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Finding the job interesting -- in other words, purposeful and meaningful -- is critically important for high job satisfaction. If you think of your job just as a job, that's kind of meaningless. You're going to come in and do your thing Monday morning to get the paycheck, but then you're going to leave. Your purpose is giving you something that you are maniacally, desperately, passionately wanting to achieve in the world. Lots of research shows that thinking your job has meaning can affect not just your workplace happiness, but also your productivity.

So the experiment is the following -- people come in and have a task to do. They build LEGO figurines. Per model, they get paid \$0.05. There are two conditions -- in one, they build one after another and see their output, in the other, while they're working, somebody disassembles the first one so that they can use it as the third one. You're still making the same amount of money, but one has clearly less meaning. And then they measured how long are you willing to do that. In one, people stop working much quicker if it's clearly purposeless. Humans just want to do something that is useful.

Gives meaning to who you are, gives a meaning to your social relationships. And so it helps you continue doing work that might be difficult. If you think of your job as a calling, you're constantly going to want to innovate, you're constantly going to want to do better. Because you want to be contributing to something.

Now, that might seem easy if you're curing cancer, or a doctor who's helping people directly. But many of us do things in our workplace that are really helping others. Not every bank can be a children's hospital. Can they still create an environment that creates impact? Yes. From the kinds of things we're doing to help our teammates, from the bigger impact we're going to have down the line.

Maybe you personally value bravery, maybe you personally value a level of learning, maybe you personally value leadership and you want to share what you know with others. But it's rare that we take time to notice that. When I come to work every day and the decisions that I make make a difference, the stakes are raised.

Research suggests that you can develop a more meaningful job by finding ways that your job fits with your own personal strengths, your own personal values. We put a fine point on what we do and why we do it. And we repeat it to ourselves constantly. And it is a guide for everything that we do.

Yes it's work, but we're human beings. And we all have feelings, and we all want to feel like we are making a contribution that's bigger than just our paycheck. That's not just true for millennials, that's true also for all the generations.

The science suggests that recognizing the meaning that your role has can have a powerful effect on your workplace happiness. I think everyone just wants to have a sense of they know why they're here.

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