

**2nd Symposium on Meaningful Work (MW) – Auckland Technical
University
1-2 December, 2016**

Closing Remarks – Neal Chalofsky

What is work?

- Matthew Fox, *The Reinvention of Work* – “A job is what we do, work is who we are”
- Is work the total of all our paid and unpaid daily labors or just our paid jobs?
- Is work separate from the rest of our life or an integral part of our life?

What is meaning?

- The individual “owns” the meaning (meaning making)
 - The individual owns the work through agency and self-efficacy
 - For some individuals is non-meaningful work a vehicle for meaning in other parts of one’s life?
 - Risk-taking: leaving non-MW for more rewarding work
 - The erosion of MW; the process of transition, resilience, compassion fatigue (in “helping” work)
 - What does it mean to have a calling; or a passion?
 - Is the struggle to accomplish MW part of the meaning or a barrier to having meaning (e.g. –finding ways around bureaucratic rules vs. being stymied by them)

The economics of work

- Humane capitalism – Meaningful organizations
 - Social activism and social entrepreneurship (e.g. The fair trade and cooperative movements)
 - Union-management collaboration (Air NZ and Southwest Airlines)
 - Organizations as work communities – social capital
 - Impact of national culture on organizations
- Organizational perspectives on engagement and commitment – who “owns” the work
 - Job-crafting
 - The organization owns the space in which the work is accomplished (except for virtual and tele-workers) – what is the relationship of space and ergonomics to MW

[**Note:** I could not attend all the sessions so I apologize if I left anything out that any of the participants thought was important – please email me any thoughts you would like to add to this.]