**Deborah’s Vocational Profile**

|  |
| --- |
| **Level of Meaning or Fulfillment Attainment** |

**32**

**32**

**24**

Max

**24**

|  |  |  |  |
| --- | --- | --- | --- |
| - | - | -  - | -  - |
| - | - | - | - |
| **21** | **21**  Meaning | **28** | **28** |
| - | - | -  - | -  - |
| - | - | - | - |
| 18 | 18 | **24** | 24 |
| - | - | -  - | -  - |
| -  **15** 15 15id | -  **15** 15 15id | -  **20** | -  **20** 15 15id |

Mid

|  |  |  |  |
| --- | --- | --- | --- |
| - | -  Fulfillment | -  - | -  - |
| - | - | - | - |
| **12** | **12** | **16** | **16** |
| - | - | -  - | -  - |
| - | - | - | - |
| **9** | **9** | **12** | **12** |
| - | - | -  - | -  - |
| -  **6** | -  **6** | -  **8** 15 15id | -  **8** 15 15id |

Min

|  |
| --- |
| **Scale BN SE TE TR** |

A. Job provides sufficient resources and/or opportunity to meet the following meanings or fulfillment in current employment:

1. Basic Needs (BN); e.g., food, clothing, shelter, safety

2. Self-Enhancement (SE); e.g., personal accomplishment, attainment of one’s occupational potential, recognition of accomplishment

3. Team Enhancement (TE); e.g., positive and productive relationships with colleagues, contribution and attainment of organizational mission

4. Transcendence (TR); e.g., meeting a higher-order or spiritual purpose through one’s work

Figure 2

**Team Enhancement**

Support peers in their duties

Contribution to group well-being/morale

Contribution to realization of corporate

Mission/goals

**Basic Needs**

Food - Shelter - Transportation - Basic Existence

**Universalism**

**Low**

**Concrete**

**(Early in**

**lifespan)**

**High**

**Abstract**

**(Later in lifespan)**

**Vocational Meaning**

**Constructs**

**Levels of Meaning**

**Self-Enhancement**

Recognition by supervisors

Potential for promotion

Earned privileges, perks, bonuses

Vocational Meaning Scales

**Ego Centrism**

**Survival**

**Group Welfare**

**Figure 1: Hierarchical Model of Vocational Meaning**