The purpose of this course is to build your capacity for self-coaching throughout your life at work. Ultimately, this involves cultivating the self-awareness and practices to systematically pursue work that sparks and strengthens your senses of purpose, mastery, and belonging. Equally as important, this pursuit involves developing a sense of personal autonomy, such that you can undertake the interpersonal risks and strategies that create meaningful work in any role. Arguably, these issues comes down to two central questions: “What do I want?” and “What qualities do I need to develop in myself in order to get what I want?” While seemingly straightforward, these questions present enormous complexity. For instance, imagine facing any one of the following three challenges:

1. You accomplish everything you set out to do and now wonder “Is that it?”
2. You want to live authentically yet also seek the approval of others
3. The qualities you need to develop—courage, patience, resilience, etc.—appear clear in your mind yet exist entirely beyond your reach

The above dilemmas may look like musings about life, yet they are also central to the promise of meaningful work: where the contribution of the work as well as the work itself are both personally fulfilling, and in doing the work you become more of your true self while continuing to grow as a leader. From this perspective, the pursuit of meaningful work constitutes a leadership challenge for the individual. Consequently, this course will be of service to you if you are contemplating the ways in which you will grow as a leader throughout the arc of your career.

In addition to influencing whether and how you will thrive in your career, the actions you take with respect to what makes work meaningful will influence how you support your teammates with their own development. As such, this course will be of service to you if you aim to develop yourself as a manager of people.

Finally, this course will be of service to you if you aspire to enter the field of “people operations” (e.g. talent management, L&D, leadership development, etc.). The self-awareness and practice exercises discussed in this class carry an ethos similar to those for building and managing systems and processes designed for employee development across entire organizations.