Fulfillment Assessment and Recommendations 5May2025

Overview

Improvement is not about doing everything otherwise you would never improve. Improvement is first about assessment so that improvement needs can be identified and prioritized. Once improvement needs are prioritized, the improvement can be focused on those actions that will bring the most leverage to address the current prioritized needs.

This fulfillment assessment is based on a proven framework. The proven framework is the Fulfilled Life Scale which was developed from researching over 700 people over a wide age range (Baumann D. and Ruch W., 2022, Measuring What Counts in Life: The Development and Initial Validation of the Fulfilled Life Scale (FLS), Frontiers of Psychology, 12:795931, doi: 10.3389/fpsyg.2021.795931).

The recommendations are from the course Dr. Valerie Patrick curated and titled *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>).

Scoring

Score each of the 28 fulfillment dimensions in the assessment on a scale from 0 to 10 with 0 for “does not apply to me at all” to 10 for “applies completely to me.” A 5 is for “applies to me on average,” a 2 is for “applies to me below average of the time,” and a 7 is “applies to me above average of the time.” Add up the scores for each of the following dimensions:

* Statements 1 through 8 are the **Wholeness** **Dimension** (realizing your uniqueness or becoming more fully yourself, living your life fully or realizing life goals, and making a positive difference or leaving something of value)
* Statements 9 through 16 are the **Fit Dimension** (authentic pursuits or courage to be true to yourself, a life true to yourself or that felt right, and contributions reflecting the self)
* Statements 17 through 24 are the **Value Dimension** (worthwhile involvements or using your potential and resources sensibly, worthwhile life or perceiving life as worthwhile and meaningful, and life that mattered or making a positive difference to others)
* Statements 25 through 29 are the **Positive Affect Dimension** (the positive feelings associated with fulfillment)
* Statements 30 through 32 are the **Negative Affect Dimension** (the negative feelings that are not associated with fulfillment)

Compare the scores of the Wholeness, Fit, Value, and Affective Dimensions and focus on the dimension(s) with the lowest score for improvement. Use the Recommendations following the assessment to determine the highest leverage improvement actions that fit best with your current priorities.

Scoring Sheet

|  |  |
| --- | --- |
| **Wholeness Statements** | Rate 0 for does not apply to me at all to 10 for applies completely to me |
| 1. I could show my uniqueness. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I was able to show my true ability in life. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I took advantage of my opportunities in life. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I could realize my own dreams. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have had the courage to be as I really am. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have been able to pursue my passions. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I could do in life that which I was best suited for. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have led my life in a way that has deeply suited me. | 0 1 2 3 4 5 6 7 8 9 10 |
| **Sum Wholeness Score:** | Click or tap here to enter text. |
| **Fit Dimension** | Rate 0 for does not apply to me at all to 10 for applies completely to me |
| 1. I have used opportunities to contribute to others’ well-being. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I was able to leave a positive mark with my life on people in my environment. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I could make a positive contribution to other people’s welfare. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. It was important to me to contribute something to the success of our society. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have used my abilities to contribute to the common good. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have significantly supported other people in their development. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I could contribute to the success of other people’s lives. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have lived for a purpose that goes beyond my life. | 0 1 2 3 4 5 6 7 8 9 10 |
| **Sum Fit Score:** | Click or tap here to enter text. |
| **Value Dimension** | Rate 0 for does not apply to me at all to 10 for applies completely to me |
| 1. The efforts in life have been worthwhile. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have the certainty that I have lived for the right things. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have done something valuable with my life. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I can look back on a life well lived. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. Even in the difficult times in life, I have been able to recognize meaning and purpose. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. My life has been worthwhile. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have experienced my life as meaningful. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have realized what really matters in life. | 0 1 2 3 4 5 6 7 8 9 10 |
| **Sum Value Score:** | Click or tap here to enter text. |
| **Positive Affect Dimension** | Rate 0 for does not apply to me at all to 10 for applies completely to me |
| 1. I feel deep inner contentment. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I feel in harmony with myself and my work. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I have inner peace. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I feel great gratitude. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I feel fulfilled. | 0 1 2 3 4 5 6 7 8 9 10 |
| **Sum Positive Affect Score:** | Click or tap here to enter text. |
| **Negative Affect Dimension** | Rate 0 for does not apply to me at all to 10 for applies completely to me |
| 1. I feel deep regret. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I feel disappointed. | 0 1 2 3 4 5 6 7 8 9 10 |
| 1. I feel rather empty. | 0 1 2 3 4 5 6 7 8 9 10 |
| **Sum Negative Affect Score** | Click or tap here to enter text. |
| **Calculate Affective Score: Subtract Sum Negative Affect Score from 30 and add to Sum Positive Affect Score:** | Click or tap here to enter text. |

Recommendations for More Fulfillment

Consider the recommendations for more fulfillment presented in the table below for the dimensions you feel need improvement. To learn more about the pursuit of fulfillment, see Dr. Valerie Patrick’s curated course *Science and Practice of Fulfillment: How to Apply Research Findings from Positive Psychology to Improve Happiness and Contentment* at <https://valerie-s-site-68ec.thinkific.com/products/courses/science-and-practice-of-fulfillment>.

| **Statement** | **Recommendation for Improvement** |
| --- | --- |
| 1. I could show my uniqueness. | Take the Core Values Index and apply results. The Core Values Index reveals how you are wired to contribute based on your innate motivations and drivers. The Core Values Index has a 94% repeat score reliability which is very high. The Core Values Index is an assessment you can take for free here: <https://members.taylorprotocols.com/Tools/CVIGift.aspx?lang=en-US&GiftHash=d0a50e9c-2976-1037-b045-81e5f930037e>. Once you take the assessment, list the positive attributes, values, and strengths that you think are part of your personality from each your primary Core Value Type and your secondary Core Value Type plus your type description. You do this by reading through your personalized report and identifying the elements that resonate with you the most. Finally, explore ways to leverage your innate strengths in your work. |
| 1. I was able to show my true ability in life. | Determine your thinking talents using Dawna Markova and Angie McArthur's book *Collaborative Intelligence: Thinking with Those Who Think Differently* (Dawna Markova and Angie McArthur. *Collaborative Intelligence: Thinking with People Who Think Differently*. New York: Penguin Random House, 2015). Explore ways to leverage your thinking talents in your work to improve in this dimension (a thinking talents exercise in included in Dr. Valerie Patrick’s fulfillment course). |
| 1. I took advantage of my opportunities in life. | Adopt a growth mindset. Dr. Carol Dweck, who did the groundbreaking research on growth mindset, found that a good way to understand growth mindset is to compare it to a fixed mindset. She identified the importance of different mindsets by studying the differences between people who are equally talented but achieve different levels of success in work. Dr. Dweck found that the belief in hard work to achieve goals leads to more success than the belief in innate abilities. Dr. Dweck called the belief that you can improve your abilities or develop new abilities with hard work a growth mindset. In contrast, Dr. Dweck called the belief that you do not have control over your abilities a fixed mindset. |
| 1. I could realize my own dreams. | To realize your own dreams, you need to first identify your dreams. Dreams come from inside – who you really are and what you have been created to do or your destiny. Look for journals, scrapbooks, or essays you wrote for school or similar documents or letters from your childhood that might provide insight into what you dreamed of becoming as a child when you grew up. |
| 1. I have had the courage to be as I really am. | Align your work and life with your values. Determine your values by prioritizing the top 5 to 10 values you most believe in from a list of values (i.e., the list used in Dr. Valerie Patrick’s fulfillment course has 141 values). |
| 1. I have been able to pursue my passions. | Keep track of how you spend your time for at least a couple of weeks – both inside and outside of work – and your mood. Reflect on what types of tasks and activities made you happiest and why to get insight into your passions. |
| 1. I could do in life that which I was best suited for. | When you are doing what you are best suited for, you are performing at a high level. A tried-and-true way to perform at a high level is through focus. Improve your focus for performance through mindfulness. Try a mindfulness meditation to improve mindfulness like this one: <https://www.youtube.com/watch?v=inpok4MKVLM&t=1s> |
| 1. I have led my life in a way that has deeply suited me. | Stress can throw our lives off the course it is meant to be on for us. Adopt a positive stress mindset to help get your life back on course. The positive stress mindset has three elements according to research by Dr. Kelly McGonigal. The three elements of a positive stress mindset are importance, challenge, and growth. The first two elements of a positive stress mindset come from the belief that stress happens when there is both something we value or find important and there is challenge present. The belief that stress happens when importance and challenge are both present is backed by behavioral research. So, stress is a signpost of our values and of challenge. The third element comes from the belief that stress is the body’s way of preparing us to address a challenge that is important to us. This third element is backed by neuroscience research on what happens to the brain when we are under stress. Addressing a challenge is how we grow and learn. |
| 1. I have used opportunities to contribute to others’ well-being. | Improve your physical well-being because you cannot be there for others without being there for yourself first. Further, physical well-being provides the foundation for overall well-being. Physical well-being is determined by your sleep, exercise, and eating habits. Physical well-being will depend on what you eat, how you exercise, and your sleep habits. Research shows a correlation between your physical well-being and your intellectual capabilities such as enhanced ability to be creative, solve problems, and think clearly. Seven to nine hours of sleep a night is a good target based on research by the National Sleep Foundation. Research also shows that doing fifteen minutes of sustained aerobic exercise at least three times a week will boost cognitive functioning into old age. Beyond that, it is up to you to develop healthy eating and exercise habits that work for your preferences and lifestyle. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I was able to leave a positive mark with my life on people in my environment. | Develop a positive stress mindset because interactions with others can trigger stress. Interactions are great when they trigger positive emotions but not so great when negative emotions are triggered whether intentional or not. In fact, interactions in the workplace are a big contributor to stress in the workplace. Managing stress in the workplace can help motivate you to leave a positive mark with your work on colleagues or other people. The positive stress mindset has three elements according to research by Dr. Kelly McGonigal. The three elements of a positive stress mindset are importance, challenge, and growth. The first two elements of a positive stress mindset come from the belief that stress happens when there is both something we value or find important and there is challenge present. The belief that stress happens when importance and challenge are both present is backed by behavioral research. So, stress is a signpost of our values and of challenge. The third element comes from the belief that stress is the body’s way of preparing us to address a challenge that is important to us. This third element is backed by neuroscience research on what happens to the brain when we are under stress. Addressing a challenge is how we grow and learn. |
| 1. I could make a positive contribution to other people’s welfare. | Improve your intangible wellness because you need to feel positive about your own life before you are motivated to make a positive contribution in the lives of others. Feeling positive about your life takes motivation to realize life’s opportunities and resilience to face life’s inevitable challenges. Intangible well-being is your source of inspiration to realize life’s opportunities and your source of resilience to life’s challenges and misfortunes. You can learn more about the different formal religions practiced around the world and in different communities to see if something resonates there for you. You can also discover the spiritual practices used by different people to home in on what might support your intangible well-being. Remember to be open to the possibility that what you need for intangible well-being may change over the course of your life. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. It was important to me to contribute something to the success of our society. | Improve your social well-being because social well-being helps motivate you to want to contribute to the success of society or a specific community. Social well-being is based on deep relationships, which take time to build. This kind of relationship comes from discovering things you like to do together, talk about, dream about, set goals about, and support each other about. It is social well-being that leads to health benefits, not popularity. To build your social well-being, be yourself and develop close relationships with the three to fifteen people who understand you and like spending time with you. The lack of social well-being has been correlated with bad health outcomes, but there are other routes to bad health outcomes. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I have used my abilities to contribute to the common good. | Improve your social well-being because social well-being helps motivate you to want to contribute to the common good. Social well-being is based on deep relationships, which take time to build. This kind of relationship comes from discovering things you like to do together, talk about, dream about, set goals about, and support each other about. It is social well-being that leads to health benefits, not popularity. To build your social well-being, be yourself and develop close relationships with the three to fifteen people who understand you and like spending time with you. The lack of social well-being has been correlated with bad health outcomes, but there are other routes to bad health outcomes. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I have significantly supported other people in their development. | Improve your emotional well-being because supporting others takes empathy which comes from emotional intelligence. Emotions are our friends: emotions on the negative spectrum help us survive, and emotions on the positive spectrum help us thrive. In managing your own emotions and those expressed by others, the journey toward emotional well-being takes situational response to the brain’s emotion systems. A situational response to emotion is expressing feelings and behaving in ways appropriate to the situation and to the desired outcomes. There are emotional intelligence assessments available to improve your emotional well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I could contribute to the success of other people’s lives. | Improve your emotional well-being because you need empathy to be motivated to contribute to the success of other people’s lives. Empathy comes from emotional intelligence and specifically, learning the skills of both cognitive empathy and affective empathy. Emotions are our friends: emotions on the negative spectrum help us survive, and emotions on the positive spectrum help us thrive. In managing your own emotions and those expressed by others, the journey toward emotional well-being takes situational response to the brain’s emotion systems. A situational response to emotion is expressing feelings and behaving in ways appropriate to the situation and to the desired outcomes. There are emotional intelligence assessments available to improve your emotional well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I have lived for a purpose that goes beyond my life. | Determine your purpose. I have used many different processes to determine my purpose and my favorite is the one described in Simon Sinek, David Mead, and Peter Docker’s book: *Find Your Why: A Practical Guide for Discovering Purpose for You and Your Team* (New York: Portfolio, 2017). Dr. Valerie Patrick’s fulfillment course provides a do-it-yourself version of this purpose exercise. |
| 1. The efforts in life have been worthwhile. | Determine your values so you can align your work with your values. Determine your values by prioritizing the top 5 to 10 values you most believe in from a list of values (i.e., Dr. Valerie Patrick’s fulfillment course uses a list that has 141 values). |
| 1. I have the certainty that I have lived for the right things. | Determine your values so you can live life for the right things according to your values. Determine your values by prioritizing the top 5 to 10 values you most believe in from a list of values (i.e., Dr. Valerie Patrick’s fulfillment course uses a list that has 141 values). |
| 1. I have done something valuable with my life. | Improve your cognitive well-being because doing something valuable with your work means your work is of high quality, you work efficiently, and your work benefits others. Cognitive wellness is very important to doing valuable work. To improve cognitive well-being, get curious so you can find new topics to learn about at every point of your life, especially once you are out of school. There are also many ways to boost your creativity for cognitive well-being that you can explore. One technique that improved my creativity was personal brainstorming in which I would articulate a personal problem such as “how to have an engaging family vacation” and then generate ideas for twenty minutes. Finally, practicing physical well-being will also benefit your cognitive well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I can look back on a life well lived. | Make your work and life more interesting. For example, Ashok Ramachandran became the youngest President of Schindler India and East Asia and shares the steps he took to overcome his boredom with his first position as an auditor for Schindler. First, he explored the bigger purpose of his role. He learned that his auditing of documented sales and marketing processes had the purpose of delighting the customer which he thought about every day to motivate him in his work. Second, he looked for opportunities outside his role to challenge himself. In Ashok’s case, he had a Master’s degree in industrial engineering so he would tell senior managers about the other skills he had to offer like process improvement and then ask to sit in on meetings to see how he might help. He got some side projects which raised his profile in the company. Third, he learned the roles of others he met at the company and even asked to go to meetings with them to observe and learn. This helped him understand how value is generated at the company in greater depth. And fourth, he was active in company events like sports, picnics, and clubs. Participating in company events is a great way to network with people you would not normally meet. From Ashok’s experience and the advice offered by other high performers, the way to make work more interesting is to be proactive in exercising your curiosity. Ashok used his curiosity to find purpose for his role, opportunities to contribute outside his role, learn about others’ roles, and network at company events. There are also proven ways to cultivate your curiosity presented in Dr. Valerie Patrick’s fulfillment course. |
| 1. Even in the difficult times in life, I have been able to recognize meaning and purpose. | Determine your purpose. I have used many different processes to determine my purpose and my favorite is the one described in Simon Sinek, David Mead, and Peter Docker’s book: *Find Your Why: A Practical Guide for Discovering Purpose for You and Your Team* (New York: Portfolio, 2017. Dr. Valerie Patrick’s fulfillment course provides a do-it-yourself version of this purpose exercise. |
| 1. My life has been worthwhile. | Determine your purpose. I have used many different processes to determine my purpose and my favorite is the one described in Simon Sinek, David Mead, and Peter Docker’s book: *Find Your Why: A Practical Guide for Discovering Purpose for You and Your Team* (New York: Portfolio, 2017. Dr. Valerie Patrick’s fulfillment course provides a do-it-yourself version of this purpose exercise. |
| 1. I have experienced my life as meaningful. | Determine your purpose. I have used many different processes to determine my purpose and my favorite is the one described in Simon Sinek, David Mead, and Peter Docker’s book: *Find Your Why: A Practical Guide for Discovering Purpose for You and Your Team* (New York: Portfolio, 2017. Dr. Valerie Patrick’s fulfillment course provides a do-it-yourself version of this purpose exercise. |
| 1. I have realized what really matters in life. | Improve your social well-being because we our social beings so meeting our social needs is what matters most in life. Social well-being is based on deep relationships, which take time to build. This kind of relationship comes from discovering things you like to do together, talk about, dream about, set goals about, and support each other about. It is social well-being that leads to health benefits, not popularity. To build your social well-being, be yourself and develop close relationships with the three to fifteen people who understand you and like spending time with you. The lack of social well-being has been correlated with bad health outcomes, but there are other routes to bad health outcomes. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I feel deep inner contentment. | Improve emotional wellness because inner contentment takes managing your internal emotional state which is an aspect of emotional well-being. Emotions are our friends: emotions on the negative spectrum help us survive, and emotions on the positive spectrum help us thrive. In managing your own emotions and those expressed by others, the journey toward emotional well-being takes situational response to the brain’s emotion systems. A situational response to emotion is expressing feelings and behaving in ways appropriate to the situation and to the desired outcomes. There are emotional intelligence assessments available to improve your emotional well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I feel in harmony with myself and my work. | A big part of living in harmony is living consistent with your values. Determine your values by prioritizing the top 5 to 10 values you most believe in from a list of values (i.e., Dr. Valerie Patrick’s fulfillment course uses a list that has 141 values). |
| 1. I have inner peace. | Improve emotional wellness because inner peace takes managing your internal emotional state which is an aspect of emotional well-being. Emotions are our friends: emotions on the negative spectrum help us survive, and emotions on the positive spectrum help us thrive. In managing your own emotions and those expressed by others, the journey toward emotional well-being takes situational response to the brain’s emotion systems. A situational response to emotion is expressing feelings and behaving in ways appropriate to the situation and to the desired outcomes. There are emotional intelligence assessments available to improve your emotional well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I feel great gratitude. | Improve intangible well-being because gratitude is a result of intangible well-being. Intangible well-being is your source of inspiration to realize life’s opportunities and your source of resilience to life’s challenges and misfortunes. You can learn more about the different formal religions practiced around the world and in different communities to see if something resonates there for you. You can also discover the spiritual practices used by different people to home in on what might support your intangible well-being. Remember to be open to the possibility that what you need for intangible well-being may change over the course of your life. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I feel fulfilled. | Feeling fulfilled takes managing your internal emotional state which is an aspect of emotional well-being. Emotions are our friends: emotions on the negative spectrum help us survive, and emotions on the positive spectrum help us thrive. In managing your own emotions and those expressed by others, the journey toward emotional well-being takes situational response to the brain’s emotion systems. A situational response to emotion is expressing feelings and behaving in ways appropriate to the situation and to the desired outcomes. There are emotional intelligence assessments available to improve your emotional well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |
| 1. I feel deep regret. | To not feel deep regret, view regrets differently according to Dan Pink's research. Dan Pink points out that all humans have regrets but not all humans process those regrets in a way that makes you a better person. Pink collected over 16,000 regrets and found that they fell into one of four categories: foundation, boldness, moral, or connection. Foundation regrets come from thinking “if only I had done the work” such as regretting not saving enough money. Boldness regrets come from thinking “if only I had taken the chance” such as regretting not speaking up. Moral regrets come from thinking “if only I had done the right thing” such as regretting an infidelity. Finally, connection regrets come from thinking “if only I had reached out” such as regretting not staying in touch with a friend. Pink describes in his book how you can learn a lesson from each type of regret and take action to become a better person because of that lesson. (Daniel H. Pink, *The Power of Regret: How Looking Backwards Moves Us Forward*, New York: Riverhead Books, 2022). |
| 1. I feel disappointed. | Disappointment comes from an unmet expectation. The bigger the expectation, the bigger the disappointment. A way to address disappointment is to increase awareness of your expectations. When you feel yourself get excited or anxious, stop to ask yourself the source of that excitement or anxiety. Why are you so excited or anxious? What are you expecting might happen? Next assess the level of control over what you are expecting might happen. The lower your level of control, the lower you want your expectation to be. Finally, consider what you can control to move towards what you would like to happen and focus on the actions you can take. |
| 1. I feel rather empty. | Feeling full and not empty takes managing your internal emotional state which is an aspect of emotional well-being. Emotions are our friends: emotions on the negative spectrum help us survive, and emotions on the positive spectrum help us thrive. In managing your own emotions and those expressed by others, the journey toward emotional well-being takes situational response to the brain’s emotion systems. A situational response to emotion is expressing feelings and behaving in ways appropriate to the situation and to the desired outcomes. There are emotional intelligence assessments available to improve your emotional well-being. Dr. Valerie Patrick’s fulfillment course includes a wellness assessment. |