

Program Agenda:

- Purpose and Vocation – why it’s important
 - Discovering Purpose and Giftedness – how to figure it out
 - The Empowered Employee – how to manage your career
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Purpose and Vocation

Purpose directly translates to satisfaction, _____, and ultimately, to fulfillment; parameters that are not only important for ourselves but they’re important to _____ or at least they should be.

According to the Conference Board, employee satisfaction has trended down from 61% in 1987 to a new low last year of 45%. Satisfaction equates to _____ which equates to _____.

The key connector is _____.

Resource: *Drive, The Surprising Truth About What Motivates Us* by Daniel Pink

Motivation 1.0 – Effective from 50,000 years ago until socialized man. Core motivation is survival.

Motivation 2.0 – _____ based, effective when work was largely routine, repetitive tasks.

Motivation 3.0 – Internal motivators, appropriate to the modern workplace.

Notes: _____

"The consulting firm McKinsey & Co. estimates that in the United States, only 30% of job growth now comes from algorithmic (routine, repetitive) work, while 70% comes from heuristic (creative problem solving) work. A key reason: Routine work can be outsourced or automated; artistic, empathic, nonroutine work generally cannot...

The intrinsic motivation principle of creativity: Intrinsic motivation is conducive to creativity; controlling extrinsic motivation is detrimental to creativity. In other words, the central tenets of Motivation 2.0 may actually impair performance of the heuristic, right-brained work on which modern economies depend." (*Drive*, pg. 29)

Pink identifies three themes to Motivation 3.0: autonomy, mastery, and _____.

Purpose is an _____ thing, what Pink calls an intrinsic motivator. For each of us "purpose" has a _____ definition that can only be discovered by journeying _____.

Notes: _____

Discovering Purpose and Giftedness

Resource: *Let Your Life Speak: Listening to the Voice of Vocation* by Parker Palmer

"Before you tell your life what you intend to do with it, listen for what it intends to do with you. Before you tell your life what truths and values you have decided to live up to, let your life tell you what truths you embody, what values you represent." (*Let Your Life Speak*, pg. 3)

Palmer terms the personal journey to discovering _____ leads to _____. External resources can be _____.

"...the idea that vocation, or calling, comes from a voice eternal to ourselves, a voice of moral demand that asks us to become someone we are not yet (is false)... Today I understand vocation quite differently – not as a goal to be achieved but as a gift to be received.... Vocation does not come from a voice 'out there' calling me to be something I am not. It comes from a voice 'in here' calling me to be the person I was born to be, to fulfill the original selfhood given to me at birth by God." (*Let Your Life Speak*, pg. 10)

Resource: *The Center for Courage & Renewal*, couragerenewal.org

Quaker conviction: *each of us has an inner teacher, a voice of truth, that offers the guidance and power we need to deal with our problems.*

The inward journey is a discovery of true-self or _____ self.

Our gifts can be anything that brings us _____ and a sense of _____ and _____ when we live into them. They can be any personal aspect of our true selves.

Notes: _____

The Empowered Employee

The best way to take charge and _____ our careers, is by knowing and being able to articulate our _____; in other words, knowing our _____.

“People don’t want more information. They are up to their eyeballs in information. They want faith – faith in you, your goals, your success, in the story you tell.” (*The Story Factor: Inspiration, Influence and Persuasion Through the Art of Storytelling* by Annette Simmons, pg. 3)

Empowered employees tell their _____, talk about personal gifts, what _____ them, in conversations with bosses, in information interviews, in job interviews. Empowered employees are able to present the most _____ and _____ part of who they are.

“People have to earn a living. Salary, contract payments, some benefits, a few perks are what I call ‘baseline rewards.’ If someone’s baseline rewards aren’t adequate or equitable, her focus will be on the unfairness of her situation and the anxiety of her circumstance. You’ll get neither the predictability of extrinsic motivation nor the weirdness of intrinsic motivation. You’ll get very little motivation at all. The best use of money as a motivator is to pay people enough to take the issue of money off the table.” (Drive, pg. 33)

Being a self-empowered worker is not only good for self, but essential to the future of the workplace.

“So we have a choice. We can cling to a view of human motivation that is grounded more in old habits than in modern science. Or we can listen to the research, drag our business and personal practices into the twenty-first century, and craft a new operating system to help ourselves, our companies, and our world work a little better.” (Drive, pg. 79)

Notes: _____

