

# Finding Purpose at Work

Research shows that when adults are disconnected from how their work impacts their company, colleagues, and community, it can lead to lower levels of fulfillment and higher levels of burnout at work.

Here are some ways we can cultivate more purpose, meaning, and connection at work:



## **Seek out positivity and practice pausing when you experience it.**

It's easy to be fixated on the things that are going wrong.

In fact, the human brain is hard-wired to recall and fixate on negative experiences and facts as opposed to positive ones. You can counteract this phenomenon by pausing and focusing on your positive emotions when you have them. When something good happens at work, like receiving recognition or having success on a project, notice what positive emotions are evoked and pause to experience them.



## **Bring your passion and capacity for learning to your role.**

It's important for you to bring your unique strengths, skills, and passions to work.

If there is a project or challenge that you want to help your company tackle, then share your interests with colleagues and leadership. Let the people you work with know what components of your job make you feel energized and motivated. Chances are, they will want to see you grow in your role and support you in contributing to the company in ways that make you feel inspired.



## **Reflect on how your values connect to your contributions at work and your company's mission.**

Learning about and living by your values is an evidence-based way to find more meaning and satisfaction in your life. Along the same lines, finding connections between your values and job can greatly increase your sense of purpose and motivation at work. Read through your company's mission and consider your job and core values. Write to yourself or verbalize to a colleague how your contributions are meaningful to you, your peers, and your company.

The work you do matters. To learn more about finding purpose at work, visit the [Harvard Business Review](https://hbr.org/2021/02/how-to-find-meaning-when-your-job-feels-meaningless).

Harvard Business Review (2021) *How to find meaning when your job feels meaningless*. hbr.org <https://hbr.org/2021/02/how-to-find-meaning-when-your-job-feels-meaningless>