**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**