

portraits



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# New Year, New Commitments



# Passionworks!

## Enhancing Passion at Our Workplace

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It is a common truth that having passion at work makes you fulfilled, committed and engaged. However, passion was just a catch-phrase to me until I attended the 1-day workshop PassionWorks! - Passion At Our Workplace organised by LODD last year. The workshop provided me with an opportunity for reflection and rediscovery of my personal values, which is important in our busy workplace.

Passion is defined as "a strong emotion that happens within each of us when we are doing meaningful work that makes us feel better about ourselves at a pace that feels like real progress". It is not about being extroverted, excited, dynamic or fast. It is about commitment and engagement.

$$\text{MEANING} \times \text{PROGRESS} = \text{PASSION}$$

The second part of this definition was new to me. I learnt that there must be signals of progress partnering meaningful work, without which our work is neither sustainable nor contributing to the organisation. The correct levels of both are necessary to attain the state of PassionFlowing, as shown in the model below.

### THE PASSIONWORKS!™ MODEL

Adapted with courtesy from PassionWorks! Inc.



The model shows 8 phases resulting from how much meaning we find in our work and how much progress we feel we are making towards what is meaningful.

Workshop participants had the opportunity to complete a personal diagnostic tool to identify where they were in each of the eight phases on the PassionWorks! Model. The individual reports gave suggestions on how each can sustain passion at work or move passion at work to the next level. Some discovered that a period of purposeful Resting amidst the peaks of PassionFlowing is essential for rejuvenation; otherwise they run the risk of becoming Obsessive.

To reach the state of PassionFlowing, we need to have a clear understanding of our personal values, without which we would be hard-pressed to pick out our passion drivers or blockers. Participants played a card game which helped them identify their top 5 values.

In summary, the Passionworks! workshop introduced a framework to help participants understand how to develop passion at the workplace. At the same time, the framework took into consideration diversity in the various values of individuals, and guides them to reach the state of PassionFlowing.

