

**A SENSE OF  
CALLING:  
CAREER HEAVEN?  
OR NO EARTHLY  
USE?**

**DR GILL FRIGERIO  
READER IN CAREER DEVELOPMENT  
UNIVERSITY OF WARWICK**



# WHAT I AM GOING TO COVER



The varying strands of thinking about calling and career



The themes from a study that brought these strands together



A framework for practice based on these themes

# WHAT IS A 'CALLING'?



AN EXTERNAL  
SUMMONS



SENSE OF PURPOSE



PRO-SOCIAL  
ORIENTATION

Three workers [were] breaking up rocks. When the first was asked what he was doing, he replied, “Making little ones out of big ones”; the second said, “Making a living”; and the third, “Building a cathedral.” (Ryan 1977, p. 11)





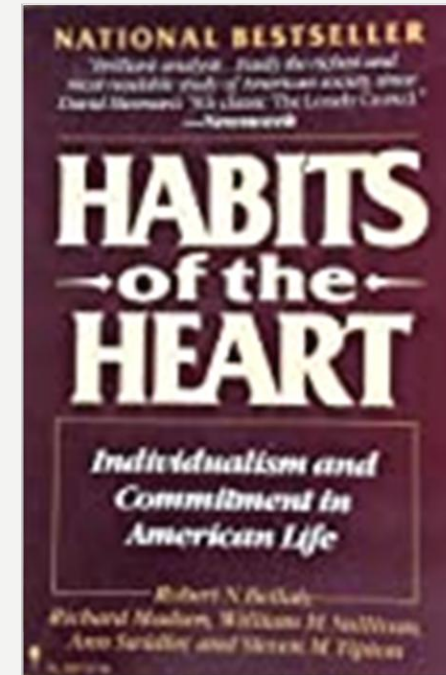
Calling



Career



Job



# STREAMS OF THOUGHT ON CALLING

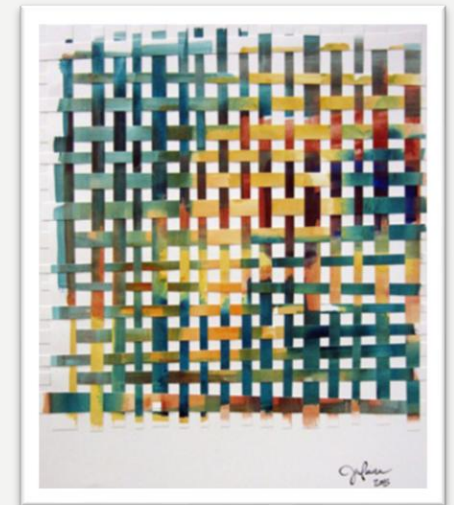
**Vocational psychology:** what is calling as a construct?

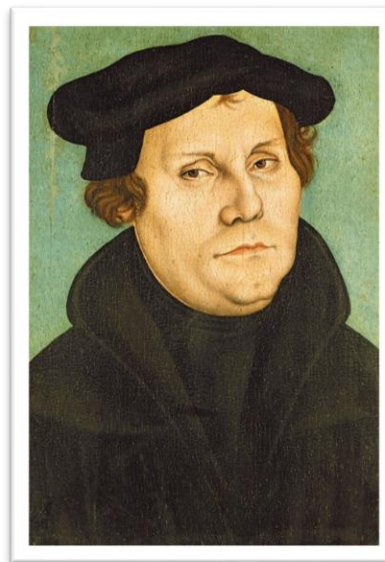
**Organisational studies:** what does it mean for human resources to have a calling to their work?

**Theology/Religious Studies:** How do religions understand/explain/support the idea of calling?

**Sociology of work:** How does having a calling affect experiences of work and workplaces?

*Can we weave these together, paying attention to integration of theory, policy and practice?*





JUDEO-CHRISTIAN HERITAGE... BUT  
RELEVANT TO CLIENTS OF ANY  
FAITH OR NONE

# THEMES



**IT'S CROWDED IN  
HERE**



**CALLING AS  
SENSEMAKING**



**CAREER MINDSET  
AMBIVALENCE**

# A FRAMEWORK FOR PRACTICE (FRIGERIO, 2023)

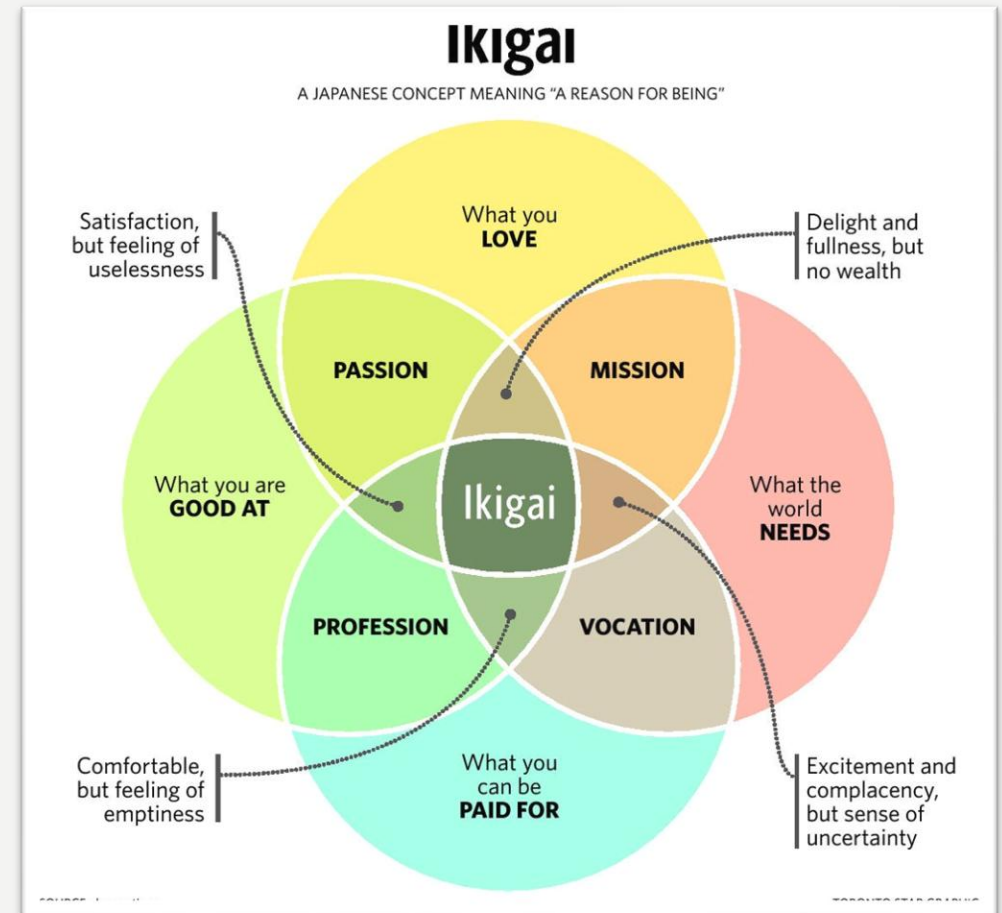
<b>Discussion of personal meaning and transcendent summons</b>	<b>Include calling in the learning alliance</b>
<b>Callings as recursive, multiple and multi-level and lifelong (not a one-off match)</b>	<b>Provide possible terminology for the calling process</b>
<b>Acknowledgement of potential dark side of calling</b>	<b>Probe and challenge sustainability and wellbeing implications of calling across all relational and social roles</b>
<b>Consideration of context regarding perception and living of calling</b>	<b>Map personal and work relationships</b>
<b>Learning and crafting activities that move towards a calling</b>	<b>Link to formal and informal lifelong learning</b>

# INCLUDE CALLING IN THE LEARNING ALLIANCE

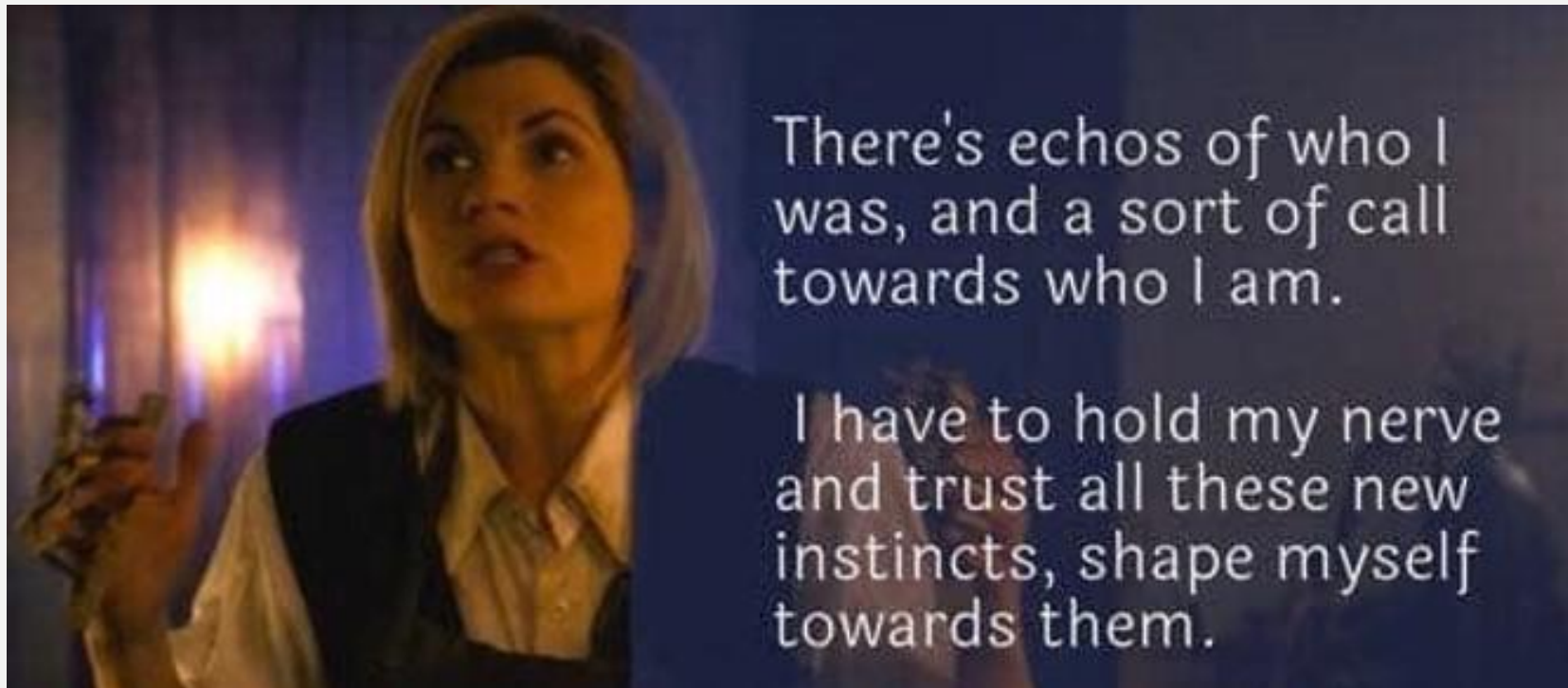
What would that look like in your context?

What do you and your clients consider the *goals* and *tasks* of career development work to be?

How can the *bonds* between you support calling search and calling presence?



# PROVIDE POSSIBLE TERMINOLOGY FOR THE CALLING PROCESS



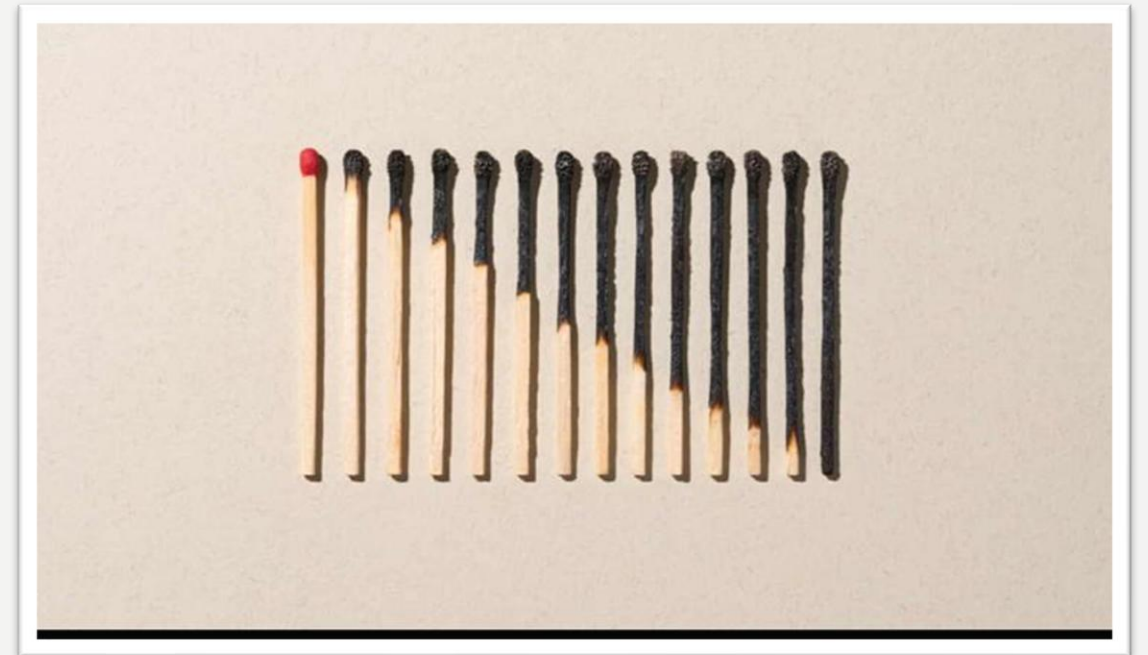
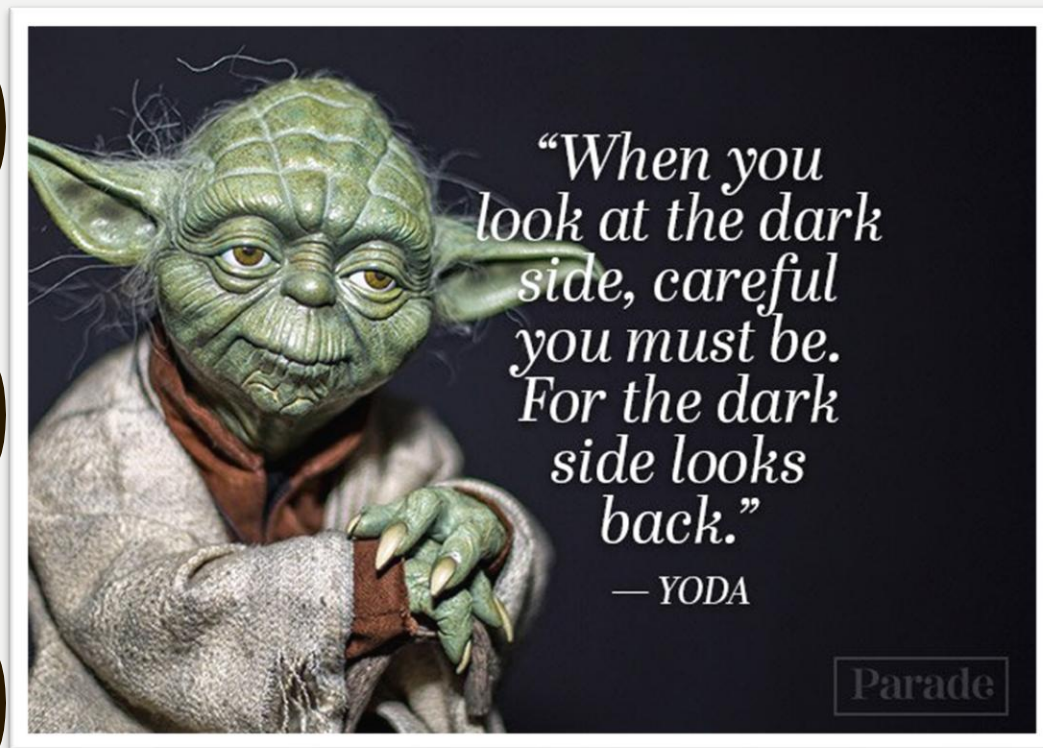
VALUES? TALENTS? DREAMS?

# A SUSTAINABLE FUTURE

- What is the world that you want to live in?
- What are the global problems or opportunities that need your attention?
- What are your talents and experiences that may help address these problems, and in turn improve the condition of our world?

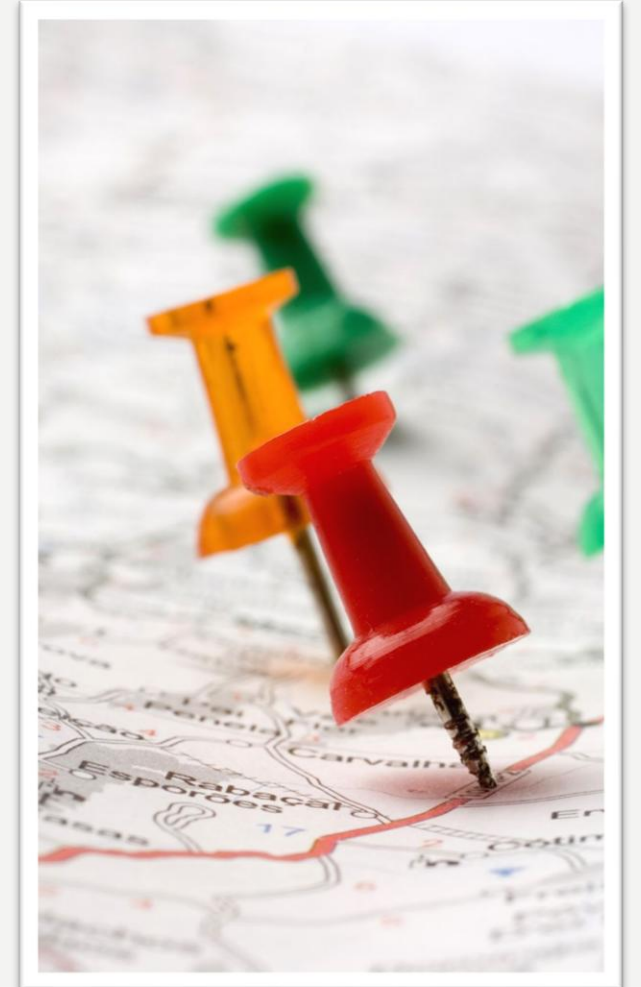


# SUSTAINABILITY AND WELLBEING IMPLICATIONS



# MAP PERSONAL AND WORK RELATIONSHIPS

- How is your context shaping your understanding of calling?
- Who is helping or hindering calling search?
- Through what life roles can you pursue calling?



# LINK TO FORMAL AND INFORMAL LIFELONG LEARNING

Job crafting:

Task Crafting

Relational Crafting

Cognitive Crafting

(Wrzesniewski and Dutton, 2001)

Identity/Adaptation/Practice pathways (Schabram and Maitlis, 2017)

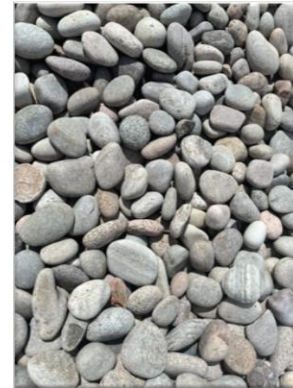


Caroline Mackenzie, master craftswoman

A SYSTEMIC VIEW:

# MAP JUSTICE IMPLICATIONS

A calling can be a heavy thing to carry...  
...but *can* give any life meaning and  
purpose

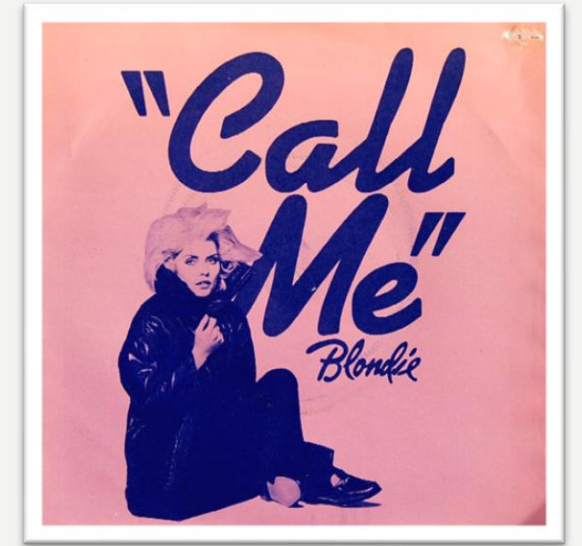


[G.frigerio@warwick.ac.uk](mailto:G.frigerio@warwick.ac.uk)

**Career heaven?**

**Or**

**No earthly use?**



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