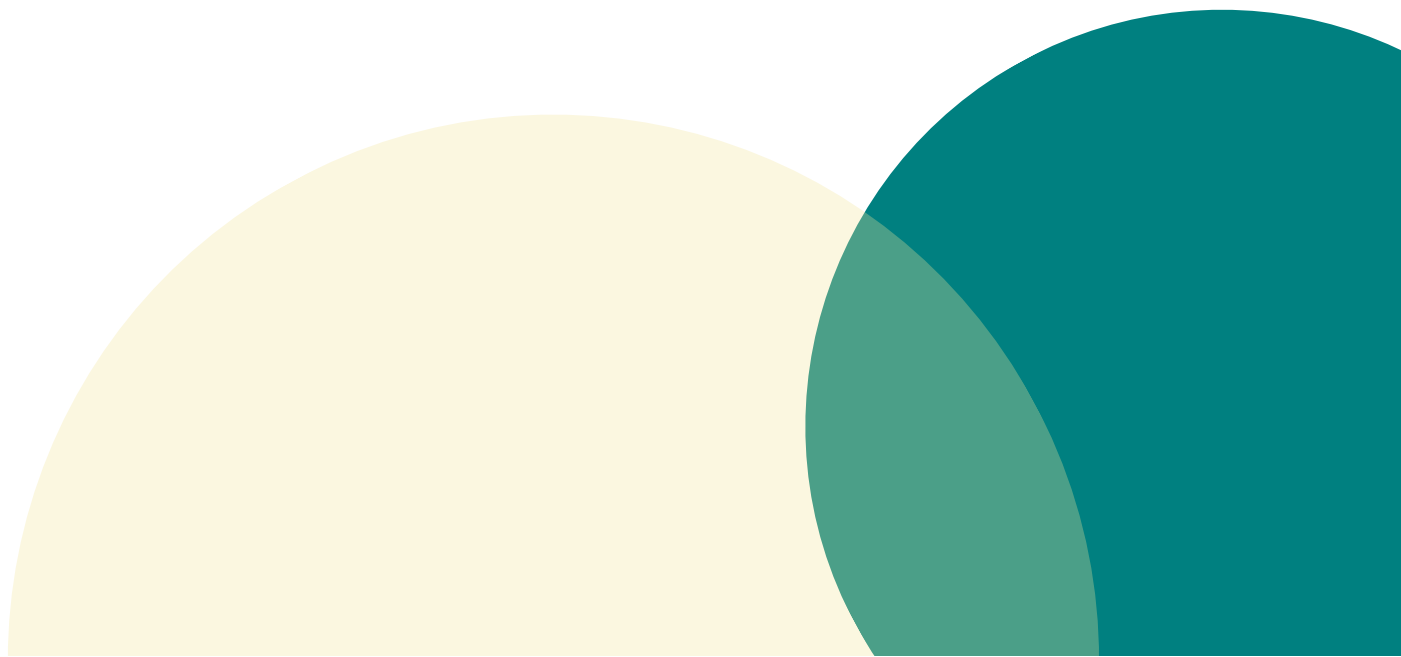# Meet Your Purpose

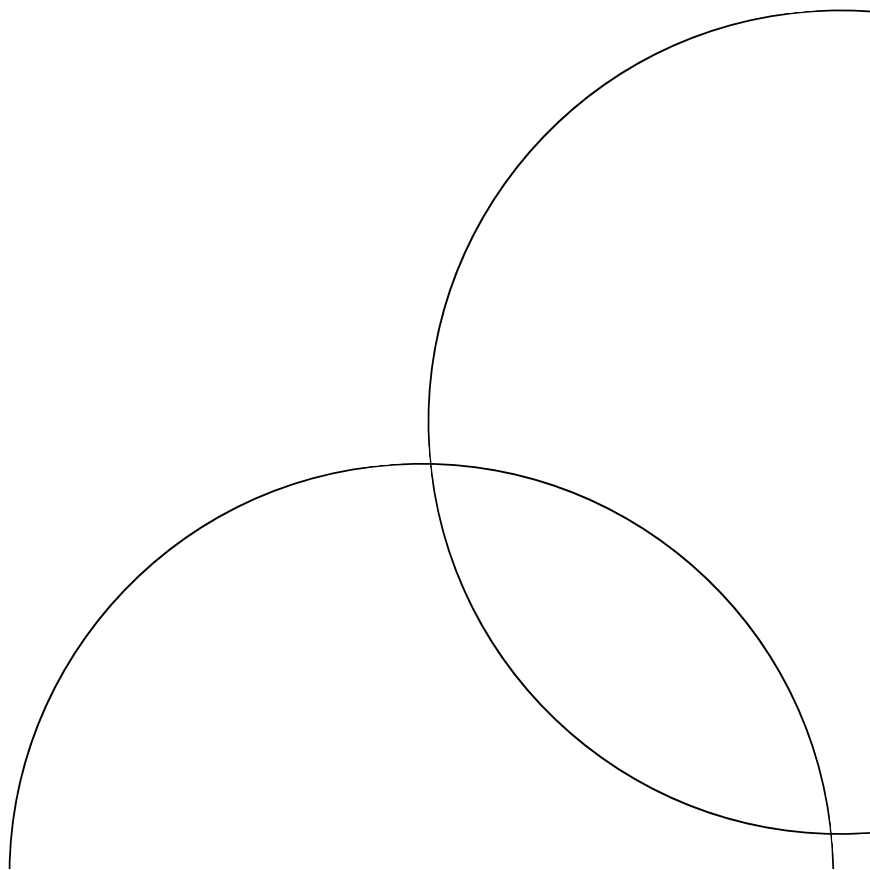# My Purpose Journey

Accompanying whitepaper with background information in addition the online course

Contents page

Introduction

In order to grow and develop towards our individual purpose, it is important to consider six fundamental categories: vision, attitude, inner motivation, values, personal capabilities and sensemaking. Having a clear and compelling vision, the right attitude and inner motivation, a set of values and principles to live by, and the right capabilities and understanding of the world are all essential components of reaching our goals. By understanding and actively engaging in these six categories, we can create and sustain a meaningful path to our individual purpose.

Recent studies have demonstrated a link between meaningful work, individual purpose reflection, and positive psychological outcomes. For example, research has shown that individuals who take the time to reflect on their purpose and reflect on their experience of meaningful work are more likely to report higher levels of job satisfaction and organizational commitment. Furthermore, meaningful work has been associated with increased psychological well-being, better physical health, and greater life satisfaction. These findings suggest that engaging in regular self-reflection and meaningful work can have a positive impact on our overall mental and physical health.

By taking the time to reflect on our individual purpose and connecting it to meaningful work, we can create a more meaningful and rewarding life.

Trust plays an important role in the pursuit of individual purpose. Research suggests that trust is essential for both initiating and sustaining progress towards individual purpose. Trust can be defined as a feeling of assurance or confidence in another person or situation and life overall. It is important to establish a trust threshold in order to reach and work towards individual purpose, as it provides a sense of security and stability. Without trust, it is likely that progress will be slow and uncertain. It is also important to note that trust is not a static concept, but rather a dynamic one that changes over time and requires continual attention.

Our "Meet Your Purpose Application" will enable individuals to engage in an ongoing reflection on their purpose in the context of work. The app will center around six concepts – vision, attitude, inner motivation, values, capabilities and sensemaking – that are used together to create an overarching picture of meaningful work. Through this holistic approach, we aim to increase the proportion of meaningful work completed by users.

The "Meet Your Purpose App" will facilitate the achievement of the following objectives for individuals:

1. Increase self-awareness and understanding of personal purpose

2. Facilitate a reflective and self-guided process around meaning-making in work contexts

3. Develop an understanding of how personal values and attitudes influence purpose

4. Support users in identifying their capabilities, talents and potentials for development

5. Guide users towards making decisions and taking actions that are aligned with their purpose

6. Encourage users to reflect on their progress in achieving meaningful work

The remaining part of the whitepaper is structured in the same way for each of the six purpose categories, and in similar, but more specific way the process of finding (and ongoingly adapting) the individual purpose statement:

- Definition of the term (short, generic description) – this, along with an overview of the specific course module will be explained in a video section per course chapter.

- Hypotheses regarding how each specific purpose aspect pays into the wider picture of purpose reflection in the context of work

- (Academic) Methods suggested by recent research

- Reflective questions that will be asked within the MY Purpose Application on an ongoing basis (in later stages of the app development proactively suggested by the energetisch.fit algorithm on a daily basis)

- Statements that participants will fill in during the course process (and that are matched in the energetisch.fit algorithm for tracking and improving (in the form of a daily meditation).

REFERENCES:

Argyris, C., & Schön, D. (1978). Organizational learning: A theory of action perspective (Vol. 1). Reading MA: Addison-Wesley Publishing Company Inc..

Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. Psychological review, 84(2), 191.

Curphy, G. J., & Hogan, R. (1994). What we know about leadership: Effectiveness and personality. American Psychologist, 49(2), 493–504.

De Dreu, C. K. W., & Weingart, L. R. (2003). Task versus relationship conflict, team performance, and team member satisfaction: A meta-analysis. Journal of applied psychology, 88(4), 741.

Dirks, K. T., & Ferrin, D. L. (2002). Trust in leadership: Meta-analytic findings and implications for research and practice. The Journal of Applied Psychology, 87(4), 611–628.

Dutton, J., Dukerich, J., & Harquail, C. (1994). Organizational images and member identification. Administrative Science Quarterly, 39(2), 239–263.

Locke, E. A., & Latham, G. P. (2006). New directions in goal-setting theory. Current directions in psychological science, 15(5), 265-268.

Mayer, R. C., Davis, J. H., & Schoorman, F. D. (1995). An integrative model of organizational trust. Academy of Management Review, 20(3), 709–734.

Mowday, R. T., Porter, L. W., & Steers, R. M. (1982). Employee-organization linkages: The psychology of commitment, absenteeism, and turnover. New York: Academic press.

Rashid, T., & Arshad, F. (2017). Psychological well-being and meaningful work: A study of Pakistani banking employees. International Journal of Organizational Analysis, 25(3), 467-483.

Rousseau, D. M. (1995). Psychological contracts in organizations: Understanding written and unwritten agreements. Thousand Oaks, CA: Sage.

Schein, E. H. (2004). Organizational culture and leadership. John Wiley & Sons.

Van Maanen, J., & Barley, S. R. (1984). Occupational communities: Culture and control in organizations. Research in organizational behavior, 6, 287-365.

CHAPTER N.1

Vision

Definition

Personal vision is the intentional self-reflection and identification of one's individual purpose, values, and goals. It is the process of exploring and articulating what is important to an individual in order to provide a clear direction for future plans, decisions, and actions.

Hypotheses

1. Personal vision promotes a sense of ownership and control over life decisions and actions, leading to greater levels of confidence and well-being.

2. Connecting to a personal vision increases the likelihood of achieving goals and reduces the chances of giving up on them.

3. Establishing a personal vision helps to prioritize tasks and activities that are important to an individual, leading to increased productivity and efficiency.

4. Having a clear personal vision allows individuals to focus on meaningful activities, creating a sense of purpose and satisfaction.

5. Developing a personal vision helps individuals recognize their strengths and weaknesses, allowing them to set realistic goals and expectations.

6. Individuals who have a strong personal vision are more likely to make wise decisions in the face of difficult situations.

7. Personal vision can be used as a tool for self-reflection and self-improvement, leading to higher levels of self-awareness and personal growth.

8. Clarifying one's personal vision improves problem-solving abilities by providing clarity about goals and objectives.

9. Establishing a personal vision encourages proactive behavior by motivating individuals to take action towards their desired future outcomes.

10. Having a personal vision allows individuals to develop deeper relationships with others by communicating their values and intentions clearly.

Methods

- The narrative inquiry method can be used to assess how personal vision matters in individual purpose reflection through the exploration of life stories and experiences.

- The grounded theory approach can be employed to examine how personal vision is related to individual purpose by analyzing data from interviews and surveys conducted with participants.

- The phenomenological method can be utilized to gain insights into how personal vision influences individual purpose reflection by exploring the lived experiences of individuals and their interpretations of the world around them.

- Qualitative content analysis has been used to investigate how personal vision is associated with individual purpose by understanding the meaning of verbal and non-verbal expressions of individuals.

- Self-report measures such as questionnaires and surveys can be employed to measure how personal vision matters as an element of individual purpose reflection by assessing the responses of individuals on different aspects related to their vision and purpose.

Reflective questions

(German – integrated in app)

1. Was für ein Mensch willst du sein?
2. Welche Menschen können dir helfen, deine Vision zu verwirklichen?
3. Welche Gewohnheit oder Verhaltensweisen halten dich vom Erreichen deiner Vision ab?
4. Wie willst du in Erinnerung bleiben und warum?
5. Zukunftsbild: Zeichne ein Bild, wie du dir deine Zukunft vorstellst!

(English – integrated in app)

1. What kind of person do you want to become?
2. Which people can help you to achieve your vision?
3. Which habit or behavior is holding you back from achieving your vision?
4. How do you want to be remembered and why?
5. Vision of the future: Draw a picture of how you imagine your future!

(English – pool of additional questions)

1. What is your vision for yourself in the future?

2. What would you like to achieve in the next five years?

3. How do you envision yourself making a positive impact on the world?

4. What is something that makes you passionate and drives you to keep going?

5. What values are most important to you and how do they impact your vision for yourself?

6. How does your vision align with the goals of your team or organization?

7. How can you ensure that your vision remains focused despite obstacles or setbacks?

8. What steps can you take to bring your vision closer to reality?

9. How will developing yourself further contribute to achieving your vision?

10. How can you make sure that your vision continues to evolve with changes in life circumstances or interests?

Statements
(0% = fully disagree to 100% = fully agree)

(German – integrated in app)

1. Ich habe eine klare Vision für meine Zukunft und arbeite daran, sie zu verwirklichen.

2. Ich nutze das Feedback der Menschen in meinem Umfeld, um meine Vision und meine Ziele zu verfeinern.

3. Meine Vision motiviert mich, mich auf das Erreichen meiner Ziele zu konzentrieren.

4. Das Gefühl der Kontrolle über mein eigenes Schicksal ist wichtig für mich.

5. Wenn ich vor schwierigen Entscheidungen stehe, denke ich darüber nach, wie sie mit meinem Lebensziel übereinstimmen und es unterstützen.

(English – integrated in app)

1. I have a clear vision for my future and work on realizing it.

2. I use feedback from the people around me to refine my vision and goals.

3. My vision motivates me to focus on achieving my goals.

4. Having a sense of control of my own destiny is important to me.

5. When I face difficult decisions, I think about how they align with and support my life purpose.

(English – pool of additional statements)

1. I can easily identify the steps I need to take to achieve my goals.

2. My values inform my decisions and actions.

3. I recognize that the goals I set for myself should be achievable.

4. I make sure that I keep track of my progress towards my vision.

5. I prioritize what is important to me when making decisions and taking actions.

6. I acknowledge that it may take time to reach my goals and remain patient in the process.

7. I am willing to take risks and challenge myself in order to reach my goals.

8. My vision helps me maintain a positive attitude when faced with challenges.

9. I understand that having a sense of purpose is essential for success.

10. My vision is aligned with my overall life mission and values.

11. I am open to re-evaluating my vision when necessary and adjusting accordingly.

12. I realize that having a supportive network of people around me helps keep me motivated towards reaching my goals.

13. When obstacles arise, I strive to find creative solutions rather than giving up on my vision.

14. Having clear goals helps me stay focused on what matters most.

15. I believe that by sharing my vision with others, it will help inspire them as well as myself in achieving our collective goals.

REFERENCES:

Amabile T.(1996) Creativity in context : Update to the social psychology of creativity..Westview Press Inc

Bandura A.(1997) Self-efficacy : The exercise of control..W H Freeman/Times Books/Henry Holt & Co

Baumeister, R., & Vohs, K.D.(2004). Handbook of self-regulation: Research, theory, and applications. New York: Guilford Press

Charmaz, K. (2006). Constructing grounded theory: A practical guide through qualitative analysis. London: Sage Publications.

Clandinin, D.J., & Connelly, F.M. (2000). Narrative inquiry: Experience and story in qualitative research. San Francisco: Jossey-Bass.

Damasio, A. (2003). Looking for Spinoza: Joy, sorrow, and the feeling brain. Harcourt Books.

Deci, E.L., & Ryan, R.M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. Psychological Inquiry, 11(4), 227-268.

Emmons R., McCullough M.(2003) Counting blessings versus burdens: An experimental investigation of gratitude and subjective well-being in daily life..Journal Of Personality And Social Psychology 84(2), 377–389

Greco, L. M., Porck, J. P., Walter, S. L., Scrimpshire, A. J., & Zabinski, A. M. (2022). A meta-analytic review of identification at work: Relative contribution of team, organizational, and professional identification. Journal of Applied Psychology, 107(5), 795–830.

Hsieh, H.-F., & Shannon, S.E. (2005). Three approaches to qualitative content analysis. Qualitative Health Research, 15(9), 1277-1288.

Kasser, T., & Ryan, R.(1996). Further examining the American Dream: Differential correlates of intrinsic and extrinsic goals. Personality and Social Psychology Bulletin 22(9), 993–1002

Locke, E., & Latham, G. (2002). Building a practically useful theory of goal setting and task motivation: A 35-year odyssey. American Psychologist, 57(9), 705–717.

Lyubomirsky S., King L.(2005) The benefits of frequent positive affect : Does happiness lead to success? Psychological Bulletin 131(6), 803–855

Moustakas, C. (1994). Phenomenological research methods. Thousand Oaks, CA: Sage Publications.

Peterson, C., & Seligman, M. E. (2004). Character strengths and virtues: A handbook and classification. Oxford University Press.

Seligman M.(2011). Flourish: A visionary new understanding of happiness and wellbeing.Simon and Schuster

Sheldon, K., & Kasser, T.(1998). Pursuing personal goals: Skills enable progress but not all progress is beneficial. Personality and Social Psychology Bulletin, 24(12), 1319–1331

Staw B.(1981). The escalation of commitment to a course of action. Academy Of Management Review 6(4), 577–587

Attitude

Definition

Attitude is an individual's overall outlook on life, and is often characterized by their beliefs and feelings about themselves, others, and the world around them. It is composed of both conscious and subconscious components, and can be influenced by many factors such as upbringing, experiences, environment, culture, and values. In the context of individual purpose reflection, attitude is important because it affects how an individual views their own goals and objectives, as well as how they interact with the world around them.

Hypotheses

1. Attitude is a key predictor of success in academic, social, and professional pursuits.

2. Positive attitudes towards oneself can lead to increased self-efficacy and self-confidence.

3. Individuals with a positive attitude towards their purpose are more likely to engage in proactive behaviors that help them achieve their goals.

4. People with a negative attitude towards their purpose are more likely to procrastinate and avoid taking action.

5. Having a positive attitude towards one's purpose can increase motivation and determination to reach said purpose.

6. A positive attitude can reduce stress and anxiety associated with achieving a personal goal.

7. Individuals with a positive attitude are more likely to seek out support from others when necessary.

8. Having a negative attitude can lead to feelings of helplessness and lack of control over one's own destiny.

9. Individuals with a positive attitude are more likely to take risks that could

   potentially lead to success.

10. Positive attitudes towards one's purpose can lead to increased creativity in

    problem solving, leading to more effective solutions.

Methods

- The Purpose in Life (PIL) test measures an individual's attitude towards their purpose in life. It consists of 20 questions that ask individuals to rate their agreement or disagreement with statements related to their purpose.

- The Self-Efficacy Scale is a 10-item questionnaire which measures an individual's beliefs in their own capabilities to successfully complete tasks.

- The Proactive Behavior Scale assesses an individual's level of proactive behavior, or their willingness to take initiative and plan for the future.

- The Attitude Toward Risk Questionnaire measures an individual's attitude towards taking risks and engaging in uncertain activities.

- The Stress and Anxiety Inventory is a 20-item questionnaire which measures an individual's anxiety and stress levels associated with achieving personal goals.

Reflective questions

(German – integrated in app)

1. Wie offen bin ich dafür, neue Perspektiven kennenzulernen?

2. Welche Gewohnheiten kann ich annehmen, um eine positive Einstellung zu fördern?

3. Welche Haltung habe ich mir selbst gegenüber?

4. Wie kann ich achtsamer im Umgang mit anderen sein?

5. Haltung: Welche persönlichen Einstellungen prägen meine Haltung?

(English – integrated in app)

1. How open am I to learning about new perspectives?

2. What habits can I adopt to promote a positive attitude?

3. What attitude do I have toward myself?

4. How can I be more mindful in my interactions with others?

5. Attitude: What personal beliefs shape my attitude?

(English – pool of additional questions)

1. How do I define success in my life?

2. What values guide me in making decisions?

3. What areas of my life am I most passionate about?

4. What areas of my attitude need improvement?

5. Where do I get my sense of purpose from?

6. What are some potential goals that could lead to personal growth?

7. How can I better control my emotions when faced with challenging situations?

8. How can I use humor or playfulness to improve my attitude?

9. How could positive reinforcement help me maintain a healthy attitude?

10. What is the best way for me to stay motivated in difficult times?

Statements
(0% = fully disagree to 100% = fully agree)

(German – integrated in app)

1. Ich bin bereit, die Initiative zu ergreifen und meine Zukunft zu planen.

2. Meine Einstellung zu meinem Lebenszweck ist positiv.

3. Wenn ich mit einer schwierigen Situation konfrontiert bin, bleibe ich optimistisch, was den Ausgang angeht.

4. Obwohl ich mich von einer Aufgabe oder einem Ziel überfordert fühle, bleibe ich konzentriert und engagiert, um eine Lösung zu finden.

5. Kreativität und Problemlösung sind wichtige Werkzeuge, um meine persönlichen Ziele zu erreichen.

(English – integrated in app)

1. I am willing to take the initiative and plan my future.

2. My attitude toward my purpose in life is positive.

3. When faced with a difficult situation, I remain optimistic about the outcome.

4. Although I feel overwhelmed by a task or goal, I remain focused and committed to finding a solution.

5. Creativity and problem solving are important tools to achieve my personal goals.

(English – pool of additional statements)

1. I believe that I have the ability to achieve my purpose in life.

2. I am comfortable taking risks in order to reach my purpose.

3. I feel confident in pursuing my goals even when faced with obstacles.

4. I believe that successful outcomes are within my control.

5. I am willing to put in time and effort to reach my purpose.

6. I am motivated to take action towards achieving my purpose.

7. I am determined to overcome any challenges that arise while pursuing my purpose.

8. When necessary, I seek out help from others in order to reach my goal.

9. Taking calculated risks is important for success in achieving my purpose.

10. I am confident that I can achieve great things if I put in the effort.

11. I feel empowered when tackling challenging tasks on the path to achieving my purpose.

12. Difficult tasks do not discourage me from reaching my purpose.

13. The probability of failure does not stop me from taking risks while pursuing my purpose.

14. Creativity and problem solving are important tools for reaching my personal goals.

15. Stressful situations do not prevent me from maintaining a positive attitude towards achieving my purpose.

REFERENCES:

Crumbaugh J., & Maholick L.(1964). An experimental study in existentialism: The psychometric approach to Frankl's concept of noogenic neurosis [Abstract]. Journal Of Clinical Psychology 20(2), 200–207

Deci, E. L., & Ryan, R. M. (1985). Intrinsic Motivation and Self-Determination in Human Behavior. Berlin: Springer Science & Business Media.

Ehrlinger, J., & Dunning, D. (2003). How chronic self-views influence (and mislead) estimates of performance. Journal of Personality and Social Psychology, 84(4), 5-17

Cherry, K.. (2023). The Components of Attitude. Retrieved from https://www.verywellmind.com/attitudes-how-they-form-change-shape-behavior-2795897

Newman B , Newman P.(2014). Development Through Life : A Psychosocial Approach 12th edn . Belmont CA : Cengage Learning

Tice DM , Baumeister RF.(1997). Longitudinal study of procrastination , performance , stress and health : the costs and benefits of dawdling. Psychological Science 8(6) , 454 – 458

Ting-Toomey, S., & Oetzel, J. G. (2001). Managing intercultural conflict effectively. Thousand Oaks: Sage Publications.

Wong C & Law K. (2002). The effects of leader and follower emotional intelligence on performance and attitude: an exploratory study [Abstract]. The Leadership Quarterly 13(3), 243–274

Inner motivation

Definition

Inner motivation is an internal drive to achieve a desired outcome or to fulfill a personal goal. It can be seen as the internal desire to reach a certain level of success, rather than relying on external rewards or recognition. This type of motivation comes from within an individual, and is driven by their own personal values and goals.

Hypotheses

1. Inner motivation helps individuals identify their priority values, which in turn can lead to behavior that is in line with those values.

2. Inner motivation supports the development of self-efficacy, which encourages people to take risks and try new things.

3. Inner motivation can help reduce stress and anxiety by providing a sense of purpose and direction.

4. Inner motivation enhances creativity and problem-solving by encouraging individuals to explore new possibilities.

5. Inner motivation contributes to a greater sense of well-being as it allows individuals to take ownership of their lives and decisions.

6. Inner motivation fosters resilience by providing the necessary drive to work through challenges and setbacks.

7. Inner motivation motivates individuals to take action towards their goals, which increases the likelihood of achieving desired outcomes.

8. Inner motivation helps individuals stay focused on their long-term goals despite short-term distractions or obstacles.

9. Inner motivation helps individuals stay focused on their long-term goals despite short-term distractions or obstacles.

10. Inner motivation encourages individuals to reflect on their purpose and goals on a reular basis in order to stay on track with personal development objectives.

Methods

- Self-determination theory can be used as a measure of inner motivation, which assesses the degree to which an individual is driven by autonomous versus externally regulated motivation.

- The purpose in life test is a tool that can be used to measure the extent of an individual's internal motivation.

- The Personal Meaning Profile is a measure of an individual's internal motivation, whereby it assesses the degree to which individuals are motivated by their own personal values and beliefs.

- Flow Theory provides a measure of inner motivation, which looks at how individuals become immersed in activities that they find intrinsically rewarding and motivating.

- Goal Setting Theory can also be used as a measure of inner motivation, which looks at the extent to which individuals are motivated by their own goals and objectives..

Reflective questions

(German – integrated in app)

1. Wie definierst du Erfolg für dich und wie hat sich diese Definition im Laufe der Zeit verändert?

2. Was sind die wichtigsten Lebenserfahrungen, die deine Sichtweise auf die persönliche Motivation geprägt haben?

3. Was motiviert dich, weiterzumachen, wenn die Dinge schwierig sind?

4. Welche Bereiche siehst du für dich, in denen du wachsen möchtest, um deine Ziele zu erreichen?

5. Antrieb: Wann hast du dich am meisten mit dem größeren Sinn deiner Arbeit verbunden gefühlt und warum?

(German – integrated in app)

1. How do you define success for yourself and how has this definition changed over time?

2. What are the most important life lessons that have shaped your view of personal motivation?

3. What motivates you to keep going when things are difficult?

4. Which areas do you see for yourself that you would like to grow in to achieve your goals?

5. Inner drive: when have you felt most connected to the greater meaning of your work and why?

(English – pool of additional questions)

1. What are the values that motivate you to pursue your goals?

2. How do you feel when you achieve your goals?

3. What strengths do you bring to working toward your purpose?

4. How have those strengths helped or hindered you in the past?

5. Are there any fears or anxieties that hold you back from achieving your purpose?

6. What does success look like for you personally and professionally?

7. What kind of support system do you need to sustain motivation towards your goals?

8. How do different environments affect your motivation levels?

9. How can you use positive self-talk to reframe difficult situations and stay motivated?

10. In what ways can you practice self-compassion in order to stay motivated through tough times?

Statements
(0% = fully disagree to 100% = fully agree)

(German – integrated in app)

1. Meine innere Motivation wird grösstenteils durch das Gefühl von Sinn und Zweck im Leben bestimmt.

2. Wenn ich einer sinnvollen Tätigkeit nachgehe, erlebe ich ein Gefühl von Flow und Freude, das mich weiter motiviert.

3. Ich werde durch meine eigenen Ziele motiviert und nicht durch externe Belohnungen oder Anerkennung

4. Autonomie ist ein wichtiger Teil meines inneren Motivationsprozesses.

5. Ein Sinn ist für mich wichtig, um innerlich motiviert zu bleiben.

(English – integrated in app)

1. My inner motivation is largely determined by the overall meaning and purpose I feel in life.

2. When I pursue a meaningful activity, I experience a sense of flow and joy that further motivates me.

3. I am motivated by my own goals and not by external rewards or recognition.

4. Autonomy is an important part of my inner motivational process.

5. A sense of purpose is important for me to stay internally motivated.

**(English – pool of additional questions)**

1. I am driven by my personal values and beliefs.

2. My sense of meaning and purpose in life is important to me.

3. I am motivated by activities that are intrinsically rewarding.

4. I find that setting and achieving goals is motivating for me.

5. My internal motivation is a major factor in how I approach tasks.

6. I am more likely to be motivated when the tasks that I am working on align with my personal values and beliefs.

7. I do not need external motivation to complete tasks that are meaningful to me.

8. Working towards goals that are important to me gives me internal motivation.

9. Engaging in tasks that are intrinsically rewarding helps to sustain my inner motivation.

10. Knowing the purpose behind what I do gives me an additional source of internal motivation.

11. Autonomy is a key part of my inner motivation process.

12. Having an understanding of my personal values and beliefs helps to drive my inner motivation.

13. Working towards goals provides me with a sense of accomplishment which helps motivate me further.

14. The feeling of being 'in the zone' while engaging in activities is motivating for me.

15. Having autonomy over how I approach tasks helps keep my inner motivation high.

REFERENCES:

Bandura (1977), Self-efficacy: Toward a unifying theory of behavioral change, Psychological Review, 84(2), 191–215.

Caprara GV et al.. 2008) The contribution of personal resources to the explanation of life satisfaction judgments . European Psychologist , 13(3), 207–217

Crumbaugh, J.C., & Maholick, L.T. (1964). An experimental study in existentialism: The psychometric approach to Frankl's concept of noogenic neurosis. Journal of Clinical Psychology, 20(2), 200-207.

Csikszentmihalyi, M., & LeFevre, J. (1989). Optimal experience in work and leisure. Journal of Personality and Social Psychology, 56(5), 815-822.

Deci, E., & Ryan, R. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. Psychological Inquiry, 11(4), 227-268.

Duckworth AL.. 2016) Grit: The power of passion and perseverance .

Simon & Schuster

Grolnick WS et al.. 1991) Parent styles associated with children's self-regulation and competency in school . Journal of Educational Psychology , 83(4), 543–550

Locke, E., & Latham, G.(1990). A theory of goal setting and task performance. Englewood Cliffs, NJ: Prentice Hall

Neff KD et al.. 2007) Self-compassion and its link to adaptive psychological functioning . Journal of Research in Personality , 41(5), 139–154

Park, N., Peterson, C., & Seligman, M. E. P. (2004). Strengths of character and well-being. Journal of Social and Clinical Psychology , 23(5), 603-619

Ryan, R., & Deci, E. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. American Psychologist, 55(1), 68–78.

Timmons JA.. (2012) New venture creation: Entrepreneurship for the 21st century . McGraw Hill Higher Education
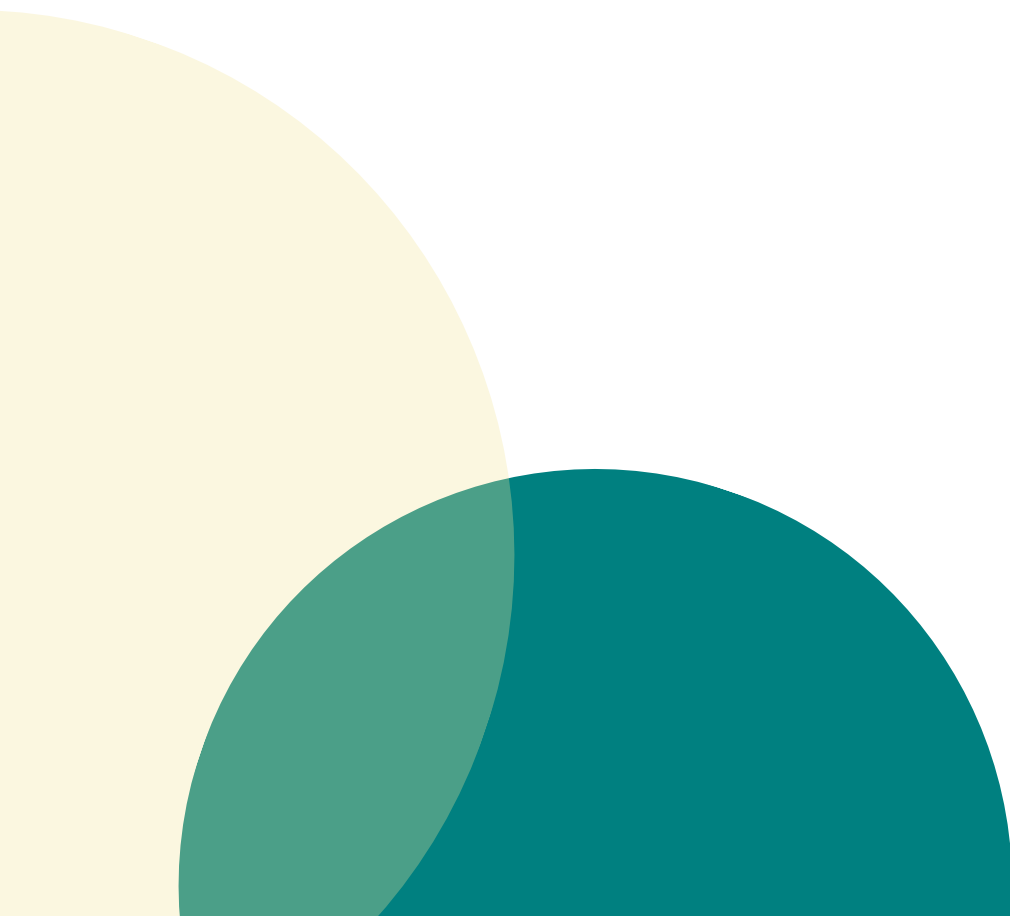
Values

Definition

Values are a set of beliefs, attitudes, and behaviors that guide decision-making and action. They are the core principles that individuals use to define their purpose in life and how they want to live it.

Hypotheses

1. Values can help people identify and clarify their purpose, goals, and objectives in life.

2. Values are related to greater life satisfaction.

3. Values facilitate more meaningful relationships with others).

4. Values can help individuals become more self-aware and reflective about their actions and decisions.

5. Values can increase motivation and determination to achieve goals.

6. Values can guide decision-making processes in difficult situations.

7. Values provide a sense of direction and meaning in life.

8. Values can lead to positive behavior changes such as increased altruism or generosity.

9. Values can help individuals live more authentic lives that align with their core beliefs.

10. Values can help individuals develop a deeper understanding of themselves and their purpose in life.

Methods

- The Values in Action Inventory of Strengths (VIA-IS) is a method used to measure how values matter as an element of individual purpose reflection. This method assesses 24 different character strengths which are organized around 6 core values: wisdom, courage, humanity, justice, temperance, and transcendence.

- The Personal Meaning Profile (PMP) is another method used to measure how values matter as an element of individual purpose reflection. This method looks at the beliefs, values, goals, and expectations that help shape a person's purpose in life. It uses a series of questions to assess the individual's internal motivation for achieving their goals and living with purpose.

- The Meaning in Life Questionnaire (MLQ) is another method used to measure how values matter as an element of individual purpose reflection. This questionnaire examines the extent to which individuals experience meaning in life by assessing their sense of coherence, their search for meaning, and their commitment to life goals.

- The Life Engagement Test (LET) is a tool used to measure how values matter as an element of individual purpose reflection. This test looks at the degree to which individuals are engaged with their lives by examining their commitment to meaningful activities, relationships with others, and ability to find satisfaction in life despite adversity.

- The Purpose in Life Test (PLT) is another tool used to measure how values matter as an element of individual purpose reflection. This test examines individuals' sense of direction and meaning by assessing their feelings about existence, consequences of behavior, self-esteem, and relationship with God or a higher power.

Reflective questions

(German – integrated in app)

1 Was ist dir in deinem Leben wertvoll?

2 Wie würde es sich auf dein Leben auswirken, wenn du deinen Werten nicht folgst?

3 Gibt es einen Konflikt zwischen deinen Werten und denen anderer?

4 Wie kannst du deine Werte nutzen, um positive Veränderungen in der Welt zu bewirken?

5. Kernwerte: Welche drei Kernwerte strebst du an, um nach ihnen zu leben?

(English – integrated in app)

1 What is valuable to you in your life?

2 How would it affect your life if you did not follow your values?

3 Is there a conflict between your values and those of others?

4 How can you use your values to create positive change in the world?

5 Core values: What three core values do you strive to live by?

(English – pool of additional questions)

1. How have your values shaped the person that you are today?

2. What is the most important thing you want to accomplish in life?

3. What do you want your legacy to be?

4. How can your values help inform decisions related to career goals or personal relationships?

5. What are the consequences for not living up to your values?

6. In what ways do you want to grow as a person through exploring your values?

7. How can developing new values help you achieve your goals more effectively?

8. How can living according to your values give meaning to life?

9. What changes do you need to make in order to live out your values more fully?

10. What are some practical strategies that you can use to stay true to your values when faced with difficult decisions or situations?

Statements
(0% = fully disagree to 100% = fully agree)

(German – integrated in app)

1. Ich setze mich stark für sinnvolle Aktivitäten ein.

2. Ich habe den Mut, meine Ziele zu verfolgen.

3. Meine Beziehungen zu anderen Menschen sind für mich von Bedeutung.

4. Meine Werte helfen mir, Entscheidungen über meine Lebensziele zu treffen.

5. Mein Glaube oder Spiritualität hilft mir, meinen Lebenszweck zu definieren.

(English – integrated in app)

1. I am strongly committed to meaningful activities.

2. I have the courage to pursue my goals.

3. My relationships with others are meaningful to me.

4. My values help me make decisions about my life goals.

5. My faith or spirituality helps me define my purpose in life.

(English – pool of additional questions)

1. I have a strong sense of purpose in life.

2. I feel that my life has meaning and coherence.

3. I find satisfaction in life despite adversity.

4. I strive to be wise in my decisions.

5. I possess traits of humanity such as kindness and compassion.

6. I seek justice in all aspects of my life.

7. I use temperance to regulate my emotions and conduct.

8. I strive to transcend beyond my own limitations.

9. My beliefs are important to me and help shape my purpose in life.

10. My expectations for the future motivate me to reach my goals.

11. My feelings about existence give me direction and purpose in life.

12. The consequences of my behavior are important in determining my purpose in life.

13. My self-esteem is important for finding meaning in life.

14. Having a purpose gives me a sense of hope and optimism.

15. Having a purpose makes me feel more fulfilled and satisfied with life.

List of values
(1 = very important to 5 = not important)

(German – integrated in App)

1. Integrität: Ehrlich sein und starke moralische Grundsätze haben.

2. Mitgefühl: Freundlichkeit und Verständnis für andere zeigen.

3. Respekt: Rücksichtnahme und Wertschätzung für andere.

4. Selbstfürsorge: Sich Zeit nehmen, um sich um die eigene körperliche und emotionale

Gesundheit zu kümmern.

5. Neugier: Der Wunsch, zu lernen und neue Ideen und Erfahrungen zu erkunden.

6. Authentizität: Sich selbst in Gedanken, Gefühlen, Worten und Handlungen treu sein.

7. Mut: Stärke, Widerstandsfähigkeit und Hartnäckigkeit zeigen, wenn man sich Herausforderungen oder schwierigen Situationen stellt.

8. Dankbarkeit: Sich darin üben, das Gute im Leben zu schätzen und die Freundlichkeit anderer anzuerkennen.

9. Gleichgewicht: Die Harmonie zwischen Arbeit/Schule/Familie, Freizeitaktivitäten und Selbstfürsorge finden.

10. Gesellschaftliches Engagement: Die Teilnahme an Aktivitäten, die dem Gemeinwohl dienen oder für den Einzelnen von Bedeutung sind.

11. Selbstkenntnis: Sich selbst auf einer emotionalen Ebene zu kennen und die eigenen Gedanken, Gefühle und Beweggründe für Handlungen zu verstehen.

12. Soziale Verbundenheit: Die Pflege von Beziehungen zu Familie, Freunden und Kollegen und das Gefühl, mit einer größeren Gemeinschaft oder einem Netzwerk von Menschen verbunden zu sein.

13. Bescheidenheit: Die eigenen Fähigkeiten anerkennen, ohne sie zu übertreiben oder zu überschätzen und keine Überlegenheit gegenüber anderen beanspruchen.

14. Empathie: Mitgefühl für das Leiden oder Unglück einer anderen Person und die Fähigkeit, sich in die Lage einer anderen Person hineinzuversetzen.

15. Optimismus: Aufrechterhaltung einer hoffnungsvollen Einstellung, auch wenn man mit schwierigen Umständen konfrontiert ist.

16. Vertrauen: Die Überzeugung, dass man darauf vertrauen kann, dass andere Personen, Situationen oder Systeme einem zum Wohle dienen.

17. Kreativität: Vielfalt zulassen und Lösungsansätze und Innovationen suchen, die außerhalb meines Erfahrungsraumes liegen.

18. Freude: Das Leben genießen, indem man sich mit Aktivitäten beschäftigt, die einem selbst oder anderen Vergnügen oder Freude bereiten.

19. Flexibilität: Offen sein für Veränderungen und bereit sein, Pläne anzupassen, wenn es nötig ist.

20. Resilienz: Sich schnell von Widrigkeiten oder schwierigen Situationen erholen.

(English – integrated in App)

1. Integrity: Being honest and having strong moral principles.

2. Compassion: Showing kindness and understanding towards others.

3. Respect: Showing consideration and appreciation for others.

4. Self-Care: Taking time to look after one's own physical and emotional health.

5. Curiosity: Having a desire to learn and explore new ideas and experiences.

6. Authenticity: Being true to oneself in thoughts, feelings, words and actions.

7. Courage: Demonstrating strength, resilience and tenacity when facing challenges or difficult situations.

8. Gratitude: Practicing appreciation for the good in life and recognizing the kindness of others.

9. Balance: Finding harmony between work/school/family life, leisure activities and taking care of oneself.

10. Sozial Engagement: Participating in activities that benefit the common good or that are meaningful to the individual.

11. Self-Awareness: Knowing oneself on an emotional level; understanding one's thoughts, feelings and motivations behind actions.

12. Social Connectedness: Nurturing relationships with family, friends and colleagues; feeling connected to a larger community or network of people.

13. Humility: Recognizing one's abilities without exaggerating or overestimating them; not claiming any superiority over others.

14. Empathy: Feeling compassion for another person's suffering or misfortune; being able to put oneself in someone else's shoes.

15. Positivity: Maintaining a hopeful attitude even when faced with difficult circumstances.

16. Exploration: Seeking out new experiences with an open mind.

17 Creativity: Allowing diversity and seeking approaches to solutions and innovations that lie outside my sphere of experience.

18 Playfulness: Enjoying life by engaging in activities that bring pleasure or joy to oneself or others.

19 Flexibility: Being open to change and willing to adjust plans when needed.

20 Resilience: Recovering quickly from adversity or difficult situations.

REFERENCES:

Argyris C, Schön DA. (1974) Theory in Practice: Increasing Professional Effectiveness. San Francisco.

Crumbaugh, J., & Maholick, L.(1964). An experimental study in existentialism: The psychometric approach to Frankl's concept of noogenic neurosis. Journal of Clinical Psychology, 20(2), 200-207

Emmons , R . A . & McCullough , M . E . (2003). Counting blessings versus burdens : An experimental investigation of gratitude and subjective well-being in daily life . Journal of Personality and Social Psychology , 84(2) , 377–389

Goetz, J. L., Keltner, D., & Simon-Thomas, E. (2010). Compassion: An evolutionary analysis and empirical review. Psychological Bulletin, 136(3), 351-374.

Habermas , T & Bluck, S.(2000) Getting a life : The emergence of the life story in adolescence Psychological Bulletin 126(6) 748–769

Kasser, T. (2002). The High Price of Materialism. Cambridge, MA: MIT Press.

Kaufman, S., & Sternberg, R. J., (2006). The International Handbook of Creativity. Cambridge University Press

Kestnbaum , M . , Loscalzo , Y . P . , Rubel , J . N . et al.(2013) Community action and well-being : Social capital building for health promotion Global Public Health 8(4) 447–461

Seligman, M. E., & Csikszentmihalyi, M. (2000). Positive Psychology: An Introduction. American Psychologist, 55(1), 5-14.

Scheier MF et al. (2018) Dispositional Optimism and Physical Health: A Long Look Back, A Quick Look Forward. Am Psychol. 2018 Dec;73(9):1082-1094.

Schwartz, S.H., & Bilsky, W. (1987). "Toward a universal psychological structure of human values." Journal of Personality and Social Psychology, 53(3), 550-562.

Steger, M. F., Frazier, P., Oishi, S., & Kaler, M. (2006). The Meaning in Life Questionnaire: Assessing the presence of and search for meaning in life. Journal of Counseling Psychology, 53(1), 80-93.

Tangney JP et al. (2008) High self-control predicts good adjustment, less pathology, better grades, and interpersonal success Journal of Personality 72(2) 271–322

Weick KE. The Collapse of Sensemaking in Organizations: The Mann Gulch Disaster. Administrative Science Quarterly 1993; 38(4): 628–652.

Capabilities (Fähigkeiten)
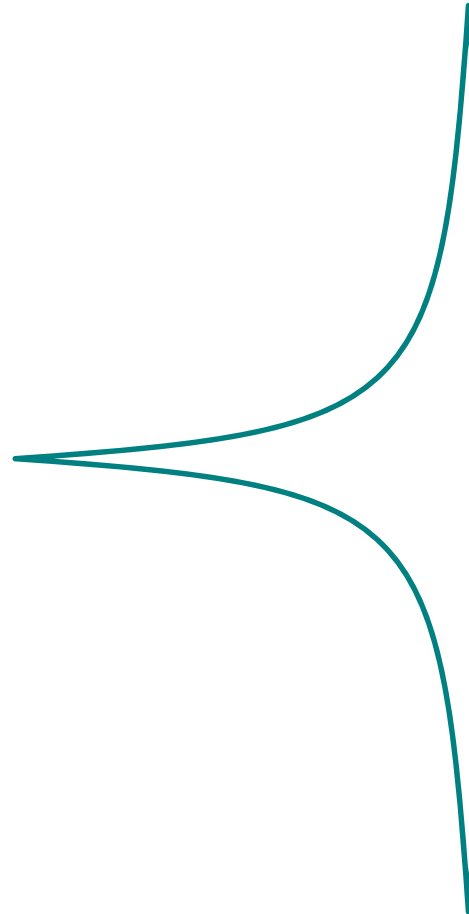
Definition

Personal capabilities in the context of individual purpose reflection refer to the knowledge, skills, and abilities that an individual develops in order to achieve personal goals, live a meaningful life, and make a positive impact on their environment. These capabilities are informed by personal capabilities, values, and beliefs, as well as one's life experiences.

Hypotheses

1 Developing personal capabilities allows individuals to acquire the skills and knowledge necessary to effectively pursue their personal goals.

2. Understanding one's own personal capabilities can help an individual identify potential opportunities and develop strategies to reach a desired outcome.

3. Reflecting on personal capabilities can help individuals gain self-confidence and form a sense of identity.

4. Developing personal capabilities can provide a sense of purpose and meaning in life.

5. Growing one's personal capabilities can lead to increased satisfaction with life.

6. The development of personal capabilities can lead to improved well-being through the pursuit of meaningful activities.

7. Acquiring new personal capabilities can open up new possibilities by expanding one's skillset.

8. Reflecting on personal capabilities helps individuals become aware of their values and beliefs, enabling them to make informed decisions.

9. Examining one's own capabilities can allow an individual to understand their strengths and weaknesses, leading to potential areas for improvement.

10. Developing personal capabilities provides an individual with the tools to achieve their goals and create positive change in their environment.

Methods

- The use of self-report surveys to assess individual purpose reflection can be an effective way to measure how personal capabilities matter. This method has been validated by research showing that survey responses correlated highly with scores on the Purpose in Life Test, indicating a strong relationship between the two measures.

- Task-based assessments are another method that can be used to measure how personal capabilities matter in individual purpose reflection. For example, research has shown that participants who completed a task-based assessment regarding their purpose in life demonstrated higher levels of self-reported purpose compared to those who completed a control task.

- Narrative reflection is another useful tool for measuring how personal capabilities matter in individual purpose reflection. Studies have demonstrated that individuals who engage in narrative reflection were more likely to report having a greater sense of purpose than those who did not.

- Interviews are also a widely used method for evaluating how personal capabilities matter in individual purpose reflection. Research has shown that those who engaged in an interview with a third party about their purpose in life reported increased levels of meaning and direction in their lives compared to those who did not participate in an interview.

- Finally, psychometric tests are often used to measure how personal capabilities matter as an element of individual purpose reflection. For example, research has demonstrated that scores on the Purpose in Life Test correlated positively with scores on measures of emotion regulation and positive affect.

Reflective questions

(German – integrated in app)

1. Wie bin ich an der Überwindung von Hindernissen in der Vergangenheit gewachsen?

2. Welche Ressourcen kann ich nutzen, um neue Strategien zur Bewältigung von Problemen zu entwickeln?

3. Was für ein Umfeld brauche ich, um mein Potenzial zu entfalten und als Individuum zu wachsen?

4. Wie kann ich meine Fähigkeiten nutzen, um in meinem täglichen Leben wirksamer zu werden?

5. Kernfähigkeiten: Welche drei persönlichen Fähigkeiten besitze ich, die mir helfen, meine Ziele zu erreichen?

(English – integrated in app)

1. How have I grown from overcoming obstacles in the past?

2. What resources can I use to develop new strategies for overcoming obstacles?

3. What kind of environment do I need to develop my potential and grow as an individual?

4. How can I use my capabilities to become more effective in my daily life?

5. Core competencies: Which three personal competencies do I possess that will help me achieve my goals?

(English – pool of additional questions)

1. How can I develop my self-awareness to better understand my strengths and weaknesses?

2. What kind of feedback have I received from others that has helped shape who I am today?

3. What skills do I need to develop in order to be successful in achieving my goals?

4. How would I describe my current attitude towards change and adversity?

5. How can I use positive self-talk to motivate myself to strive for success?

6. What relationships have been most influential in helping me reach my goals?

7. How do I handle stress and difficult situations in a productive manner?

8. What steps can I take to build confidence and self-esteem when faced with challenging tasks?

9. In what ways do I need to be mindful of how others perceive me?

10. How can reflecting on mistakes from the past help me make better decisions moving forward?

Statements
(0% = fully disagree to 100% = fully agree)

(German – integrated in app)

1. Ich bin in der Lage, die Stärken und Entwicklungspotenziale meiner persönlichen Fähigkeiten zu erkennen.

2. Ich nehme mir die Zeit, darüber nachzudenken, wie ich meine persönlichen Fähigkeiten nutzen kann, um sinnvolle Ziele im Leben zu verfolgen.

3. Ich bin zuversichtlich, dass ich meine persönlichen Fähigkeiten dafür nutzen kann, im Leben etwas Sinnvolles zu erreichen.

4. Ich nutze meine persönlichen Fähigkeiten, um Bereiche zu identifizieren, in denen ich wachsen und mich verbessern kann, um ein größeres Ziel im Leben zu erreichen.

5. Ich verstehe, wie die Entwicklung bestimmter persönlicher Fähigkeiten mir zu mehr Klarheit und Orientierung im Leben verhelfen kann.

(English – integrated in app)

1. I am able to recognize the strengths and development potential of my personal competencies.

2. I take the time to reflect on how I can use my personal competencies to pursue meaningful goals in life.

3. I feel confident in my ability to use my personal capabilities in order to achieve meaningful outcomes in life.

4. I use my personal competencies to identify areas where I can grow and improve to achieve a greater goal in life.

5. I understand how developing certain personal competencies can help me achieve greater clarity and direction in life.

(English – pool of additional questions)

1. I feel that I am living a meaningful life.

2. I am able to set goals that are meaningful and important to me.

3. I often reflect upon my life story and how it has shaped my current purpose in life.

4. I have a good understanding of what is most important to me in life.

5. I am able to identify and pursue goals that are consistent with my values and beliefs.

6. I have a good understanding of how my personal capabilities can help me reach my goals in life.

7. I am able to use my personal capabilities to assess which areas of my life require further development.

8. I am aware of how my personal capabilities can contribute to a sense of purpose in life.

9. I understand how developing certain personal capabilities could enable me to pursue more meaningful goals or activities in life.

10. I recognize the importance of being able to use my personal capabilities for a higher purpose or goal in life.

11. I have an understanding of how applying certain personal capabilities could lead me towards a more fulfilling existence in life.

12. I frequently reflect on how my personal capabilities could benefit me in pursuing a greater sense of purpose or direction in life.

13. I take the time to consider how certain personal capabilities could help me develop a stronger sense of meaning and purpose in life.

14. I use my personal capabilities as a tool for reflection on what matters most to me and why it matters.

15. I appreciate the role that certain personal capabilities play in enabling me to live out my highest values and ideals.

List of capabilities
(1 = very important to 5 = not important)

(German – integrated in App)

1. Selbstreflexion: die Fähigkeit, die eigenen Emotionen und Verhaltensweisen sowie deren Auswirkungen auf andere zu erkennen.

2. Innerer Antrieb: die Motivation, Ziele zu verfolgen, die persönlich sinnvoll und lohnend sind.

3. Fokussierung: die Praxis, klare Ziele zu setzen und Aktionspläne zu entwickeln, um diese zu erreichen.

4. Analytisches Denken: die Fähigkeit, Informationen objektiv zu analysieren und fundierte Entscheidungen zu treffen.

5. Resilienz: die Fähigkeit, mit Stresssituationen und Rückschlägen effektiv umzugehen.

6. Empathie: die Fähigkeit, die Gefühle und Perspektiven anderer zu verstehen.

7. Positive Einstellung: auch in schwierigen Zeiten eine optimistische Lebenseinstellung zu haben.

8. Reflexionsfähigkeit: eigene und fremde Wertvorstellungen unterscheiden und entsprechend handeln zu können.

9. Flexibilität: die Fähigkeit, sich schnell an veränderte Umstände anzupassen.

10. Kommunikationsfähigkeit: aktiv zuhören und sich schriftlich und mündlich klar ausdrücken zu können.

11. Führungskompetenz: den Raum für die Entfaltung anderer gestalten zu können und Zusammenarbeit zu fördern.

12. Kreatives Problemlösen: unkonventionelle Lösungen für herausfordernde Probleme zu finden.

13. Konfliktfähigkeit: Konflikte offen ansprechen und mit anderen auf für alle Seiten vorteilhafte Lösungen hinarbeiten zu können.

14. Impulskontrolle: eigene Emotionen wahrnehmen und die daraus folgenden Reaktionen und Handlungen kontrollieren zu können.

15. Beziehungsfähigkeit: Verbindungen mit Menschen herzustellen, die helfen können, eigene Ziele zu erreichen.

16. Selbstfürsorge: eigene Möglichkeiten und Bedürfnisse bewusst wahrzunehmen und für eine Life Balance zu sorgen.

17. Verantwortungsbewusstsein: im Rahmen eigener Möglichkeiten unaufgefordert Verantwortung zu übernehmen und einen Beitrag zum sozialen Miteinander zu geben.

18. Entscheidungsfähigkeit: Bewusste und klare Entscheidungen zu treffen und diese an andere kommunizieren zu können.

19. Veränderungskompetenz: durch Offenheit und Neugierde Veränderungen zulassen und aktiv umsetzen zu können.

20. Ganzheitliches Denken: Vielfalt und Vielseitigkeit einzubeziehen und sich ein Bild aus mehreren unterschiedlichen Blickwinkeln zu formen.

(English – integrated in App)

1. Self-reflection: the ability to recognize one's own emotions and behaviors and their impact on others.

2. Inner drive: the motivation to pursue goals that are personally meaningful and rewarding.

3. Focus: the practice of setting clear goals and developing action plans to achieve them.

4. Analytical thinking: the ability to analyze information objectively and make informed decisions.

5. Resilience: the ability to deal effectively with stressful situations and setbacks.

6. Empathy: the ability to understand the feelings and perspectives of others.

7. Positivity: having an optimistic outlook on life even in difficult times.

8. Reflectiveness: being able to distinguish one's own values from those of others and act accordingly.

9. Flexibility: the ability to adapt quickly to changing circumstances.

10. Communication skills: being able to listen actively and express oneself clearly in writing and orally.

11. Leadership skills: being able to shape the space for others to flourish and to foster collaboration.

12. Creative problem solving: finding unconventional solutions to challenging problems.

13. Conflict management: being able to address conflicts openly and work with others toward mutually beneficial solutions.

14. Impulse control: being able to perceive one's own emotions and control the resulting reactions and actions.

15. Relationship skills: making connections with people who can help achieve their own goals.

16. Self-care: to be aware of one's own possibilities and needs and to take care of a life balance.

17. Sense of responsibility: to take on responsibility without being asked to do so and to contribute to social interaction.

18. Decision-making ability: to make conscious and clear decisions and to be able to communicate these to others.

19. Change competence: to be able to allow and actively implement changes through openness and curiosity.

20. Holistic thinking: to include diversity and versatility and to form a picture from several different perspectives.

REFERENCES:

Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. Psychological Review, 84(2), 191-215.

Csikszentmihalyi, M. (2008). Flow: The Psychology of Optimal Experience. New York, NY: Harper Perennial.

Goleman, D. (1995). Emotional intelligence: Why it can matter more than IQ. New York: Bantam Books.

Kolb, D., A. (1984). Experiential learning: Experience as the source of learning and development. Englewood Cliffs, NJ: Prentice Hall

Lazarus R., & Folkman S.(1984). Stress appraisal and coping. New York NY: Springer Publishing Company

Luft, J., and Ingham, H. (1955). The Johari window, a graphic model of interpersonal awareness. Proceedings of the western training laboratory in group development 4, 1–47

Pascale R., Sternin J., & Sternin M. (2010). The power of positive deviance: How unlikely innovators solve the world's toughest problems. Boston MA: Harvard Business School Press

Rosenberg M.(1965). Society and the adolescent self-image .Princeton NJ: Princeton University Press

Seligman, M. E. (2002). Authentic happiness: Using the new positive psychology to realize your potential for lasting fulfillment. New York: Free Press.

Sensemaking

Definition

Sensemaking is a process of reflection and inquiry that enables individuals to make meaning of their purpose in life. It involves understanding one's history, values, goals, and aspirations; considering the contexts in which these things exist; and discovering potential pathways for realizing one's purpose. It is an iterative process of questioning, exploration, and decision-making that allows an individual to create a sense of purpose and direction.

Hypotheses

1. Sensemaking helps individuals to find meaning in life experiences and to evaluate their personal goals and purpose.

2. Sensemaking encourages self-reflection and encourages individuals to ask themselves "why" questions that can lead to a deeper understanding of their purpose.

3. Sensemaking provides individuals with an opportunity to explore and assess their identity and sense of self.

4. Sensemaking helps individuals make sense of the world around them by linking past experiences with current issues.

5. Sensemaking enables individuals to create a narrative of their life journey which can be used as a tool for self-development.

6. Sensemaking helps individuals gain insight into their values, beliefs, and motivations which can provide clarity on their purpose in life.

7. Sensemaking helps individuals to understand what matters most to them by allowing them to explore different aspects of their lives.

8. Sensemaking promotes creative thinking and problem solving skills which can be beneficial when trying to define one's purpose in life.

9. Sensemaking offers an opportunity for self-discovery which can help individuals better understand and appreciate their unique talents and abilities.

10. Sensemaking assists individuals in gaining greater control over the direction of their lives by identifying and challenging limiting beliefs that may be holding them back from achieving their full potential.

Methods

- Grounded theory can be used to measure how sensemaking matters as an element of individual purpose reflection by examining the ways in which individuals make meaning of their life experiences and how it influences their sense of purpose.

- Narrative analysis can be used to measure how sensemaking matters as an element of individual purpose reflection by examining the stories individuals tell about themselves, their values, and their goals.

- Phenomenology can be used to measure how sensemaking matters as an element of individual purpose reflection by exploring the lived experience of individuals in order to understand how they make meaning out of their lives.

- Discourse analysis can be used to measure how sensemaking matters as an element of individual purpose reflection by examining the language and cultural assumptions that shape the ways individuals talk about their purpose.

- Qualitative research methods can be used to measure how sensemaking matters as an element of individual purpose reflection by studying the beliefs, attitudes, and behaviors that help individuals find meaning in their lives.

Reflective questions

(German – integrated in app)

1. Wie hat sich die Art und Weise, wie du Dinge wahrnimmst, im Laufe der Zeit verändert?

2. Wie priorisierst du in deinem Alltag, welche Dinge du bewusst wahrnimmst – und welche nicht?

3. Wie reagierst du in Situationen, in denen Macht eine wichtige Rolle spielt?

4. Wie kultivierst du einen offenen Geist, um inmitten von herausfordernden Umständen neue Perspektiven zu gewinnen?

5. Sinn stiften: In welchen Bereichen deines Lebens gibst du nach deinem Empfinden einen sinnstiftenden Beitrag für andere?

1. How has the way you make sense of things changed over time?

2. How do you prioritize in your everyday life which things you consciously perceive – and which you don't?

3. How do you react in situations where power plays an important role?

4. How do you cultivate an open mind to gain new perspectives in the midst of challenging circumstances?

5. Sensemaking: In what areas of your life do you feel you make a meaningful contribution to others?

(English – pool of additional questions)

1. What have been some of the most meaningful experiences you've had that have shaped your values and beliefs about sensemaking?

2. How does your sensemaking process help you make meaning in your life?

3. What are some of the biases or limitations to your current sensemaking process?

4. What strategies do you use to ensure accurate and authentic sensemaking in different contexts?

5. What environments and atmospheres allow for more effective sensemaking?

6. What role do emotions play in your understanding and interpretation of situations?

7. In what ways has a lack of reflection caused difficulties in making sense of things?

8. How do you use personal goals to guide your sensemaking process?

9. What have been some of the most impactful realizations or insights from your sensemaking journey so far?

10. Are there any patterns or habits that can be identified within your own sensemaking practices?

Statements
(0% = fully disagree to 100% = fully agree)

(German – integrated in app)

1. Ich bemühe mich, die möglichen Folgen meiner Entscheidungen und Handlungen zu verstehen.

2. Ich wende kreative Strategien an, um komplexe Situationen zu verstehen.

3. Meine Wahrnehmungsfähigkeiten verbessern sich im Laufe der Zeit, wenn ich Erfahrungen sammle.

4. Ich denke kritisch über Informationen nach, während ich versuche, Zusammenhänge zu verstehen.

5. Ich treffe stets autonome Entscheidungen – auch in Situationen, in denen Macht eine grosse Rolle spielt.

(English – integrated in app)

1. I strive to understand the possible consequences of my decisions and actions.

2. I use creative strategies to understand complex situations.

3. My sensemaking abilities improve over time as I gain experience.

4. I strive to think critically about the information that I gather while making sense of things.

5. I always make autonomous decisions – even in situations where power plays a major role.

(English – pool of additional questions)

1. I believe that sensemaking is an essential part of my individual purpose.

2. Sensemaking is an important factor in determining my life goals.

3. My sensemaking efforts should be intentionally and regularly evaluated.

4. I should be mindful of the environment in which I make sense of things.

5. Sensemaking can help me to find meaning and purpose in my experiences.

6. I should be aware of how my understanding affects my interactions with others.

7. My personal values should be taken into consideration when making sense of the world around me.

8. The ability to make sense of information quickly is a valuable skill.

9. Sensemaking enables me to identify opportunities for growth and development.

10. Making sense of challenging situations requires taking risks and being open to failure.

11. It is important for me to recognize patterns in data that may not be immediately obvious.

12. Understanding different perspectives can help me to generate better solutions when making sense of a problem.

13. Mental models are useful tools for making sense of new or unfamiliar situation.s

14. Reading widely can provide insight into how others make sense of their experiences and the world around them.

15. Applying analytical tools can help me develop more accurate and effective ways of making sense of a situation.

REFERENCES:

Amabile TM et al. (2002) Creativity under the gun Harvard Business Review 82(8), 52–61

Bentz V. (1998). Mindful Inquiry in Social Research SAGE Publications Ltd

Cannon-Bowers, J., & Salas, E. (1998). Making decisions under stress: Implications for individual and team training: American Psychological Association Washington DC

Charmaz, K. (2006). Constructing grounded theory: A practical guide through qualitative analysis. London, England: Sage Publications Ltd.

Denzin, N., & Lincoln, Y. (2011). The SAGE Handbook of Qualitative Research. Sage Publications, Thousand Oaks.

Dutton, J.E., & Heaphy, E.D. (2003). The power of high-quality connections. In K. Cameron, J.E. Dutton, & R.E. Quinn (Eds.), Positive organizational scholarship: Foundations of a new discipline (pp. 263-278). San Francisco: Berrett-Koehler Publishers Inc. Epstein M., et al.(2008) Taking Control: How You Can Make the Most of Your Life . Ten Speed Press , Berkeley CA

Gruenewald, D. A. (2003). The best of both worlds: A critical pedagogy of place. Educational Researcher, 32(4), 3-12.

Holland JL., & Quinn NF (1987). Cultural models in language and thought Cambridge University Press Cambridge UK

Kahneman D., & Klein G (2009). Conditions for intuitive expertise: a failure to disagree Psychological Review 116(4), 692-720

Kübler-Ross, E., & Kessler, D. (2005). On grief and grieving: Finding the meaning of grief through the five stages of loss. Simon and Schuster.

Maxwell, J. A. (2012). Qualitative research design: An interactive approach (3rd ed.).

housand Oaks, CA: Sage Publications Ltd
Mayer, R., & Gaschke, YN (1988).

The experience and meta-experience of moods. J Pers Soc Psychol. 1988 Jul;55(1):102-11

Parker, J., & McAdams, D. (2005). Making Life Meaningful: A Narrative Approach to Life

Paul R., & Elder L (2006) The miniature guide to critical thinking concepts & tools Foundation for Critical Thinking California CA

Polkinghorne, D. E. (1988). Narrative knowing and the human sciences. Albany, NY: State University of New York Press.

Potter, J., & Wetherell, M. (1987). Discourse and social psychology: Beyond attitudes and behaviour. London, England: Sage Publications Ltd.

Rokeach M (1973) The nature of human values Free Press New York NY

Simon H (1973) The structure of ill structured problems Artificial Intelligence 4(3), 181-201

Sternberg, R., & Lubart, T.(1996). Investing in Creativity: A Guide for Developing Your Creative Potential . Free Press, New York NY

Tversky, A., & Kahneman, D. (1974). Judgment under uncertainty: Heuristics and biases Science 185(4157), 1124–1131

Van Manen, M. (1990). Researching lived experience: Human science for an action sensitive pedagogy. London, Ontario: The Althouse Press.

Weick, K. (1995). Sensemaking in Organizations. Sage Publications, Thousand Oaks.

Weick, K., & Sutcliffe, K. (2001). Managing the unexpected: Assuring high performance in an age of complexity: Jossey-Bass San Francisco CA.

MY Purpose

Definition

Individual purpose in the context of meaningful work can be defined as the drive to achieve something meaningful, personally fulfilling, and of value to oneself and other stakeholders. It is the motivation to create a sense of purpose and accomplishment that adds value to an individual's life and to the lives of those around them.

Hypotheses

1. Employees with a greater sense of purpose have improved job performance.

2. Individuals who consciously reflect on their individual purpose are more likely to experience work as meaningful.

3. Reflection on individual purpose can lead to increased job satisfaction and organizational commitment.

4. Reflecting on individual purpose can increase psychological health through better stress management and resilience.

5. A sense of purpose can lead to greater creativity and innovation in the workplace.

6. Reflection on individual purpose leads to increased motivation and engagement in work tasks

7. Employees who recognize and reflect on their individual purpose are more likely to experience job satisfaction and less turnover intentions.

8. Reflecting on individual purpose can help employees identify their strengths and weaknesses, leading to more effective decision-making.

9. Individuals who reflect on their individual purpose are more likely to be productive in the workplace.

10. A greater sense of purpose can lead to improved communication between employees and management.

Methods

- Validated self-reflection techniques such as the Values in Action Inventory of Strengths, or VIA-IS, can help individuals identify their personal values, strengths and interests in order to better understand their core purpose. .

- Mindfulness-based interventions can help individuals become more aware of their experiences and feelings, allowing them to gain insight into their purpose.

- Narrative inquiry is an effective tool for helping individuals explore their life stories and uncover meaningful themes that reflect on their purpose.

- The use of creative methods such as art or journaling can help individuals connect with their inner selves and uncover a deeper understanding of their individual purpose.

- Psychoeducation models can provide individuals with knowledge about the importance of having a sense of purpose and the impact it can have on overall health and wellbeing.

Reflective questions

(German – integrated in app)

1. Zukunftsbild: Zeichne ein Bild, wie du dir deine Zukunft vorstellst!

2. Haltung: Welche persönlichen Einstellungen prägen meine Haltung?

3. Antrieb: Wann hast du dich am meisten mit dem größeren Sinn deiner Arbeit verbunden gefühlt und warum?

4. Kernwerte: Welche drei Kernwerte strebst du an, um nach ihnen zu leben?

5. Kernfähigkeiten: Welche drei persönlichen Fähigkeiten besitze ich, die mir helfen, meine Ziele zu erreichen?

6. Sinn stiften: In welchen Bereichen deines Lebens gibst du nach deinem Empfinden einen sinnstiftenden Beitrag für andere?

(Purpose Formel: Auf Basis von 2 & 4, gestalte ich durch 3 & 5 mein 6 und komme meiner 1 näher.)

(English – integrated in app)

1. Future vision: Draw a picture of how you imagine your future!

2. Attitude: What personal attitudes shape my attitude?

3. Inner motivation: When have you felt most connected to the greater meaning of your work and why?

4. Core values: Which three core values do you strive to live by?

5. Core competencies: What three personal competencies do I possess that help me achieve my goals?

6. Sensemaking: In what areas of your life do you feel you make a meaningful contribution to others?

(English – pool of additional questions)

Questions related to contribution (verbs):

1. What am I passionate about?

2. What is my unique talent?

3. What can I do that no one else can do?

4. What are my core values?

5. What do I enjoy doing in my free time?

6. What activities bring me joy and satisfaction?

7. What would I like to be known for?

8. What gives me energy and enthusiasm?

9. How can I use my skills and talents to contribute to the world in a meaningful way?

10. What's something that I strongly believe in and value deeply?

11. How can I use my creativity to add value to the lives of others and make a positive impact on society as a whole?

12. If there was one thing that motivated me most, what would it be?(SineK, Ikigai).

13. In what ways can I be useful to other people or society as a whole?

14. What makes me come alive and brings out the best in me when it comes to making an impact on the lives of others or helping them reach their goals?

15. What is the one thing that lights up my heart when it comes to contributing positively to society or making a lasting impact on someone's life/lives?

16. What kind of activities make me lose track of time and make me forget the world around me?

18. What do I think I can give to the world that no one else can?

19. How can I use my skills and knowledge to create unique solutions that solve people's problems?

20. What would I like to be remembered for long after I'm gone?

21. How can I use my creativity and imagination to innovate in my field or industry?

22. What am I willing to dedicate the majority of my life to achieving?

23. Is there an area where I feel that I have a special talent or knowledge that could be applied for the good of others?

24. How can I use my intuition and insight to help other people reach their goals or dreams?

25. What kind of unique ideas can I bring to the table that will help the lives of others or lead to meaningful change in society as a whole?

Questions related to impact (on the life of others):

1. How do I want to be remembered?

2. How do I want to make a difference in the lives of others?

3. How can I spread positivity in the world and make people's lives better?

4. Which areas of life am I most interested in making an impact on or improving upon?

5. Is there something that really resonates with me and ignites my passion for making a difference through my work or activity?

6. What is the biggest issue or challenge that I want to address in my impact?

7. How can I make a long-term positive change in people's lives?

8. How can I use my experience and knowledge to make a real difference for others?

9. What impact do I want to have on the world?

10. What am I willing to sacrifice in order to achieve my impact goals?

11. How do I want to inspire others with my actions and words?

12. What kind of legacy do I want to leave behind?

13. In what ways can I help empower people and bring out their best potential?

14. What steps can I take right now to further my impact mission?

15. How will my actions and words ripple out into the world and create positive change?

16. What long-term effects do I want my actions and words to have on individuals and society as a whole?

17. How can I use what I'm passionate about as a catalyst for creating positive change in the world?

18. In what ways do I want to challenge traditional thinking or societal norms by bringing a new perspective into the conversation?

19. How can I leverage technology to further my impact mission and create lasting positive change for others?

20. How do I want to inspire and motivate others towards making a difference in their own lives or in the lives of others?

21. What risks am I willing take in order to make an impact on people's lives or society at large?

22. How will taking action today lead to greater impact tomorrow?

23. Are there any causes or movements that are particularly close to my heart that deserve more attention from me?

24. In what ways will working towards my purpose statement benefit not only myself but also those around me?

25. How can being confident in my purpose help me view life through a different lens and lead me towards making better decisions for myself and others around me?

Additional questions (independent of contribution and impact):

1. What activities bring me joy and purpose?

2. What activities do I find meaning in?

3. How can I use my life experiences to help others?

4. How can I use my skills to make a positive impact on the world?

5. How can I use my passions to benefit others?

6. What qualities do I possess that could be used to help others?

7. What kind of relationships do I want to build with those around me?

8. How can I best utilize my strengths to fulfill my life purpose?

9. How can I build meaningful relationships with those around me?

10. What goals motivate me to pursue a meaningful life?

11. What values are the most important to me in life?

12. In what ways do my values shape my purpose statement?

13. How does my purpose in life relate to my personal strengths and weaknesses?

14. How will the pursuit of meaningful goals help me achieve health and well-being?

15. What are the long term benefits of pursuing a purposeful life for myself and for others around me?

17. What steps can I take to bring more meaning into my life goals and actions?

18. How can I create a sense of purpose in order to help reach personal and professional goals?

19. What impact do I want to have on the lives of others through meaningful relationships?

20. How can I ensure that my life is filled with meaning and purpose each day?

Statements
(0% = fully disagree to 100% = fully agree)

(Currently no statements integrated in app)

(English – pool of additional questions)

1. I am passionate about the work I do.

2. I take risks in order to achieve my purpose.

3. My actions and decisions are consistent with my values.

4. I am constantly learning new skills and gaining knowledge relevant to my purpose.

5. My work is meaningful to me.

6. I have a clear vision of what I want to accomplish.

7. I feel energized when I am working on achieving my purpose.

8. I have a strong sense of self-efficacy in pursuing my goals.

9. I have an internal motivation that drives me towards achieving my purpose.

10. I am able to maintain focus on tasks that lead me closer to my purpose.

11. I take responsibility for both successes and failures related to achieving my purpose.

12. I am not afraid of failure or success in pursuing my purpose.

13. My relationships with others help me stay on track towards achieving my purpose.

14. I have identified the resources necessary for achieving my purpose.

15. I prioritize tasks based on how they bring me closer to achieving my purpose.

16. I am confident in the decisions I make along the journey of fulfilling my purpose.

17. I take the initiative when it comes to pursuing activities that bring me closer to achieving my purpose.

18. I have a clear idea of how far away I am from achieving my purpose.

19. I recognize how the environment and people around me impact how close I am to fulfilling my purpose.

20. I evaluate myself regularly along with reflecting on how close I am to achieving my purpose.

REFERENCES:

Amabile , T., Hill , K., Hennessey , B., & Tighe , E.(1994). The work preference inventory : Assessing intrinsic and extrinsic motivation orientations . Journal Of Personality And Social Psychology 66(5): 950–967

Bandura, A.(1997). Self-efficacy: The exercise of control. W H Freeman/Times Books/Henry Holt & Co

Bandura A., & Cervone D.(1983). Self-evaluative and self-efficacy mechanisms governing the motivational effects of goal systems . Journal Of Personality And Social Psychology 45(5): 1017–1028

Deci, E., & Ryan , R.(2000). The" what" and "why" of goal pursuits: Human needs and the self-determination of behavior . Psychological Inquiry 11(4): 227–268

Dweck , C.(2006). Mindset : The new psychology of success . Ballantine Books

Gollwitzer , P., & Brandstätter , V.(1997). Implementation intentions and effective goal pursuit . Journal Of Personality And Social Psychology 73(1): 186–199

Grant, A.M. (2003). The significance of task significance: Job performance effects, relational mechanisms, and boundary conditions. Journal of Applied Psychology, Vol. 93, No. 1, 108 –124.

Harter, S. (2010). The construction of the self: Developmental and sociocultural foundations. Guilford Press.

Kabat-Zinn, J. (2003). Mindfulness-based interventions in context: past, present, and future. Clinical Psychology: Science and Practice, 10(2), 144–156.

Kanfer , R., & Ackerman , P.(1989). Motivation and cognitive abilities : An integrative/aptitude-treatment interaction approach to skill acquisition . Journal Of Applied Psychology 74(4): 657–690

Karasek, R., & Theorell, T.(1990). Healthy Work: Stress Productivity And The Reconstruction Of Working Life (Vol 3). New York: Basic Books

Luthans, F. (2002). Positive psychological capital: Beyond human and social capital. Business Horizons, 45(1), 45-50.

Sashkin, M., & Sashkin, M. (2003). Leadership that matters: The critical factors for making a difference in people's lives and organization's success. San Francisco: Berrett-Koehler.

Sheldon, K.M., & Houser-Marko, L. (2001). Self-concordance, goal attainment, and the pursuit of happiness: Can there be an upward spiral? Journal of Personality and Social Psychology, 80(1), 152-165.

Sinek, S. (2017). Start with why: How great leaders inspire everyone to take action. Penguin

Research prompts

In addition to desk research, the following prompts were used on https://beta.openai.com/playground to support and validate our results:

1-Create a definition of [XXX] in the context of individual purpose reflection. Please also list the full academic references (including authors, title, publication) used to create this definition:

2-Create a list of 10 hypotheses why [XXX] matters as an element of individual purpose reflection. Each hypothesis should be backed by academic research:

3-For each of the 10 hypotheses, list the full academic references, including name, title, publication:

4-List in full sentences 5 academically validated methods that allow to measure how [XXX] matters as an element of individual purpose reflection. Each method should be described in academic research:

5-For each of the 5 methods, list the full academic references, including name, title, publication:

6-Create a list of 15 reflective and developmental coaching questions that individuals who want to reflect on [XXX] as an element of individual purpose. Individuals should be able to respond to these questions by individual journaling. List the relevant academic research behind each question:

7-For each of the 15 questions, list the full academic references, including name, title, publication:

8-Create a list of 20 statements for individuals who want to reflect on [XXX] as an element of individual purpose that is derived from this list of methods. The statements should be written in a form that they can be rated from 1 (fully agree) to 5 (fully disagree) by the individual. List the relevant academic research behind each statement:

9-List the full academic references for each of the 20 statements, including headline, journal, etc.:

10-Specific prompt for reflective purpose questions:

Create a list of 20 reflective questions that individuals need to answer to write their purpose statement. Among others, the questions might be grouped in Simon Sinek's WHY formula (Purpose statement = personal contribution (a verb) + the impact I want to have on the life of others). Also, the Japanese Ikigai philosophy should be included in the questions.

The questions should be grouped into these questions helping to define the personal (1) CONTRIBUTION and the (2) IMPACT that the person wants to make. The questions should be suited so that participants can enter them in their journal. List the relevant academic research behind each question:

The Openai search was conducted between Dec 26, 2022, and Jan 02, 2023.