



Reconnect to the Meaning in Your Work

In our journey through life, work isn't merely a means to an economic end but can be a profound avenue for self-realization and purpose. We spend a substantial number of our waking hours at work, which makes it imperative — not just for personal fulfillment but also for overall well-being — to derive meaning from what we do. To work without purpose is akin to sailing without a compass: you might move, but the direction is aimless. Recognizing meaning in your work bridges this gap, transforming daily tasks into missions of significance, resulting in productivity, deep-seated satisfaction, and mental resilience. In this quest for purpose, understanding your inherent nature and aligning it with your professional roles is essential.

Key General Findings

1. **Self-transcendent:** Work becomes meaningful when individuals perceive their tasks as benefiting others more than just themselves. This could be in the form of serving clients, aiding colleagues, or contributing to societal welfare.
2. **Poignant:** Meaningfulness was not always associated with purely positive experiences. Sometimes, intense challenges or emotional episodes at work lead individuals to find profound meaning, reflecting on the significance of their roles.
3. **Episodic:** The sensation of meaningfulness is often fleeting rather than sustained.
4. **Reflective:** Meaningfulness is often realized in retrospect rather than in real time. Employees often find meaning upon reflection after an event or episode, realizing its significance later on.
5. **Personal:** The sources of meaningfulness are highly individualistic. What one person found deeply meaningful, another would overlook. This depends heavily on personal life experiences, values, and beliefs.

The EPICC-T model, discussed below, can be used to describe each of us in terms of the different types of work we are apt to find satisfaction, purpose and meaning. More specifically, EPICC-T reveals that each type often has perspectives on work that, when used with intentionality, either by choosing the healthiest roles for yourself or by modifying your current role, can infuse your work and career with more purpose and meaning.

(E)ntrepreneur Type: For you, meaningful work involves taking charge, motivating others, and driving projects or ideas forward. You derive satisfaction when your abilities to sell, persuade, and lead have impact. You are not just comfortable taking risks; you often seek challenges and opportunities to assert your influence and make things happen. Your entrepreneurial spirit is fulfilled in dynamic, fast-paced, and competitive environments.

(P)ractical Type: You are grounded, hands-on, and pragmatic. You are a doer who believes in tangible results and values the concrete over the abstract. For you, meaning isn't found in grand visions but in tangible accomplishments. You are most fulfilled when you see your efforts materialize in the real world. Your work's meaningfulness is a direct experience to be seen, touched, and recognized as real in the world.

(I)nquisitive Type: You often seek to probe, understand, and learn. Rooted in your inclination towards analytical endeavors, you are driven by a thirst for knowledge and understanding. Your work's meaningfulness doesn't arise from mere tasks but from the opportunity to solve complex problems and further human understanding. You're not content with the status quo because true fulfillment is discovered in the breakthroughs and connecting the dots where others see none.

(C)onnective: You are not merely content with personal achievements; your fulfillment stems from impacting the broader community. A Connective type doesn't clock in and out, dispassionately completing tasks. Instead, you are more likely to immerse yourself in roles that foster community growth and individual welfare. Teaching a young mind, counseling someone through adversities, or nurturing patients back to health aren't just jobs; they're missions where every interaction holds the potential to change a life. For Connective types like yourself, work becomes a platform where compassion meets action, and the ripple effect of your efforts fosters a better society.

(C)reative Types: For you, work isn't just about earning a paycheck. It's an expression, a canvas where you can paint visions that reveal what is possible, either by hand or spoken word. You thrive in environments that don't cage creativity but encourage ideas to find expression and flourish. Meaningfulness, for you, is intertwined with authentic self-expression. If work becomes a conduit for what bubbles up inside you, it resonates deeply, providing you with genuine satisfaction.

(T)raditional Type: Order, precision, and reliability are often underestimated in a world that frequently celebrates the grandiose. Yet, for you as a Traditional type, these very qualities form the cornerstone of professional fulfillment. You operate in a realm where every detail matters, chaos is transformed into order, and structure paves the way for organizational excellence. You are not merely adhering to rules but are creating the very frameworks that ensure efficiency and productivity. In a system, you see potential, a mechanism that when fine-tuned, can yield unparalleled results. Your sense of duty isn't a burden but a beacon, guiding you to roles where you can instill order and predictability. In a world of noise and randomness, your work becomes a sanctuary of structure, and therein lies a profound sense of purpose.

In conclusion, the diverse spectrum of the EPICC-T model underscores one undeniable truth: Meaningfulness is not a one-size-fits-all. It's a deeply personal journey influenced by our inherent nature and predispositions. Understanding this enlightens not only individuals but also organizations, emphasizing the importance of aligning roles with intrinsic interests to foster genuine satisfaction and productivity.



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