparation by identifying interests and passions early on young people are better able to plan for the career they want by mapping out the academic path to support it This book shows you how to guide teens along on this journey and how to stick with them until they reach the goals they've set From helping them discover just what it is they're interested in to finding the institution that will help them flourish and setting out a clear plan of attack this book provides invaluable insight from an expert in student success No one expects every student to have a definitive life plan by high school graduation but having some idea of direction is critical Nearly 3.3 million students will graduate high school this year and most will head straight to college but just 20 percent of those who pursue an associate's degree complete within four years and only 60 percent of those who pursue a bachelor's degree complete within six years Even those who earn a degree may struggle to move from school to work Those who do succeed have done so because they've planned their work and worked their plans This book shows you how to help your child to be one of the success stories Map out an academic plan to support each kid's field of interest Identify the best fit institution to get them where they want to be Balance support and independence throughout your teen's journey Help your child be prepared for college so they can succeed far beyond Adults know that success in life comes from plenty of hard work and thorough preparation but for kids in middle and high school that lesson is just now beginning to hit home Who Do You Think You Are helps you guide them through the transition successfully so they can come out the other side exactly where they want to be

Textbook of Palliative Nursing

Department of Nursing Education and Research City of Hope National Medical Center Betty R. Ferrell Research Scientist, Supportive Care Program Nessa Coyle Director, Pain & Palliative Service Department of Neurology Memorial Sloan-Kettering Cancer Center, 2005-11-10 Originally published in 2001 the Textbook of Palliative Nursing has become the standard text for the field of hospice and palliative care nursing In this new edition the authors and editors have updated each chapter to ensure that the content is evidence based and current references are included They also have retained the important focus on case studies throughout the text and practical clinically relevant tables figures and other resources Like the previous edition this text has an introductory section of the general principles of palliative care followed by a comprehensive section on symptom assessment and management encompassing twenty one different symptoms Other key sections include psychosocial support and spiritual care providing holistic perspective on care of patients facing advanced disease The text also includes an innovative section on special populations addressing those most in need of palliative care The textbook is a useful resource for all nurses with the excellent section on end of life care across settings In this new edition the pediatric palliative care section has been greatly expanded and includes seven separate chapters on pediatric care It includes a section on special issues addressing topics such as ethical considerations nursing research and public policy perspectives and concludes with a section presenting models of excellence including six international models This

edition also offers a narrative on dying based on a spouse's perspective. The text includes an appendix with an extensive list of resources for nurses in the field. *Career Development and Counseling* Steven D. Brown, Robert W. Lent, 2020-11-04

Discover comprehensive coverage of leading research and theory in career psychology with the newest edition of a canonical work. The newly revised and thoroughly updated third edition of *Career Development and Counseling* retains many features of the celebrated second edition including in-depth coverage of major theories of career development, interventions and assessment systems across the life span and the roles of diversity, individual differences and social factors in career development. This new edition also covers essential new material on emerging topics like The future of work and preparing people for work in the new economy, The psychology of working theory, Working with older adults and retirees, Working with the unemployed and underemployed, Calling work meaning, career adaptability and volition. This book illuminates scientifically informed career practices from an interdisciplinary perspective, engaging readers with concrete strategies and practical tips for working with clients of all kinds. Drawing on vocational, industrial, organizational and personality psychology, *Career Development and Counseling* is ideal for graduate students at the masters and doctoral levels in counseling psychology, counselor education and educational psychology. **Handbook of Workplace Spirituality and**

Organizational Performance Giacalone, 2015-05-18 An explanation of how and why the economic downturn of 2007 became the Great Recession of 2008 and 2009. It explores the root causes of the cycle of boom and bust of the economy. It describes social equity in terms of its arguments and claims in political, economic and social circumstances.

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