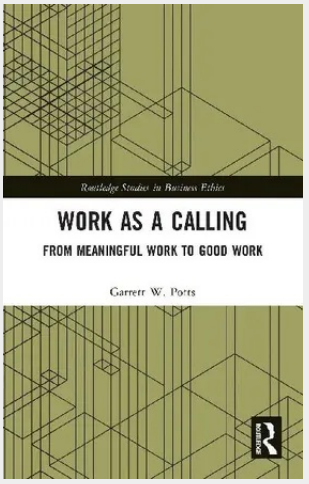
Potts

Work as a Calling

From Meaningful Work to Good Work

Amidst the exponentially growing interest in "work as a calling," contemporary discussions have taken an individualistic turn away from the earlier prosocial character that once marked this orientation to work. Now, discussions about "work as a calling" mostly prioritize personal fulfilment via the pursuit of deeply "meaningful work." Excessive focus has been placed on the experience of meaningful work in ways that are detached from the genuinely good workplace ends that allow for such a meaningful experience to ensue. This book provides a novel paradigm for reimagining the idea of "work as a calling," which serves as a corrective that better supports the individuals' search for meaning and their contribution to the common good, arguing that the two go hand in hand, and so they cannot be separated. Thus, the key idea captured herein is not simply that scholars have misunderstood the very notion of "work as a calling" by implying that it is essentially just synonymous with meaningful work, but, even more importantly, the point is that scholars and laypersons alike often fail to realize how true meaning ensues as a result of a genuine concern for contributing to human flourishing and the common good through one's work. Providing a new perspective on "work as a calling" by examining the issue from the perspective of morality rather than self-actualization, this volume will be of interest to researchers, academics, professionals, and students in the fields of business ethics, management, leadership, and organizational studies.

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