Calling is Calling: Interdisciplinary Insights on Its Meaning and Outcomes

Symposium workshop “Servant-Leadership and Meaningful Work”

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What If Money Was No Object? Alan Watts
5 Reasons You Must Follow Your Passion

OPRAH'S LIFECLASS:
Steve Harvey on the Major Difference Between Your Career and Your Calling

20 Ways to Find Your Calling

6 Signs That a Passion or Calling is "True"
You need to know what to look for, and here's a primer

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What does the word “calling” in relation to work/career mean to you? How would you define it?
Origins of calling

History
- Religious connotation (M. Luther, Calvin, in Hardy, 1990)
- One’s calling is derived from God-given gifts and talents

Contemporary understanding
- Sacred calling [intrinsic religiousness] (the religious nature of calling, being called by a Higher Power)
- Secular calling [meaning in life] (focus on finding personally fulfilling and meaningful work)
Vocational and counseling psychology

**Calling** is a transcendent summons toward purposeful work that services other-oriented ends (Dik & Duffy, 2009).

Interdisciplinary view on calling
Interdisciplinary view on calling

Management discipline

- **Calling** is a consuming, meaningful passion people experience toward a domain? (Dobrow & Tosti-Kharas, 2011)

- **Calling** is a course of action in pursuit of pro-social intentions converging on person’s sense of what she wants to do, should do, and actually does? (Elangovan, Pinder & McLean, 2010)
If tomorrow you would find your calling, how would it look like?
Outcomes of calling

- Job satisfaction
- Work engagement
- Life satisfaction
- Career planning
- Occupational self-efficacy
- Organizational commitment
- Meaningful work
- Etc.

- Sacrifices of time, pay, well-being
- Less acceptance of career advice
- Accepting discrimination
- Exploitation
- Workaholism & Over-identification
- Limited competence building
Calling in organizations

- Business is a calling (Novak, 1996)
- Entrepreneurship is a calling (Steve Blank)
- Passion is crucial for entrepreneurs (Cardon et al., 2009)

Should a leader have a calling?
Thank you for your attention!

Want to know more about my current and future research initiatives:

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