



find my
meaning

find what motivates you

E-BOOK — VOLUME 01

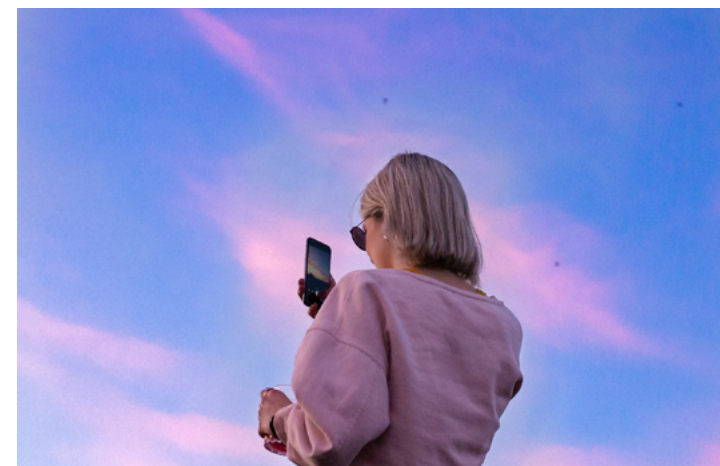
'angie'

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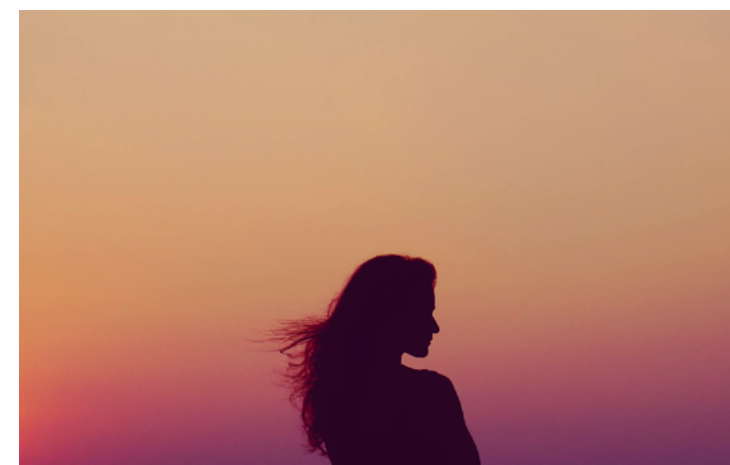
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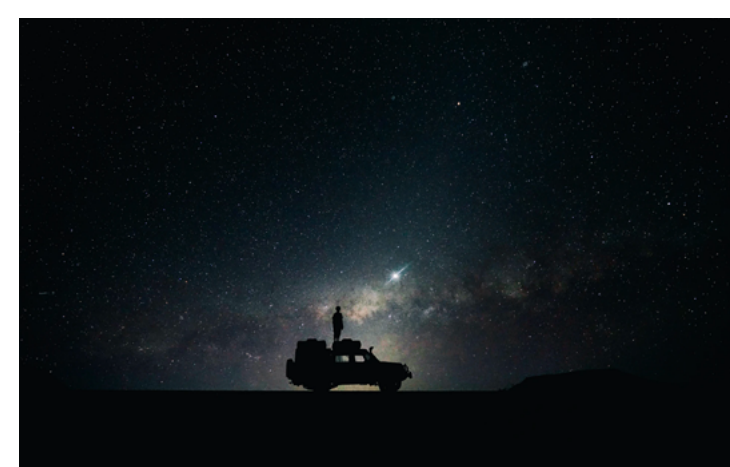
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find my meaning

Here at 'find my meaning' we are on a mission to support individuals work better so they can live better. We are, together, humanising the workplace.

This e-book is not your standard corporate free guide, this is a short story to inspire change. Engineered to support personal reflection as a first step to work and live better.

In particular, as we start our careers and enter the workforce, it is not always clear to others or indeed to ourselves how we are to communicate, to behave, to learn, and to grow.

So if you are wondering how you fit into corporate culture and how to get meaning from what you do everyday, find my meaning can help.

If you are a new manager and want to understand how to lead a team towards a more fulfilled workplace, the team at find my meaning ww

This short story is the result of qualitative and quantitative research conducted in Australia with a cross section of a working population. The team at find my meaning has a track record working with individuals and teams, increasing motivation, energy and achievements.

INTRODUCING ANGIE



Here is a story about a Millennial girl, Angie, she's somewhere between 20-35 years of age, she's curious, has grown up with technology at her fingertips and has an innate impatience with the world around her.

She spends much more time than others checking work emails outside of the typical 9-5 and unlike popular belief, when it comes to work communication, she prefers face to face communication over email or telephone.

Angie is looking for an energised work culture driven by her work environment, the work itself, connection to the people she works, trust in the leaders she works for and the values of the organisation.

When she thinks about the work environment that will not only give her the opportunity to continue to grow but also fuel her to go beyond what others may think possible... she can visualise and dream...

Angie wants a relationship with whom she works for.

The company, her leader, her colleagues. And she wants her work environment to enable the extraordinary because giving her best is incredibly important to her.

She wants to work like no one is watching.

What does this mean? Of course, she wants to continue to be paid competitively, we all do, but...

She also **wants to be given the accountability to perform.** To be trusted and to be given the flexibility to interpret the day to day, for herself.

her work
environment

HER WORK ENVIRONMENT

Which puts to question **the role of the job description.** While it can be beneficial for our millennial when she applies for a role, the work now requires fluidity, self-management, creativity and of course flexibility – not to mention the ability to adapt to change.

While many organisations and individuals feel misaligned, in fact... it's a perfect match: our millennial looking to work like no one is watching and the nature of the work itself.

Our millennial recognises the need to give beyond the 9-5 and in return **she is looking to be trusted before judged,** given the flexibility to work to enable her to deliver.

Redesigning the workplace to create an environment where everyone works like nobody's watching is about making trust and flexibility a core principle in the way business is organized.



Angie is interested in the purpose of her role and the higher order mission. She wants to know what extraordinary looks like – not just what's 'expected' **She wants clarity on what success looks like.**

And then she wants the room to move. The space to think for herself.

An environment that is flexible enough to let her.

With no mention of working hours required.

With this, she will be energised, motivated to deliver and motivated to stay.

your challenge

THE FIRST STEP TO FIND THE FREEDOM
TO WORK BETTER IS SELF AWARENESS
OF WHAT'S IMPORTANT TO US.

CAN YOU IDENTIFY WHAT'S MORE IMPORTANT FOR YOU?

An innovative and collaborative
workplace and way of working in an
organisation

Genuine flexibility to carry out the work
in a way that allows me to deliver the
goals of the organisation

Getting paid competitively and receive
valuable benefits that are aligned to
what I need

Being recognised for the work I do and
rewarded for the impact I have on the
output of the organisation

A group of people are working in a modern office environment. In the foreground, a man with a beard and glasses is wearing large headphones and looking at a laptop. To his right, another man is also wearing headphones and typing on a laptop. In the background, a woman is looking at a laptop. A decorative vase with a plant sits on the desk. The scene is lit with warm, ambient light.

"I see this organisation cares about my work environment and is designed to succeed"

Angie loves life to the full. She is always looking for opportunities to be inspired by what is possible in life. And when it comes to the work, she is no different.

She is connected to the work through her mobile device and even when she's not, she is thinking about work - but only when the work is worth doing.

When her work is worth doing, she doesn't see the work as something to do, but something fun that is intrinsically motivating and even considered leisure time. For the work to be worth doing, it needs to have meaning.

For our millennial, meaning means finding ways to get her to identify, to connect and to value why the business exists and importantly, the role she needs to play. To know that the work she is doing is making a difference.

her work

HER WORK

She wants to feel part of the bigger aspiration, the bigger result and part of the biggest accolade the organisation receives.

And when it's all said and done, **she cares about the impact her work has on the people closest to her.** Inside and outside the organisation.

Angie wants alignment to the company's goals, but she also needs to see alignment between her role and her passions.

To gain a deeper understanding of what she loves and what type of work is fulfilling on a personal level.

As a work enthusiast, she is motivated by this and motivated by her desire to feel fulfilled by what she does, excited



by the opportunity to see her work lead to something and hooked to seeing the results from it.

The work challenges her to go beyond what she knew yesterday and leads her to find different ways to learn, gaining confidence in her role from being able to give her best, realising her strengths in real time and seeing what she can accomplish by using and sharing them.

While this story is about Angie, a millennial, our research suggests that when it comes to The Work, **most people are looking for work that is worth doing.**

No longer are we happy to 'waste' any time of our lives on activities (paid or unpaid) that are lacking in meaning.

Just like in fashion – the new black for the workplace is meaning-place.

your challenge

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OF WHAT'S IMPORTANT TO US.

CAN YOU IDENTIFY WHAT'S MORE IMPORTANT FOR YOU?


The ability to make decisions to enable self management and improve the status quo.

Learning on the job because the work is inherently developmental building my knowledge and expertise.

Challenging work, stretching and stimulating beyond my job title.

Working with other employees that have the right attitude, aptitude and capability.

Working on activities I am personally passionate about.



"I know I personally make a difference to the success of this organisation and it has a positive impact on me."

Angie wants to hear from leaders with real dialogue not clever corporate speak. To energise her and get the most from her, we need to invest time in getting to know her.

She wants her leaders to speak to her openly, candidly and consistently.

She wants leaders to take off the 'corporate voice' and realise she's just like them: human.

And while she may not have the same position or be high up in the organisation, she is able to handle 'real' communication.

She wants communication to be relevant, impactful and for it to be engaging and purposeful.

personal connection

PERSONAL CONNECTION

And so any communication needs to grab our millennial's attention so she is curious enough to engage with it.

In a workplace that is often overwhelming with communication, meaningful **connection from our millennial requires us to use emotion, vulnerability, honesty, and context.**

Angie is all eyes and all ears but only if it is worth her time and attention.

She's looking for **environments where the connections are personal.** Where individuals genuinely care about each other.



She needs to feel a sense of belonging to the team, her leader and the organisation for her to be fully connected and engaged.

To be connected, **she wants to see an organisation with heart.**

your challenge

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CAN YOU IDENTIFY WHAT'S MORE IMPORTANT FOR YOU?

A strong sense of team with a leader that spends energy building connection.

Understanding the vision and mission of the organisation and affinity to the brand and product we represent.

The opportunity for teams to be social and have fun together

A safe environment where I can build genuine relationships with colleagues.

Relevant internal communication that is impactful and interesting.

A pair of hands is shown from a top-down perspective, gently cupping a small, bright yellow flower. The background is a soft-focus field of similar yellow flowers, creating a sense of depth and connection. The lighting is natural and soft, highlighting the texture of the hands and the petals of the flower.

"I feel personally
connected to this
organisation and the
people who work here."

Our millennial can be found in many organisations right now. And she is looking for personal investment. She is looking to receive it... And to give it.

She is looking for organisations and leaders that are willing to invest time in getting to know her because they care. To have concern and appreciate her as an individual.

She wants a genuine relationship with those she works with and she's willing to go the extra mile to build those relationships.

She expects to be listened to and be empowered to perform and to fail. Not scared to put the wrong foot forward – to be able to be...comfortably vulnerable.

her leaders

HER LEADERS

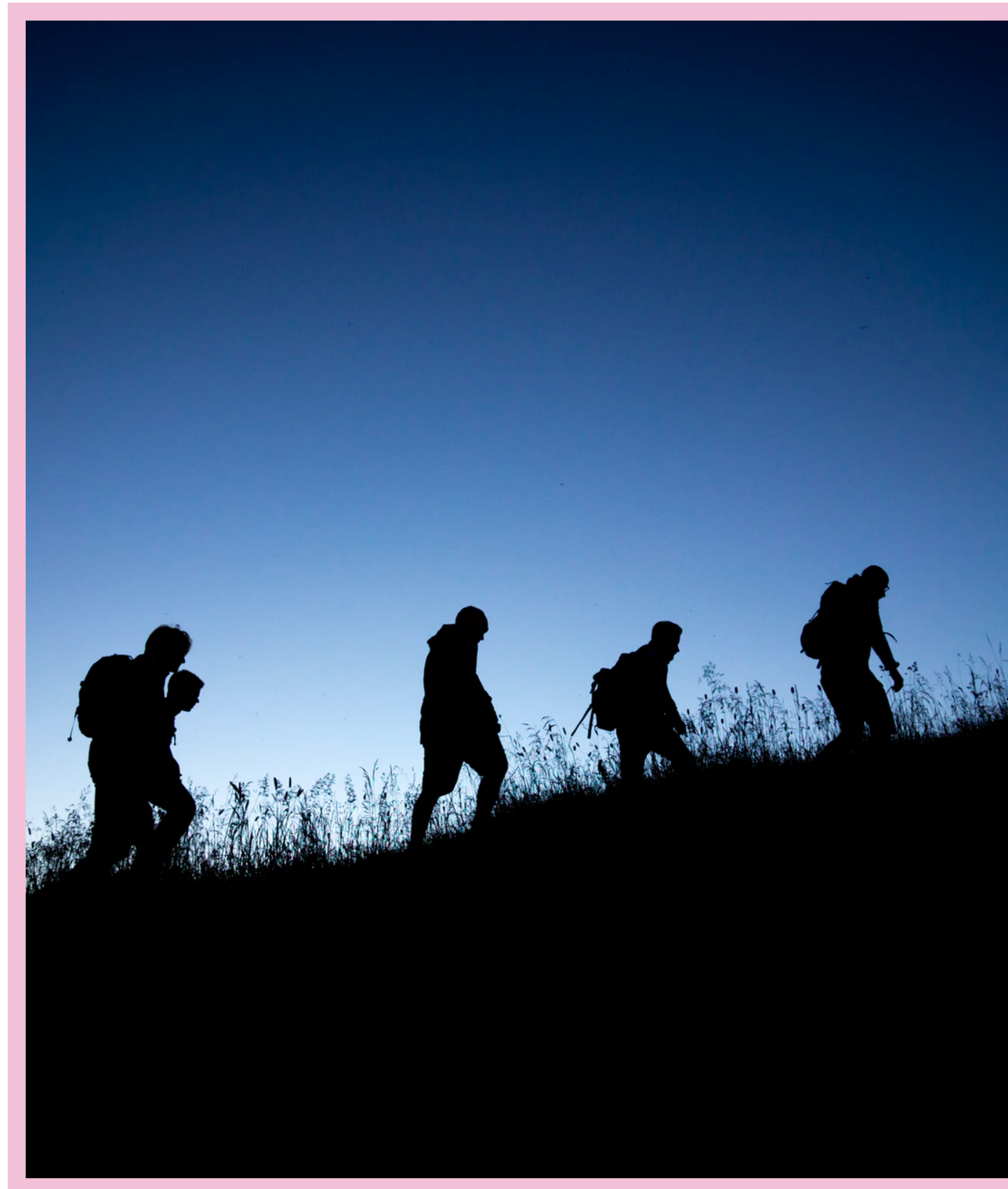
She craves collaboration to be gained by each person's strengths and respect for each other – no matter their title or position.

She wants to have the opportunity to share knowledge, to give advice and receive it, to challenge so that a greater outcome can be achieved.

So **fostering an open environment where she feels safe to express her ideas is the first step.**

The first step towards building the level of trust she needs.

From her leaders, she responds to those that show humility, courage and clarity.



Energised by authenticity, seeing her leaders make mistakes and better still admitting when they have, gives her the encouragement to contribute openly...knowing that it's okay not to have all the answers.

To achieve big she firstly needs the room to dream big. But dreaming big can only happen when she feels trusted, recognised and informed by leaders she determines are worth following.

your challenge

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CAN YOU IDENTIFY WHAT'S MORE IMPORTANT FOR YOU?

Leaders that communicate in a consistent, authentic way across all levels of the business.

Leaders with a high degree of emotional intelligence and self-awareness enabling meaningful conversations and relationships.

The ability to communicate openly and honestly across all levels

Leaders that are decisive and act with humility

To be given accountability for the work I do

A hand silhouette in the bottom left corner holds a black star. The background is a sunset sky with a large blue circle on the left and a crescent moon in the top right. The text is centered in white.

“I trust the leaders of my organisation to do the right thing by me fueling my performance”

When it comes to what motivates our millennial, it is more important for her to believe in a company... than to work for one.

Gone are the days when she was waiting for payday and a promise of career progression.

A sense of purpose leads the way. She wants to know what the organisation stands for and understand why. She needs to see evidence that the organisation cares about its sustainability and the impact it has on others. She cares deeply about the community and world she lives in. Taking care to appreciate it and contribute to the future.

And she wants to make sure that her personal purpose is aligned to those she works with.

her values

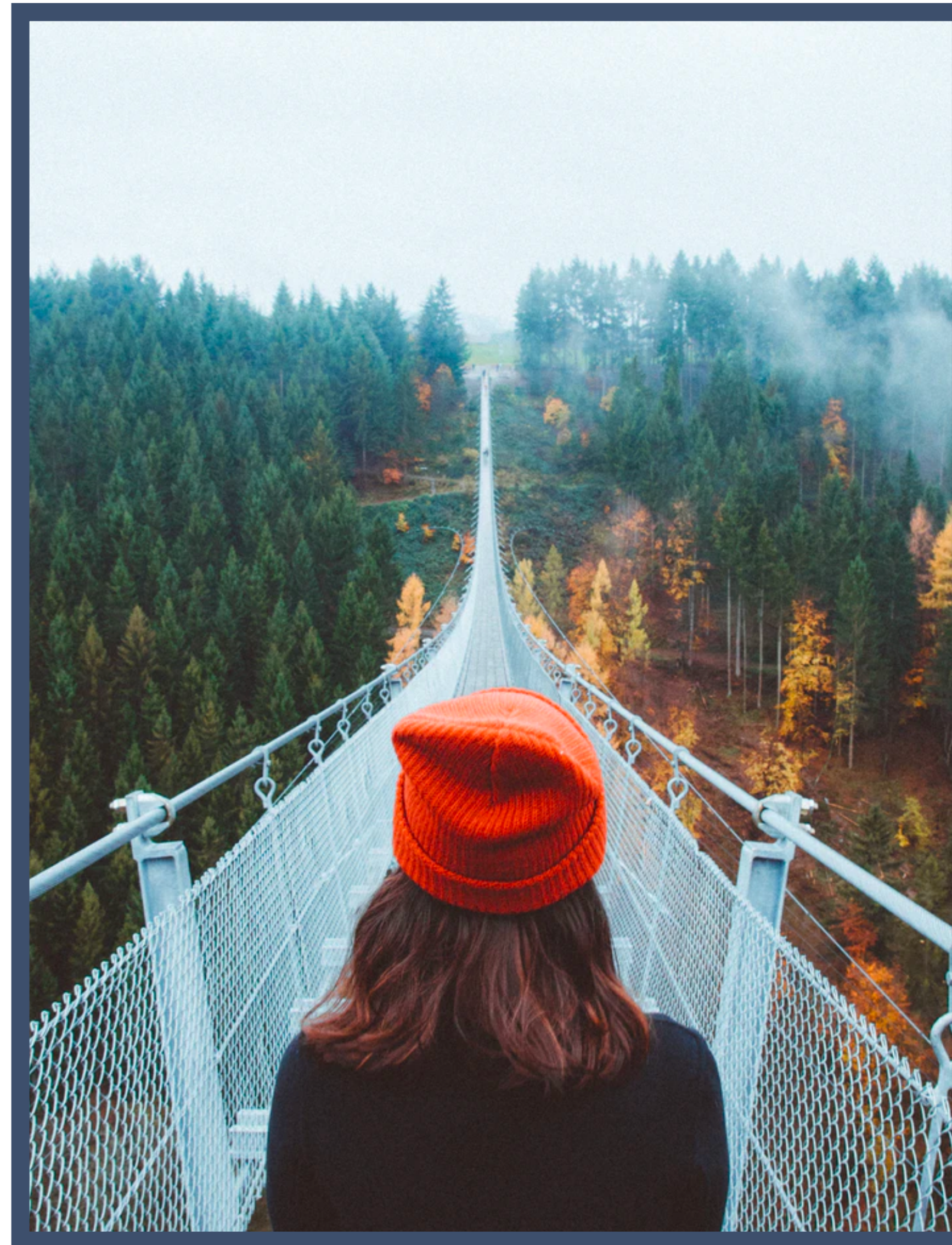
HER VALUES

Angie is determined to make every minute count and so building belief leads to her protecting that belief and ultimately believing.

Because for her a sense of purpose is much more than a vision statement.

Like many generations before her, **she wants to work in a culture that has clear values.** To understand the deeply held principles and ideals that lead to how to operate within the organisation.

She wants to know what they mean in reality, in the day to day and see them be true in the people she works with.



And then – she wants to know that they match her own values, principles and ideals.

Why? Because with this alignment comes her ability to find the work enriching, **an environment that complements who she is.**

And that is an exciting new place to be.

An environment where she can be herself and feel energised.

To work like no one is watching.
Find meaning and LIVE better.

your challenge

THE FIRST STEP TO FIND THE FREEDOM
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CAN YOU IDENTIFY WHAT'S MORE IMPORTANT FOR YOU?

To believe in the organisation's purpose and the value it brings to others

For my personal purpose to align with the organisation.

Working for an organisation that cares about its sustainability and delivering more than just profits.

An organisation where leaders and employees act in accordance with the culture it says it is creating.

An environment where I have the freedom and safety to bring all of myself to work.

"I value working at this organisation because my purpose and its values are aligned."



SUMMARY



find the freedom to **WORK better**,
find meaning and **LIVE better.**

While this story was about Angie, a millennial woman, the story can relate to most people who work today.

The workplace has changed.
And continues to change.

The first step towards finding meaning in what we do, is to identify what's important to us.

Here at Find My Meaning, we understand the common drivers that impact an individual's ability to work better.

With over 25 years experience in motivating and inspiring individuals to achieve their dreams, the team can support you on your personal journey.

"How do I not fall into the trap of living to work and instead work so I can live the life I want?"

Join us and get access to resources, mentoring and a community to help you navigate the workplace.



findmymeaning.net
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