



“What is success? I think it is a mixture of having a flair for the thing that you are doing; knowing that it is not enough, that you have got to have hard work and a certain sense of purpose.” – Margaret Thatcher

People today - more than ever - are looking for a sense of purpose in their lives. Purpose boosts capacity to make the greatest impact at work and to engage across cultures and generations. We feel energized, motivated and expanded when we have a sense of purpose.

The highest sense of purpose at work comes when we connect our values, goals, and aspirations with those of our organizations. It is at this cross-section that we have the greatest impact. We're happy to come to work with an open mind, ready to contribute and give it our all.

Heart-Centered Programs helps individuals find purpose at work through uncovering core values, strengths and intrinsic motivations. We facilitate programs, training and workshops for organizational teams and leaders to create more positive work environments for everyone to thrive!

Ready to get started? Answer these 10 questions to reignite your
‘Purpose at Work.’

The Top 10 Questions for Finding Purpose at Work

Question #1: What is the Purpose of your current Job or Position

One of the first things I invite you to look at when you're trying to find purpose at work is to identify the specific purpose of your position in the company. Every job at every organization has a unique reason for existing. Each person is a piece of the puzzle that comprises the whole.

Ask yourself what role does my position fill? How do I contribute to the overall product or service that my company or organization provides? Would that product or service be detrimentally affected if I didn't do this job?

Knowing the purpose and contribution of your job taps into your **'Purpose at Work'!**

Question #2: Do my Personal Values align with my Job or Company?

When you're looking to find purpose at work another question to ask yourself is are my values in alignment with my job, career or industry? A sense of purpose at work is strongly tied to your sense of personal purpose. And personal purpose is tied to your values. (More on this in Question #9)

Ask yourself what's important to me? What do I hold near and dear to my heart? What are my causes and passions? Is there a cross-section between what I value and the core values of my organization?

Focusing on how you are living your values through your work will bring you a sense of **'Purpose at Work'!**

Question #3: What gives me a Sense of Satisfaction at Work?

Satisfaction is that feeling of contentment. It can be the intrinsic pleasure you derive from doing a good job and meeting your goals and objectives. It can also be an extrinsic pleasure from providing a great product or service, meeting people's expectations or having meaningful relationships with your clients, customers or co-workers.

When you're looking for purpose, ask yourself what brings me pleasure. How do I experience that in my work? When do I feel most satisfied? Is it based on doing my own work or the effect it has on others?

Doing what brings you satisfaction at your job will give you **'Purpose at Work.'**

Question #4: What Strengths, Talents, Skills do I possess?

When you've lost your sense of purpose many times it's because you are not doing what you're good at or what you've trained for. Utilizing your strengths, talents and skills at your job brings both satisfaction and purpose.

There are many different assessments you can take to determine your core strengths if you're not aware of them. Often our strengths allude us because they come naturally to us and we don't recognize them as strengths. (see Question #5)

What degrees or certificates do I hold? What prior experiences do I have that I use in your current position? What specific skills do I have that are required for my job?

Knowing your strengths solidifies your work value and provides **'Purpose at Work'.**

Question #5: What have People told me I'm Good at?

Everyone is good at something! Some of us are good at a lot of things. Some of these come naturally, and others we've perfected over the years. You may feel you're not particularly good at anything specifically or too humble to view them as anything special.

What do you do if you don't know what you're good at? Ask! What have co-workers, managers, clients and customers told you? What do they come back to you for time and time again? When do they ask for you by name? What do they thank you for over and over?

Finding what you're good at allows you to focus on things that are meaningful and satisfying and gives you **'Purpose to Work'**!

Question # 6: When have I felt the most Fulfilled?

Fulfillment is the achievement of something desired. Like Question # 3, when you're fulfilled, you feel satisfied and happy that you've accomplished something. We feel fulfilled when we're living our purpose or when we believe our jobs have purpose.

When was the last time I felt fulfilled? Does the kind of work I do feed my soul? What is it that I truly need to do at work to feel fulfilled? Can I create purposeful goals at work that align with my core values?

Purposely attaining personal and corporate goals that fulfill you provides **'Purpose at Work'**.

Question #7: When I have felt Rudderless or without Direction?

This is another way to ask Question #6 in reverse. It is sometimes easier to see what's not working than what is. When we feel lost and empty, we may feel stuck, or it feels like we're spinning our wheels and getting nowhere. All we can think is 'what's the point'?

Ask yourself what direction do I want to go in? What's holding me back? What skills, experience, training do I need to succeed? Can I put together a plan to move forward that is right for me? Right for the company? Am I ready and committed to executing it?

Make it your **'Purpose at Work'** to move forward on the right track!

Question #8: Who do I Admire and Why?

Admiration leads to emulation. Many of us choose our careers because we admire people in that profession. We look up to them, want to be like them, want to do what they do! We can also model and borrow their purpose and apply it to our jobs and positions.

Ask yourself did I choose this job or profession because of someone I admire? Do I aspire to be like someone at my organization? What is it about that person that I really connect with? Can I emulate someone I admire and bring their passion and purpose to my job?

Connecting with admiration links you to your 'why' and brings **'Purpose at Work'**.

Question #9: What does a Purpose-Driven Life look like?

Now that you've answered the earlier questions it may be easier to bring into focus how you'd like to spend your time at work. This question is designed to tap into what is truly most important to you. From both an altruistic and transactional perspective, what do you want to do with your life?

Ask yourself the *Big* questions, such as 'what do I believe is my purpose on this planet'? Do I believe that there is a purpose and reason for everything? If I were to create my 'ideal' life, what would it look like? What would I be doing every day? What is my mission statement?

Make it your mission to create meaning and '**Purpose at Work**' every day.

Question #10: What is One thing I can do to align with my Purpose?

The bottom-line is that it's up to each one of us to live a purpose-driven life. It is our responsibility to uncover our purpose, express our unique talents and gifts, and be accountable for our own happiness.

It is not your boss, your company, your job, friends, spouse, children, etc. that can give you purpose. But you may discover that they benefit from you living your purpose.

Your purpose may be to develop products that make life easier, protect our environment, create art, write music, perform, make others laugh, or help them heal. Whatever it is – own it! You are the only person who can do what you do the way you do it!

What is one thing you can do today that is an expression of your purpose? Do this every day and you will not only find '**Purpose at Work**' but you will be living your Purpose!