

Fulcrum Connection COURSE CLUB KIT for:

Science and Practice of Fulfillment:

How to Apply Research Findings from
Positive Psychology to Improve
Happiness and Contentment



<https://valerie-s-site-68ec.thinkific.com/products/courses/science-and-practice-of-fulfillment>

COURSE SYNOPSIS

Science and Practice of Fulfillment is a comprehensive, do-it-yourself guide supported by research and drawn from a fulfilling 37+-year career for professionals to pursue long-term fulfillment with short-term intentionality.

Fulfillment has never been easy, but today's professionals face unique challenges. A 2023 Bureau of Labor Statistics report found that for American workers born between 1957 and 1964, they held an average of 14 jobs between the ages of 18 and 56 so navigating change is an expected element of a career journey. The 2023 World Economic Forum's Future of Jobs Report found that two-fifths of the core skills workers have today will be disrupted by technological change by 2027 and half of all workers' core skills will need to be updated every five years so developing new skills is another expected element of a career journey. A 2017 study by Mental Health America found that 70% of Americans say that they are unhappy with their career choices so career change needs to be navigated in a way that increases fulfillment.

Science and Practice of Fulfillment enables learners to determine mindsets, tactics, and practices to increase fulfillment over time as measured by the Fulfilled Life Scale. The mindsets, tactics, and practices apply regardless of career. The mindsets for fulfillment include the power of effort to achieve, the role of stress in performance, and the multiple dimensions of brain health. The tactics and practices for fulfillment include identifying your values, working consistent with your values, determining your talents, leveraging your talents in your work, practicing mindfulness, finding your purpose, aligning your work with your purpose, and approaching work in ways that cultivate your curiosity.

Happiness is a reaction to a situation while fulfillment comes from recognizing our unique and meaningful impact on a project, in an area, or of our life in retrospect. We cannot control when we will feel happy but fulfillment can be found if we stop to assess how fulfilled we are feeling and then take corrective action based on that assessment. *Science and Practice of Fulfillment* provides the assessment and an array of corrective actions to improve fulfillment.

AUTHOR BIO

Valerie Patrick, Ph.D. and President of Fulcrum Connection LLC, is a purpose person which means she needs to understand why for motivation to take action. She wrote her first purpose statement in high school as part of her essay on college admission forms. She has since modified her purpose statement several times and while the essence of her purpose remains unchanged, each

version has fewer words with her current purpose statement consisting of five words that are full of meaning for her. Purpose is a core element of fulfillment which Dr. Patrick has learned in her 37+-year career and in working with other professionals. Dr. Patrick is also a purpose nerd so keeps current on research findings about purpose and having meaningful impact.

Dr. Patrick's 25-year corporate career gave her experience in several different disciplines and roles. Dr. Patrick founded Fulcrum Connection LLC in 2013 which provides empowerment skills and group experiences for workplace creativity and contribution to flourish. Fulcrum's services include instructional design, training, speaking, facilitation, and consulting. Dr. Patrick lives with her husband and crazy but loving long-haired cat Dusty in Vermont on Lake Champlain.



COURSE DISCUSSION QUESTIONS

Module 0: Welcome to Science and Practice of Fulfillment

0

Introduction

- What do you think happiness and fulfillment have in common? How are they different?
- How will you know you have achieved fulfillment?
- What are you most interested in doing to improve your fulfillment according to the Fulfilled Life Scale?

Module 1: Prerequisites for Career Fulfillment

1

Lesson 1: Relationship Between Fulfillment & Happiness

- Are you reading more social media posts that express positive emotions or negative emotions on average and why?
- Do you prefer to view fulfillment as a mindset, a goal, or something else and why?
- Which of the five social needs (status, certainty, autonomy, relatedness, fairness) do you think is most important to your fulfillment and why?

[NOTE: You can take an assessment of your social needs called the NLI SCARF Assessment here:

<https://neuroleadership.com/research/tools/nli-scarf-assessment/>].

COURSE DISCUSSION QUESTIONS

Module 1: Prerequisites for Career Fulfillment cont.

2

Lesson 2: Benefits of Career Fulfillment

- How have you motivated yourself to do something that benefits you in the future based on a specific example?
- What is an example of an achievement you are proud of and how did positive emotion play a role?
- What is an example of something new and useful that you came up with and that you are proud of and how did positive emotion play a role?

3

Lesson 3: When Career Fulfillment is Missing

- How has the loss of something important to you changed your behavior?
- What is something new you are learning right now and what is driving that learning?
- What is a topic or area you would like to master or have already mastered and why?

Module 2: Ways to Achieve Career Fulfillment

1

Lesson 1: Career Fulfillment Framework

- What is an example of a framework or structured approach you have used to achieve a goal?
- What is an example of a work task or project that you found engaging and why?
- What is an example of an accomplishment you find meaningful and why?

COURSE DISCUSSION QUESTIONS

Module 2: Ways to Achieve Career Fulfillment cont.

2

Lesson 2: Mindset and Work

- Create a list of what you consider to be your top 3 innate abilities and skills. How might others learn these?
- What is something you don't think you are good at and why?
- How often do you hear praise for your hard work or effort and how often do you praise others for their hard work or effort?

3

Lesson 3: Stress and Work

- Who do you admire for how they handle stress and why?
- Who has been a source of stress for you in the last month and how are you managing that situation?
- What insight did you gain from this lesson's assignment?

4

Lesson 4: Wellness and Work

- What is most lacking for your physical well-being (i.e., sleep, exercise, diet) and how might you improve?
- What is most lacking for your intangible well-being (i.e., mindfulness, spiritual practices, outlook on others) and how might you improve?
- How do you promote your cognitive well-being and how might you improve?

COURSE DISCUSSION QUESTIONS

Module 2: Ways to Achieve Career Fulfillment cont.

5

Lesson 5: Values for Pleasurable Work

- What do you resonate most strongly with from your Core Value Type and secondary Core Value Type and why?
- In what ways do you practice your values in your personal life?
- In what ways do you practice your values in your work life?

6

Lesson 6: How to Make Work Interesting

- On a scale of 1 for none to 5 for full (2 for below average, 3 for average, and 4 for above average), how empowered do you feel to do valuable work and why?
- What is something that recently piqued your curiosity and why?
- How might you develop your creativity?

7

Lesson 7: How to Shine at Work

- How might you improve performance by increasing the benefits to others in your work?
- On a scale of 1 for none to 5 for high (2 for below average, 3 for average, and 4 for above average), to what degree do you exercise your top thinking talents at work and why?
- How has your dominant problem-solving style been helpful at work?

COURSE DISCUSSION QUESTIONS

Module 2: Ways to Achieve Career Fulfillment cont.

8

Lesson 8: How to Optimize Work Performance

- What did you think of the mindfulness meditation and why?
- How might you bring your attention back to the present moment when your mind wanders in a virtual meeting?
- What mindfulness practice are you most interested in trying and why?

9

Lesson 9: How to Make Work More Meaningful

- What were you doing the last time you felt energized focus, challenge, and positive productivity?
- Who do you admire for their sense of purpose and why?
- How might you incorporate your purpose into your work life?

10

Lesson 10: Career Fulfillment Plan

- On a scale of 1 for none to 5 for high (2 for below average, 3 for average, and 4 for above average), to what degree do you value your work and why?
- What is your cue that a positive stress mindset is needed?
- How will you use your career compass to improve fulfillment?

COURSE DISCUSSION QUESTIONS

Module 3: Monitoring Career Fulfillment Progress

1

Lesson 1: Dimensions of Fulfillment

- On a scale of 1 for low to 5 for high (2 for below average, 3 for average, and 4 for above average), how satisfied are you with your work-life balance and why?
- Of the 8 dimensions of fulfillment in addition to career (i.e., relationships/community, recreational activities, learning/development, partnership, parenting, civic engagement, spirituality, and savoring), which are most important to you and why?

2

Lesson 2: Cognitive Components of Fulfillment

- What relationships do you turn to when your self-esteem or sense of security runs low and why?
- How do you define legacy and what do you want yours to be?
- What is an example of a worthwhile contribution by another and why?

3

Lesson 3: Affective Components of Fulfillment

- Who do you admire for being in harmony or having the ability to see the light in the darkness and the darkness in the light and why?
- How do you, or would you like to, practice gratitude in your life?
- What is a big regret that you have and what lesson can you learn from it to make you a better person going forward?

COURSE DISCUSSION QUESTIONS

Module 3: Monitoring Career Fulfillment Progress cont.

4

Lesson 4: Monitoring Career Fulfillment

- What is an example of something at work that is not being managed because it is not being measured?
- What is the first action you will complete to improve fulfillment and how is it specific, measurable, and time-bound?
- When do you plan to retake the Fulfilled Life Scale to measure your progress?

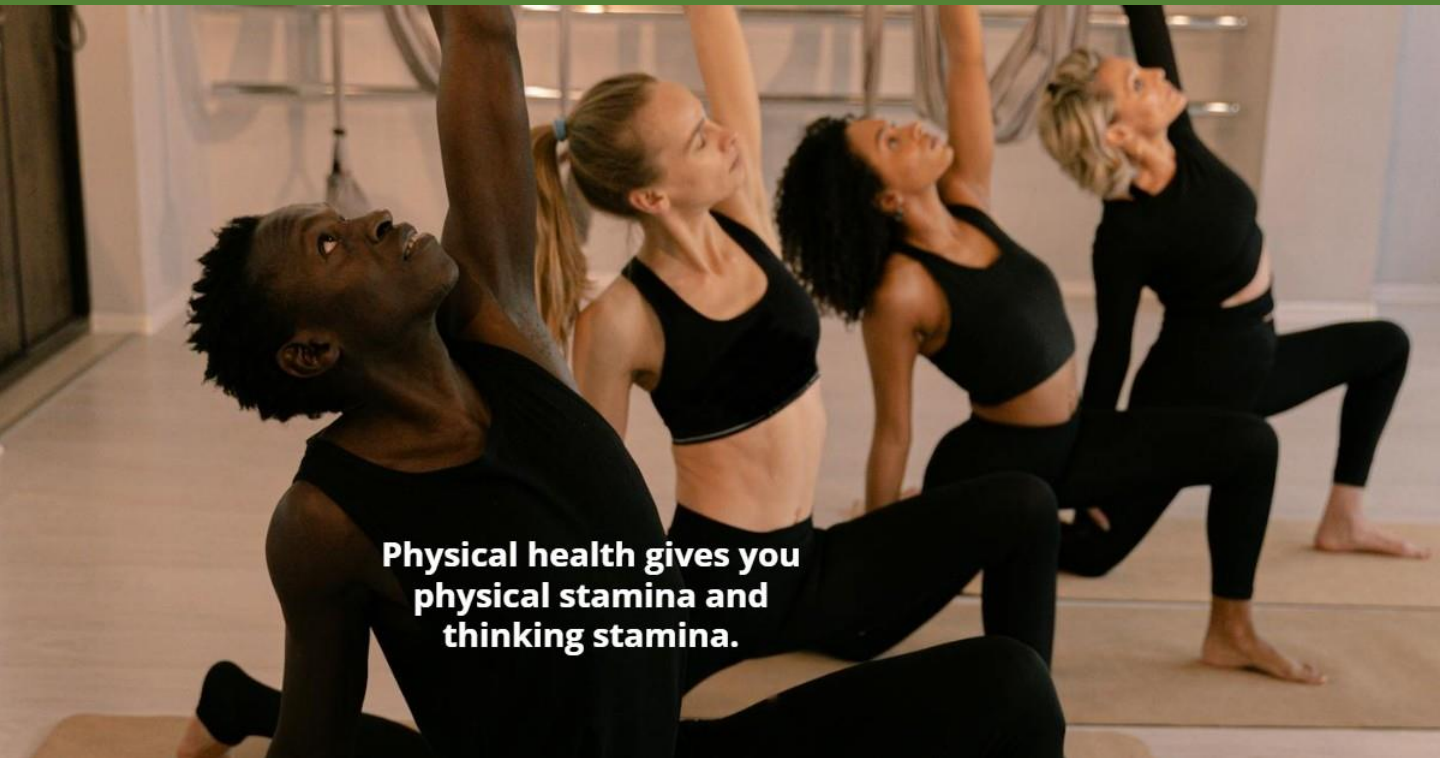


You are invited to reach out to the instructional designer for this course to share insights or ask your unaddressed questions about the course at the Art and Science of Fulfillment LinkedIn group here:

<https://www.linkedin.com/groups/13091286/>

MORE CONTENT ON FULFILLMENT

Being in great physical health not only gives you physical stamina but gives you thinking stamina. The healthy brain delivering that thinking stamina requires more than physical health – a healthy brain according to neuroscientists and behavioral scientists requires social, physical, intangible, cognitive, and emotional health. The pinnacle of social, physical, intangible, cognitive, and emotional health is fulfillment.



**Physical health gives you
physical stamina and
thinking stamina.**

Nike's "Just Do It" philosophy for sports performance becomes the "Just Be It" philosophy for happiness and fulfillment. Nike's "Just Do It" philosophy takes putting the work in to be the best that you can be. The "Just Be It" philosophy that applies to fulfillment goes beyond performance to realizing purpose. I did my first purpose exercise when I was in high school – yeah, I was that kid. I have repeated my purpose exercise three more times and the last version was the most transformative for my happiness and fulfillment. My last purpose exercise was based on Simon Sinek's book *Find Your Purpose: A Practical Guide for Discovering Purpose for You and Your Team*. I have used this purpose exercise with others who have also found it transformative. Purpose and

MORE CONTENT ON FULFILLMENT

performance are not mutually exclusive – your purpose ties in to what you are good at and practicing what you are good at leads to high performance.

A photograph of two children running in a grassy field. On the left, a young boy with curly hair, wearing a black and white striped t-shirt and blue jeans, is running towards the camera with a joyful expression. On the right, a young girl with red hair tied in two buns, wearing an orange t-shirt, is running slightly behind him, also smiling. The background is a soft-focus green field under natural light.

**“Just Do It” for performance but
“Just Be It” for fulfillment.**

The most successful athletes do not depend on inherent talent but commit themselves to practicing longer and harder than their colleagues and with the correct instruction to overcome obstacles in their sport. Similarly, the highest performers in organizations learn from their experiences, are consistently upgrading and learning new skills as needed, and face obstacles with grit and determination. Practicing according to worthwhile feedback, facing obstacles, and learning are hallmarks of what Dr. Carol Dweck termed a growth mindset. Dr. Dweck found that students who demonstrated a growth mindset performed higher than those that did not demonstrate a growth mindset.

MORE CONTENT ON FULFILLMENT

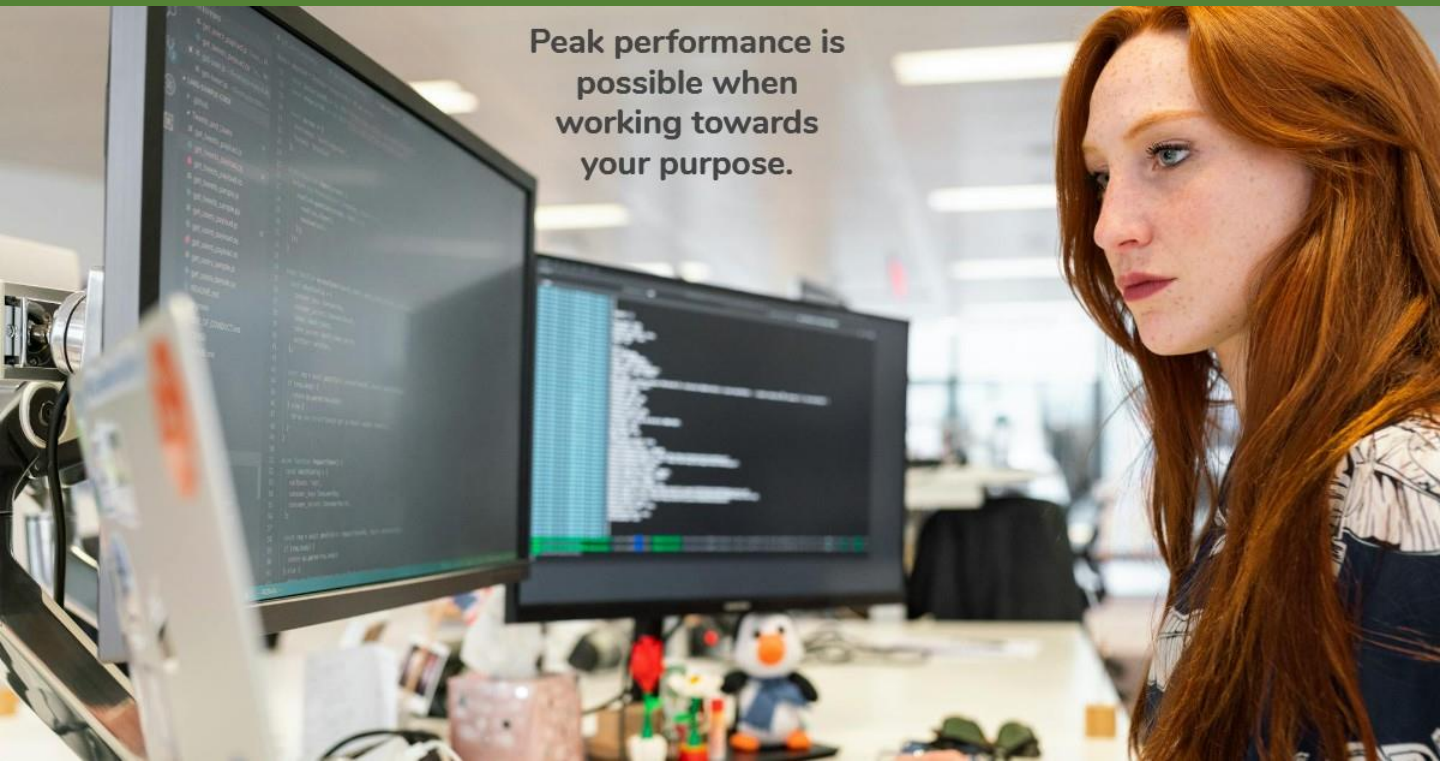
The best performances come from a growth mindset or putting in the hard work and effort needed before the game.



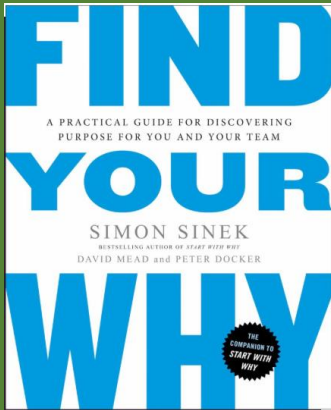
Why is purpose so challenging for many of us? Because purpose resides deep in our non-conscious brain forged by our accumulated life experiences. We are not aware of what is stored in our non-conscious brain without an intentional process to retrieve what would be helpful to us in a given moment. What's more is that employees can experience peak performance when completely engaged in working on something meaningful to them that delivers value which is called a flow state. A flow state is a feeling of energized focus, challenge, and positive productivity that leads to high performance and can lead to losing track of time.

MORE CONTENT ON FULFILLMENT

Peak performance is possible when working towards your purpose.

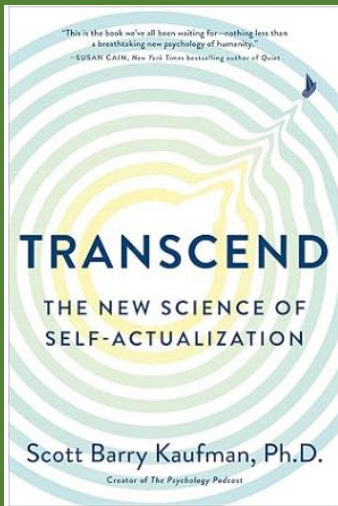


MORE RESOURCES RECOMMENDED BY THE INSTRUCTOR



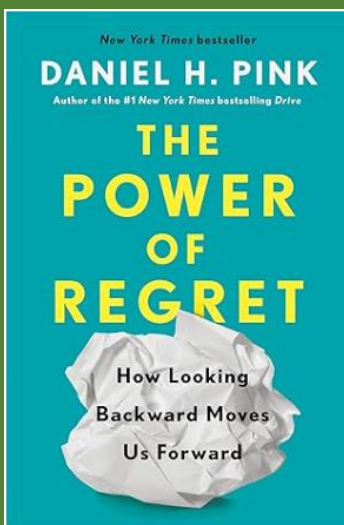
Simon Sinek, David Mead, and Peter Docker. **Find Your Why: A Practical Guide for Discovering Purpose for You and Your Team.** New York: Portfolio, 2017.

The authors provide a step-by-step process that is easy to follow for an individual or a group to craft a purpose statement. I used this process with a friend to craft my current purpose statement.



Scott Barry Kaufman, Ph.D. **Transcend: The New Science of Self-Actualization.** New York: TarcherPerigree, 2020

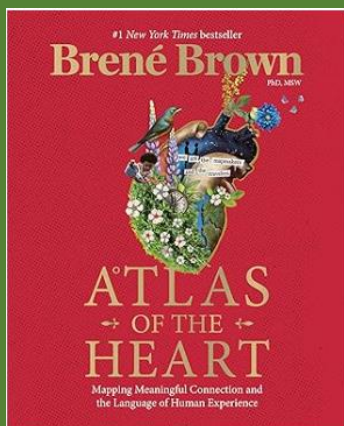
Psychologist Scott Barry Kaufman unravels the mysteries of Maslov's unfinished theory of transcendence, and integrates these ideas with the latest research on attachment, connection, creativity, love, purpose and other building blocks of a life well lived.



Daniel H. Pink. **The Power of Regret: How Looking Backwards Moves Us Forward.** (New York: Riverhead Books), 2022.

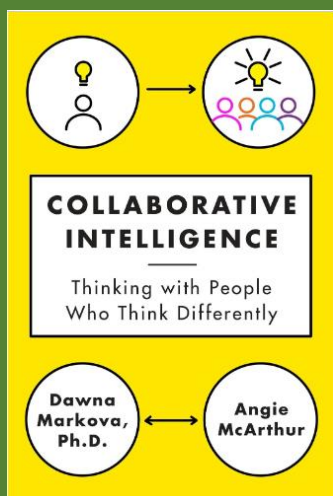
Pink uses the largest sampling of American attitudes about regret ever conducted as well as his own World Regret Survey—which has collected regrets from more than 15,000 people in 105 countries—to discern the four core regrets that each of us has. These deep regrets offer compelling insights into how we live and how we can find a better path.

MORE RESOURCES CONTINUED



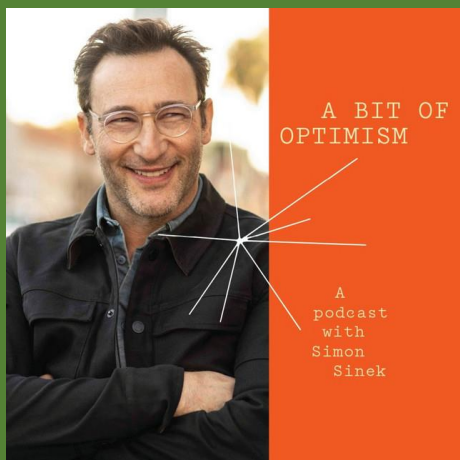
Brené Brown. *Atlas of the Heart: Mapping Meaningful Connection and the Language of Human Experience*. New York: Random House, 2021.

In this book, Brown describes eighty-seven of the emotions and experiences that define what it means to be human. In the process, she maps the necessary skills and an actionable framework for meaningful connection,.



Dawna Markova and Angie McArthur. *Collaborative Intelligence: Thinking with People Who Think Differently* (New York: Random House, 2015).

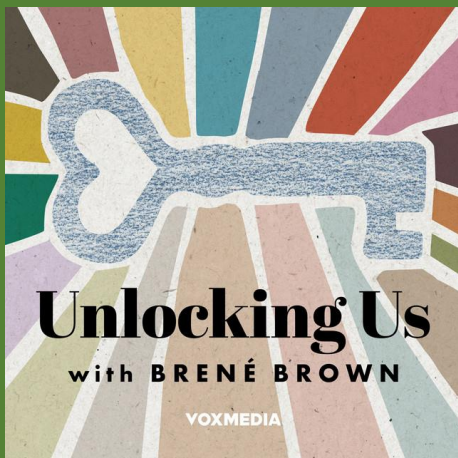
The concept of thinking talents introduced in this book is a powerful tool for problem-solving and for building teams with invisible diversity in addition to visible diversity.



Podcast by Simon Sinek at:
<https://simonsinek.com/podcast/>.

This podcast explores a wide range of topics from happiness and love to addressing anxiety and loneliness. This podcast is thought-provoking through the lens of a wide variety of guests from Trevor Noah to political prisoner Leopoldo Lopez.

MORE RESOURCES CONTINUED



Podcast by Brene Brown at:
<https://brenebrown.com/podcast-show/unlocking-us/>.

Brene describes this podcast as follows: “I want this to be a podcast that’s real, unpolished, honest, and reflects both the magic and the messiness of what it means to be human. Episodes will include conversations with the people who are teaching me, challenging me, confusing me, or maybe even ticking me off a little.”



The Science of How to Find Fulfillment

July 11, 2024 | Valerie Patrick | Blog

Blog post by Valerie Patrick on the science of how to find fulfillment at:
<https://fulcrumconnection.com/2024/07/the-science-of-how-to-find-fulfillment/>

The Key To Career Fulfillment: Authentic Relationships

Blog post by Kathy Miller Perkins at:
<https://www.forbes.com/sites/kathy-millerperkins/2024/03/29/want-a-career-that-transcends-the-status-quo-invest-in-authentic-relationships/>



Blog post by Emily Killham on the science behind career fulfillment at:
<https://blog.perceptyx.com/the-science-behind-career-fulfillment-10-attributes-that-truly-matter>