



Help your employees find their purpose at work

Purpose is the keystone of all things in life. Being focused on our purpose can boost our relationships at work, home and in our community. The two most important days in your life are the day you're born and the day you discover your purpose — where you fit in the world. Purpose is the central theme in our lives. It's the aim or focus for all we do. The more we act in accordance to our purpose, the better life is for us and those around us.

There are number of methods you can use to help your employees find their purpose at work. They include:

- Shingo Method
- Blue Zones
- Coaching
- Motivation 3.0
- Flow
- Gallup Q12

Adults with higher levels of purpose in life:

- Are more resistant to negative situations
- Have a longer engagement of the dopamine response when they have a positive experience
- Have a reduced stress response
- May have higher psychological well-being
- Report improved quality of life, higher well-being and lower levels of depressive symptoms and fatigue when suffering with cancer



The purpose journey can be part of any professional development plan. Taking the time during one-on-one meetings to discuss a person's gifts, values and strengths, and then sharing your own often leads to greater relationship growth, increase empathy among a team and higher engagement at work and in life. Employers have a unique opportunity to implement these programs and tie the purpose of their organization with the purpose of individuals. As you progress through the purpose journey, you'll begin to notice that purpose is more about legacy and less about self-serving interests. Your team members want that connection.

Here's how to begin the purpose journey:

- Identify your values.
- Identify your interests.
- Identify your gifts.
- Find an opportunity to use your gifts.
- Begin to draft a purpose statement.

Sources: richardleider.com*, danpink.com*, bluezones.com*

*Blue Cross Blue Shield of Michigan and Blue Care Network don't own or control these websites.