

Calling is Calling: Interdisciplinary Insights on Its Meaning and Outcomes

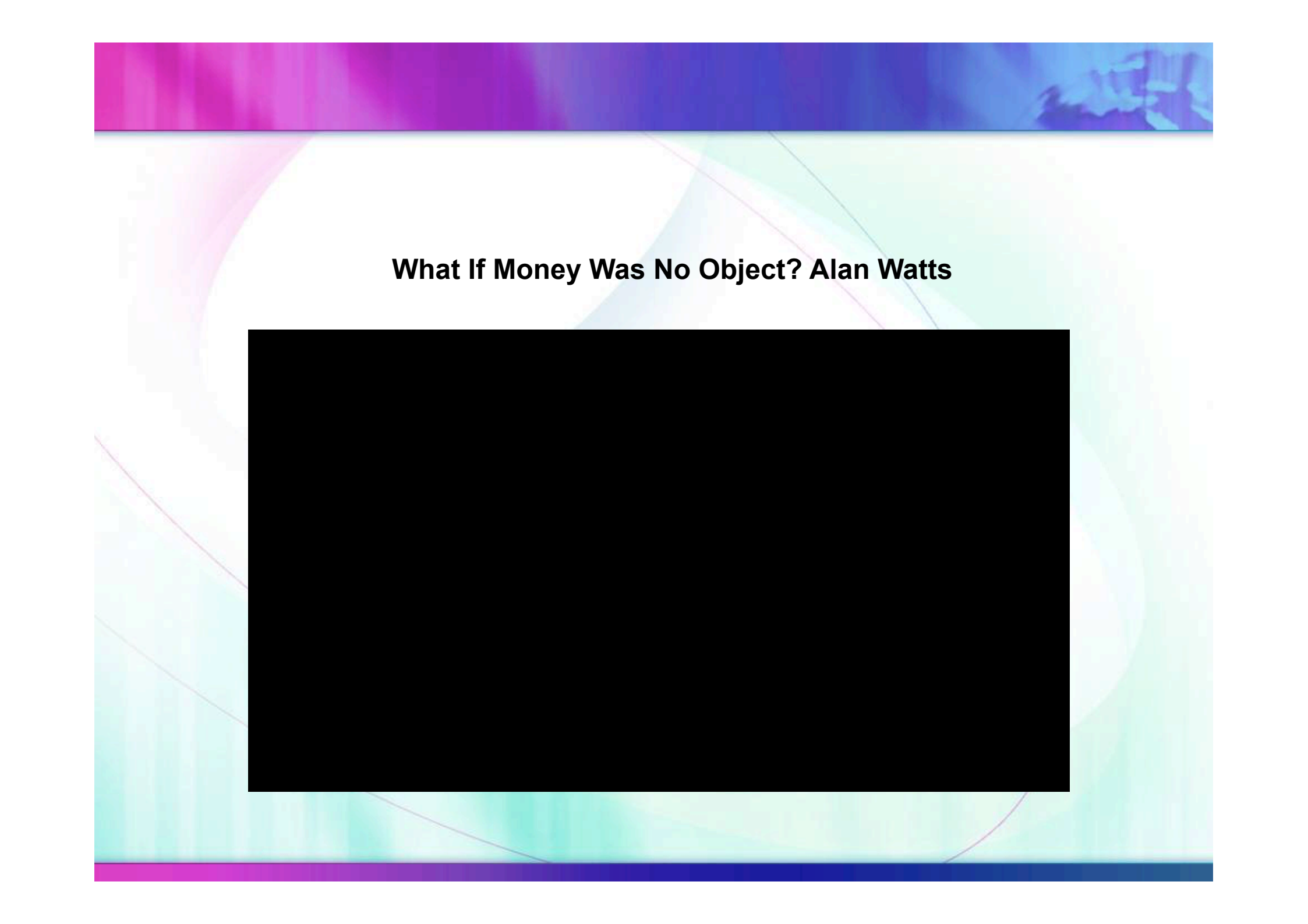
Symposium workshop
“Servant-Leadership and Meaningful Work”

Evgenia I. Lysova

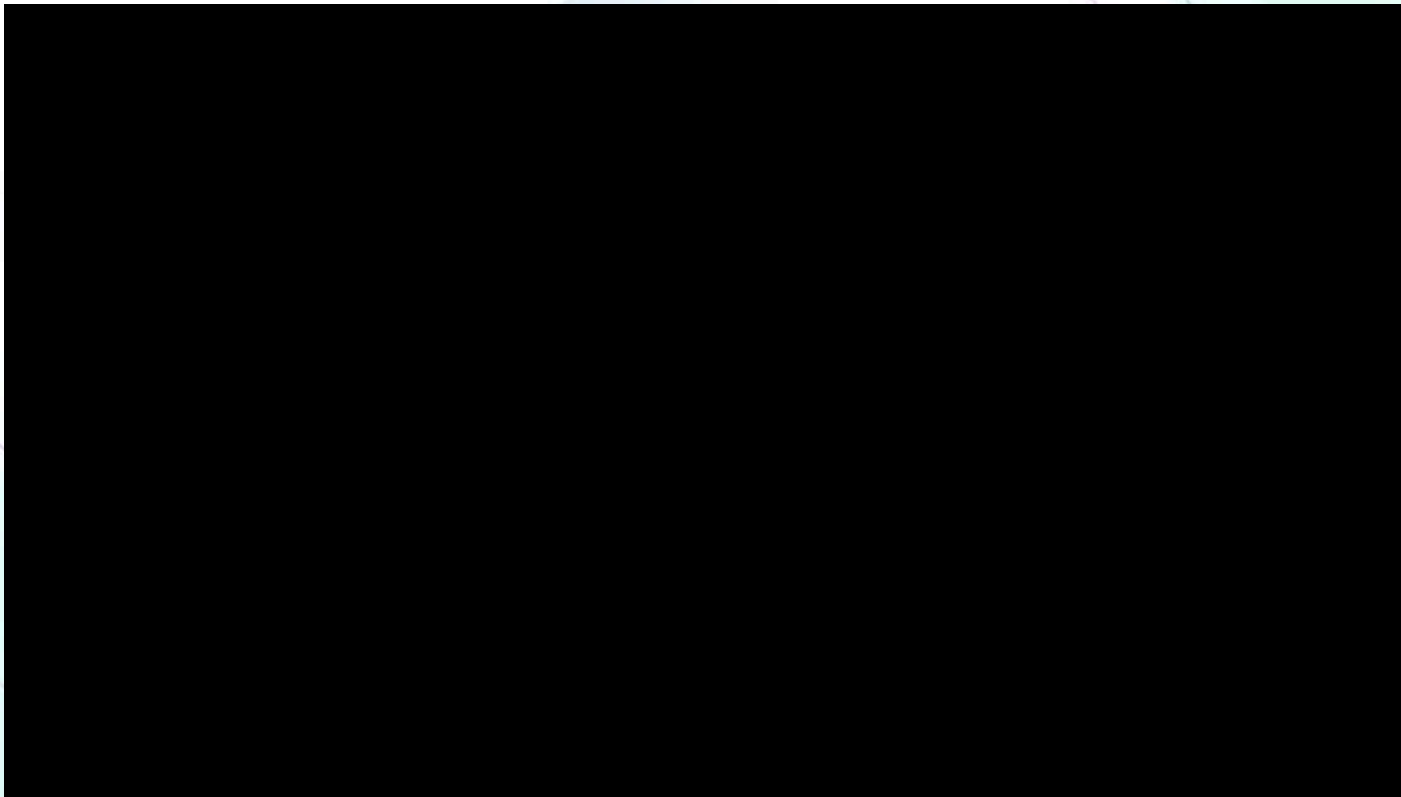


Faculty of
Economics and
Business
Administration

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What If Money Was No Object? Alan Watts



Calling matters today ...

5 Reasons You Must Follow Your Passion

Posted: 09/18/2015 3:44 pm EDT | Updated: 09/18/2015 3:59 pm EDT

OPRAH'S LIFECLASS:

Steve Harvey on the Major Difference Between Your Career and Your Calling

Forbes / Tech

JUN 26, 2012 @ 02:22 PM 933,503 VIEWS

20 Ways to Find Your Calling

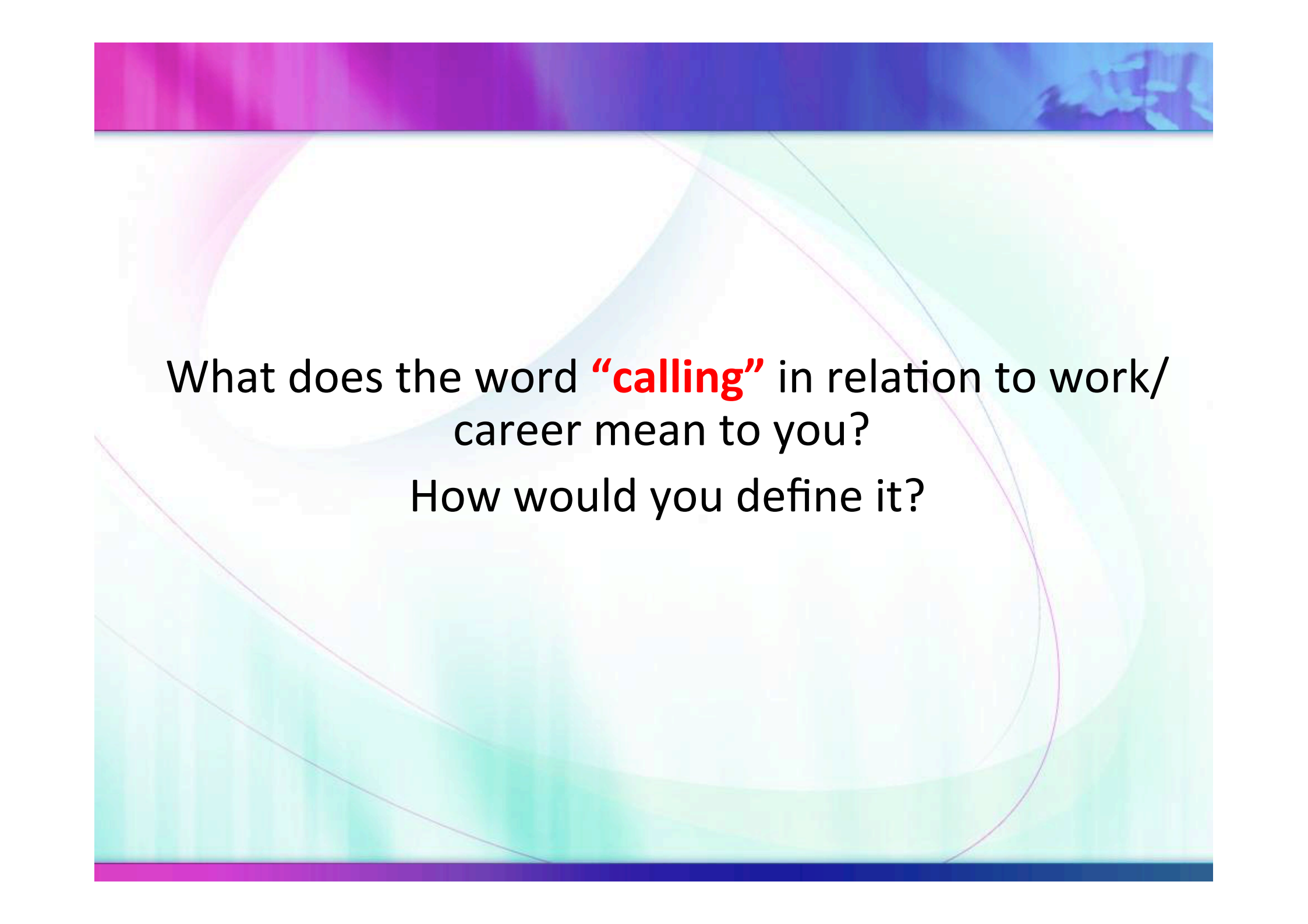
6 Signs That a Passion or Calling is "True"

You need to know what to look for, and here's a primer

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Posted May 06, 2015





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)

Interdisciplinary view on calling

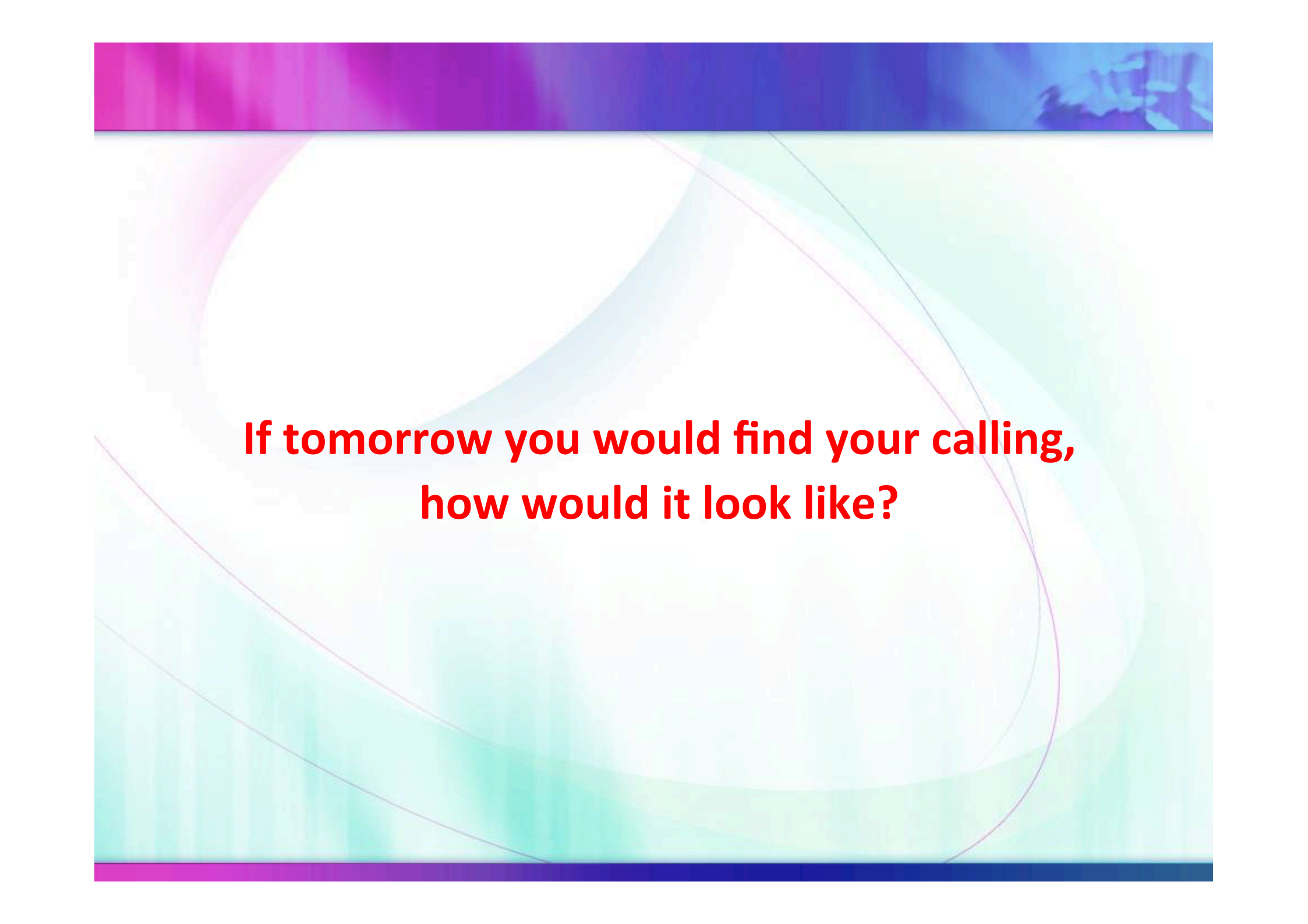
Vocational and counseling psychology

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

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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