



Work and Lead to A Different Beat

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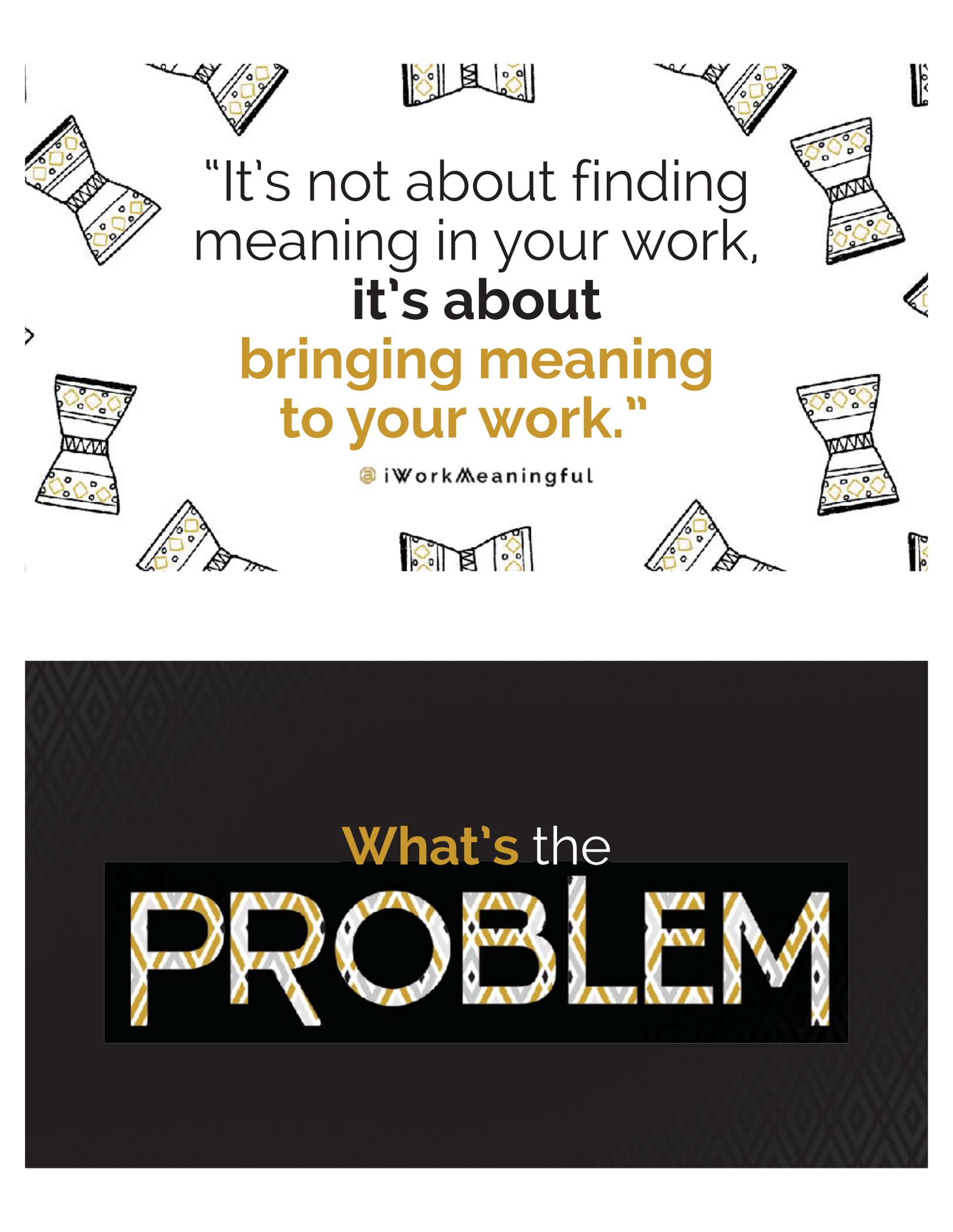
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WELCOME

JUSTIN JONES-FOSU





“It’s not about finding
meaning in your work,
**it’s about
bringing meaning
to your work.”**

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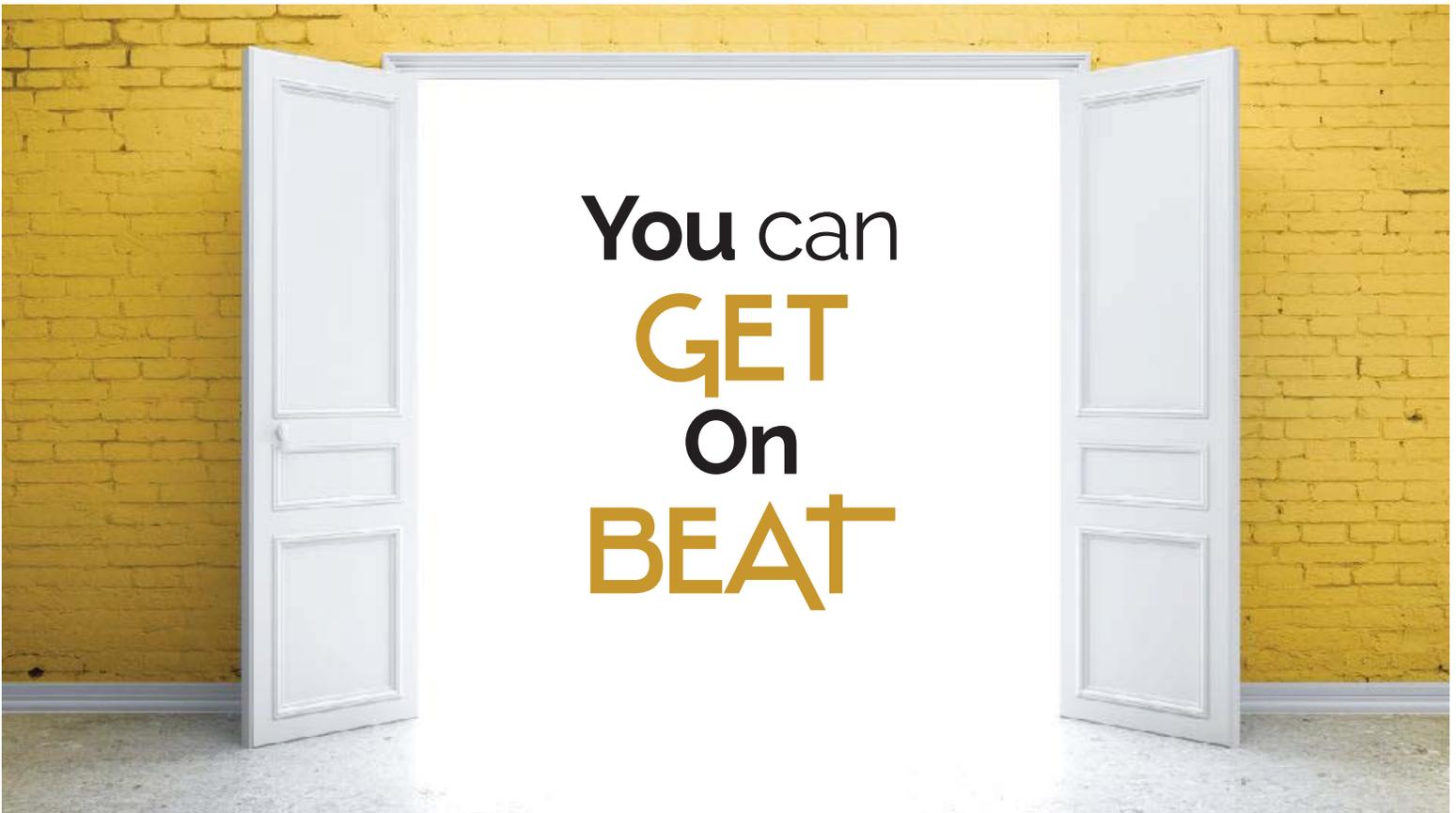
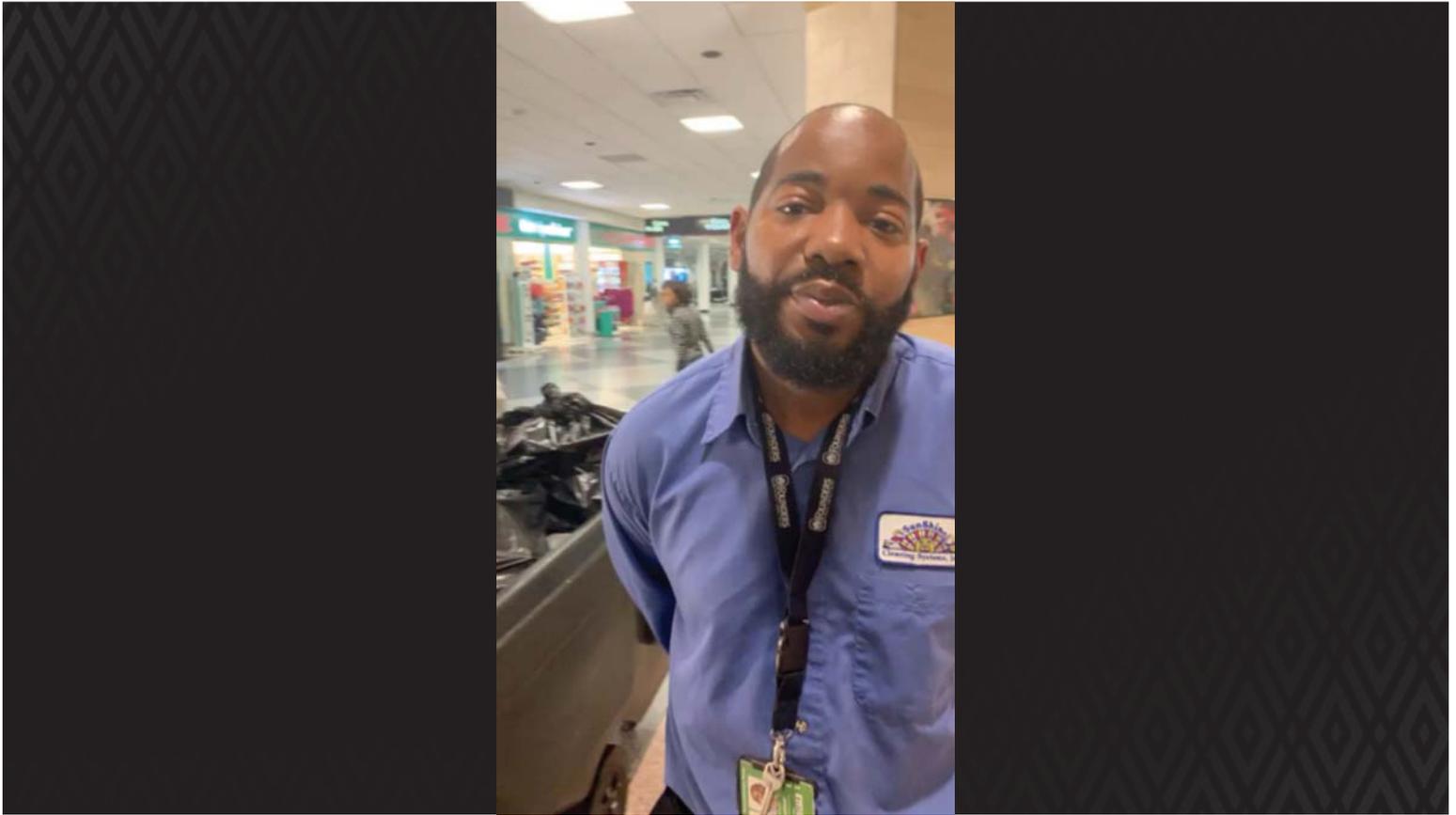
What’s the

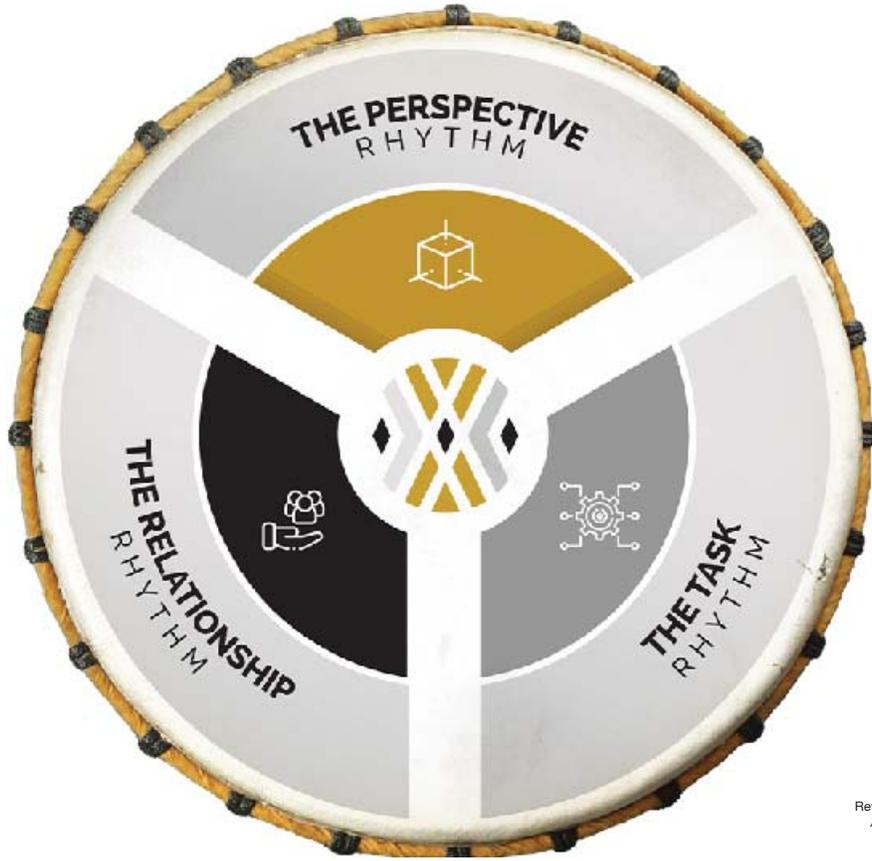
PROBLEM



MEANINGFUL MOMENTS







Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a Job: Revisiting Employees as Active Crafters of Their Work. *The Academy of Management Review*, 26(2), 179–201. <https://doi.org/10.2307/259118>



**DEFICIT
THINKING**

VS

**ABUNDANCE
THINKING**

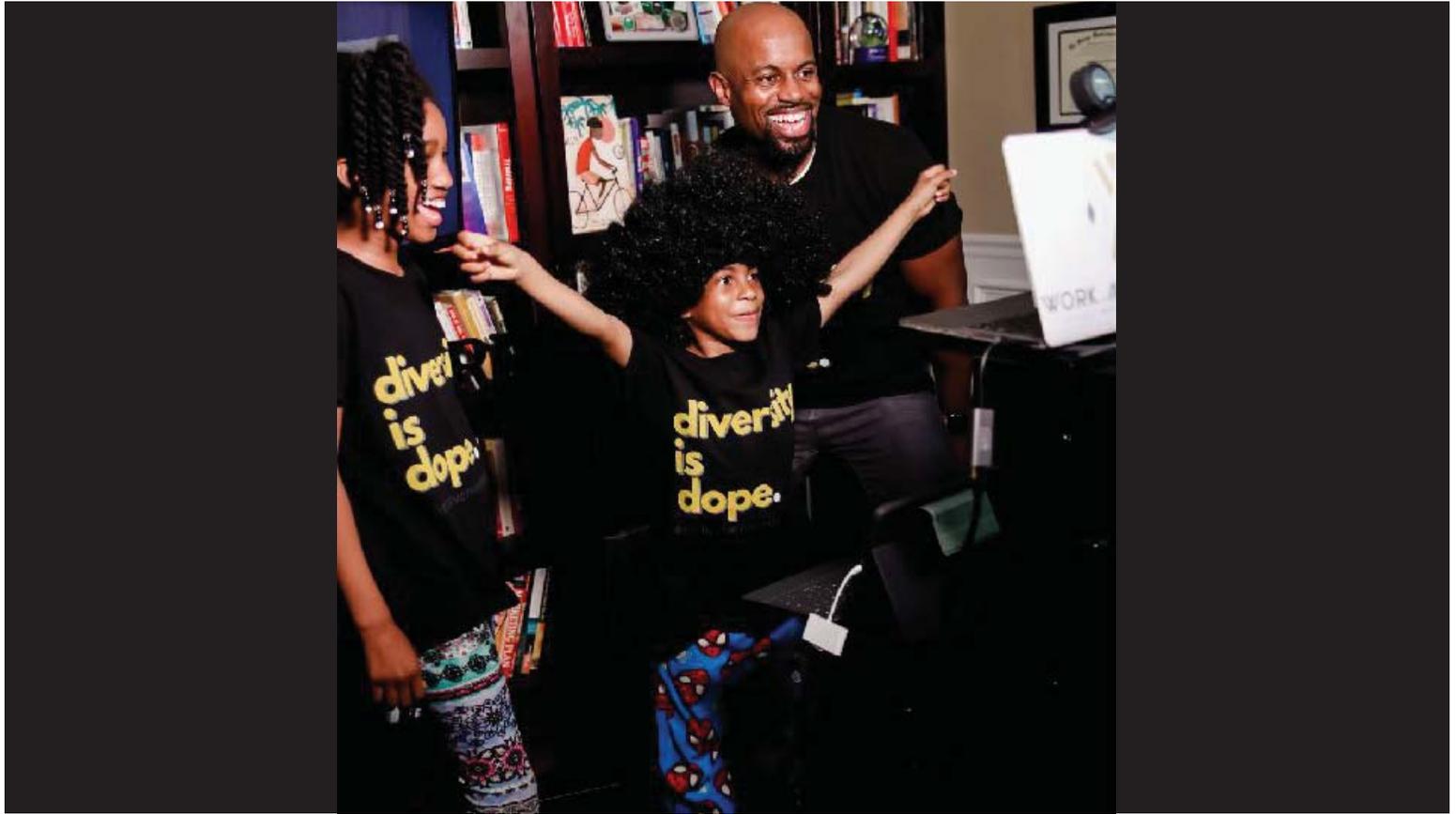


POSITIVE FOCUS



1968





What does your
Meaningful Day
look like?

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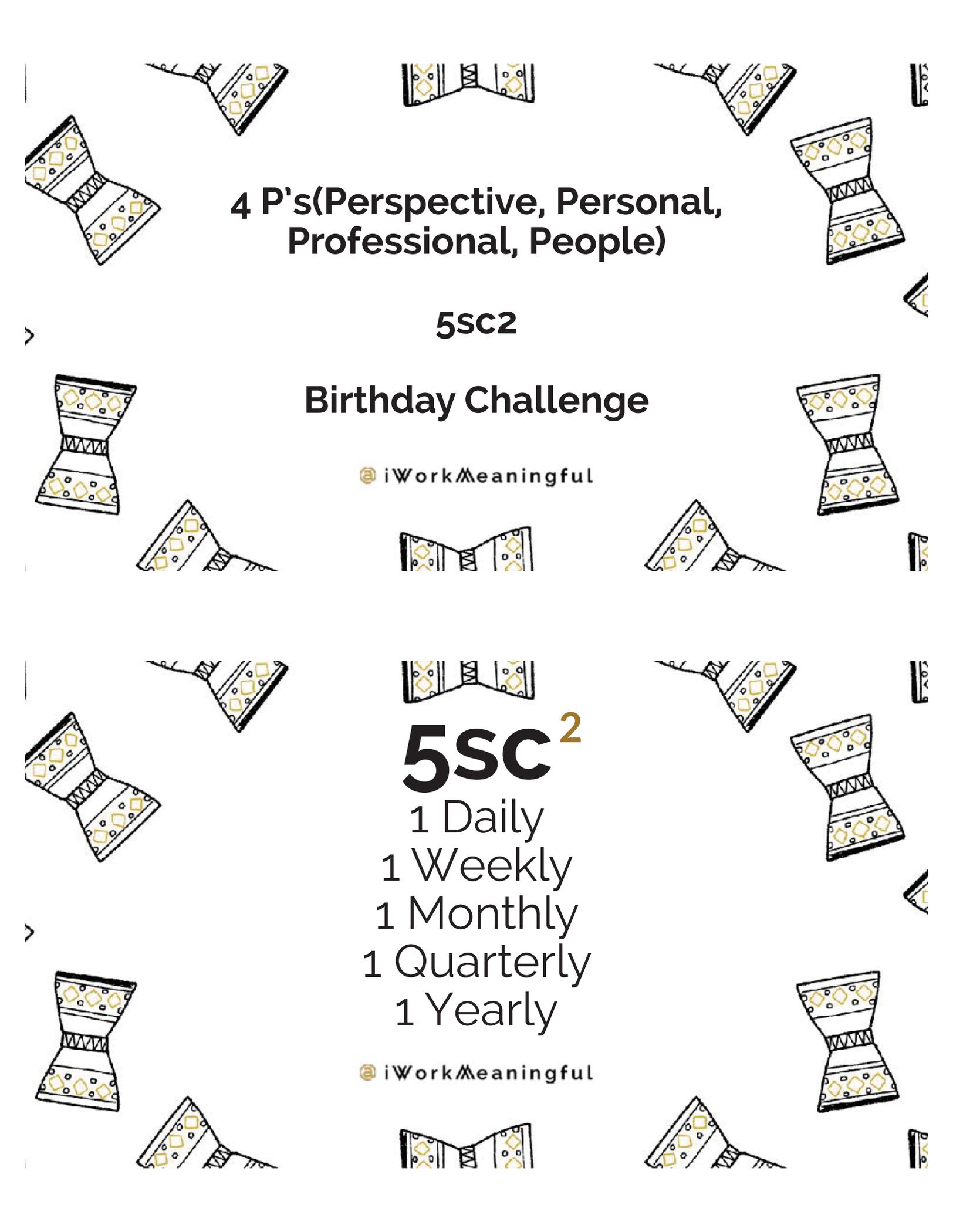


Perspective Personal Professional People

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5SC²

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4 P's (Perspective, Personal, Professional, People)

5sc2

Birthday Challenge

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5sc²

- 1 Daily
- 1 Weekly
- 1 Monthly
- 1 Quarterly
- 1 Yearly

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5SC²

1 Daily Fitness

1 Weekly Appreciation

1 Monthly Massage

1 Quarterly Domestic Hike

1 Yearly International Trek

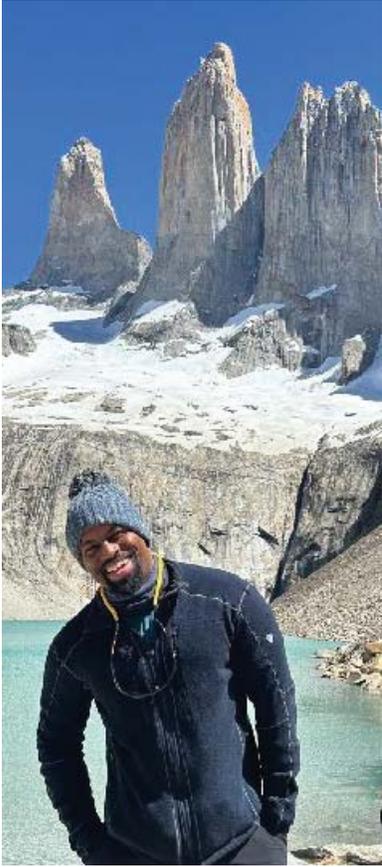
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2021





2023



2024



Iceland 2025



During 1:1's check in on **Self-Care**

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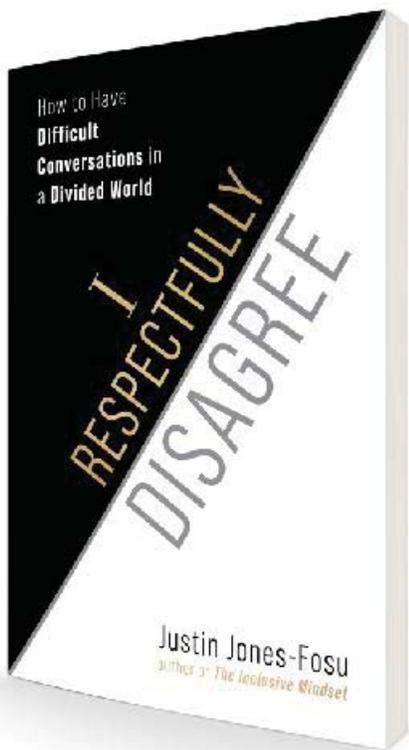
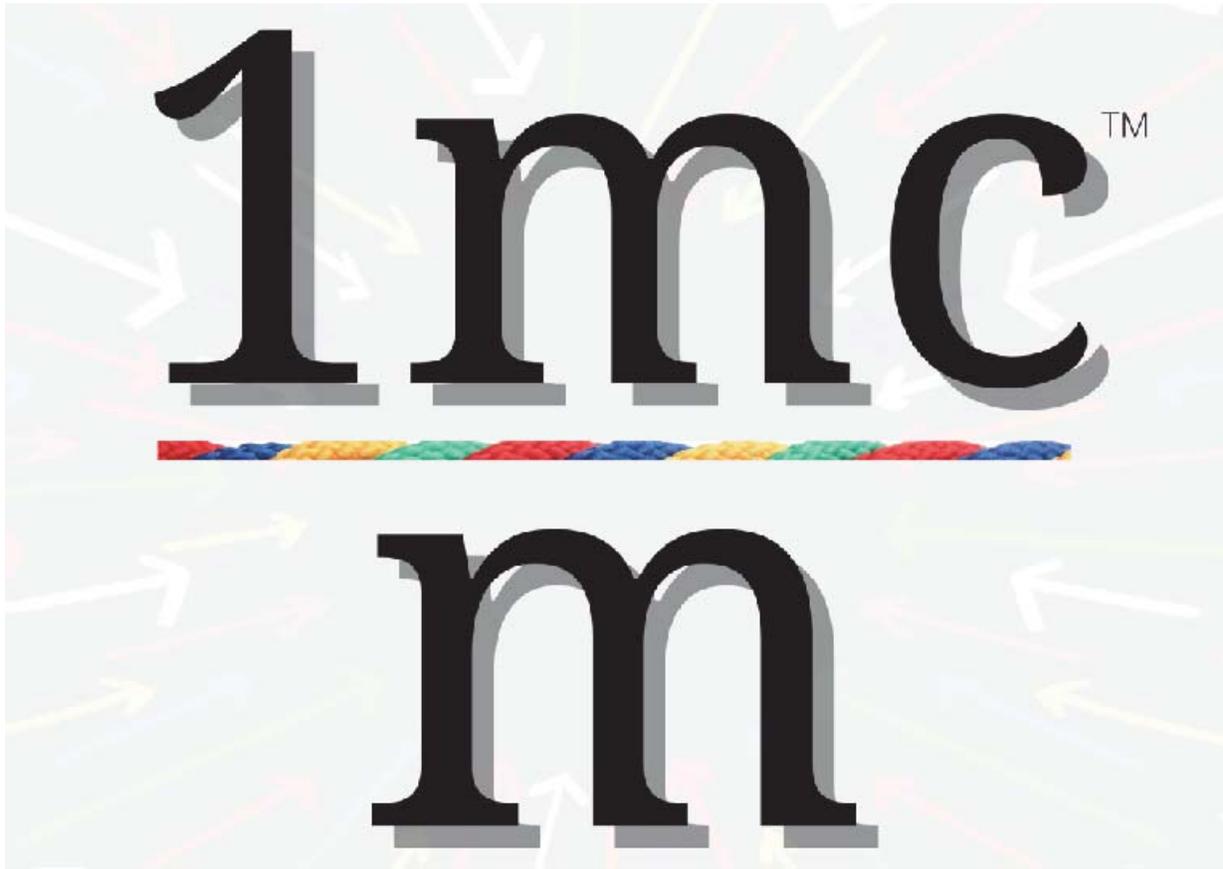




THE BEST **MEMORIES** ARE MADE
WHEN GATHERED AROUND THE TABLE







We can vehemently disagree with someone's ideology, and yet passionately pursue their humanity

The 5 Pillars

of Bridging the Divide

1

2

3

4

5

YOU

CHALLENGE YOUR PERSPECTIVE

BE THE STUDENT

CULTIVATE YOUR CURIOSITY

SEEK THE GRAY

AGREE TO RESPECT

THEM

Position yourself to actively seek out alternative viewpoints and question long held assumptions for more humanization

Focus on learning and not lecturing by adopting a mindset of constant learning and personal growth.

Fill in the gaps with curiosity and not conclusions by asking meaningful questions and exploring the unknown

Search for the gray within the black and white to create better dialogue in a nuanced and ambiguous world

Formulate and act on your plan to respect and not harm others in order to build a bridge of deeper understanding

← The **Disagreement Divide** →



THE POWER OF



What has been a major moment in your life that has shaped who you are today?

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Which **Rhythm** resonates the most to you?

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For the 2 Value Added Items

1. 12 Tips for Leaders to Work & Lead to A Different Beat
2. Overview of the 5 Pillars of Respectful Disagreement



STAY CONNECTED

Justin @ workmeaningful.com

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The background of the lower section features a blurred office hallway. On the right, a man in a white shirt and dark trousers is leaning forward with a smile. On the left, there are two djembe drums. The logo for "WORK.MEANINGFUL." is centered, with the tagline "WITH JUSTIN JONES-FOCU" below it. The main headline "WORK TO A DIFFERENT BEAT" is prominently displayed in the center, with "BEAT" in a larger, gold font. At the bottom, a black bar contains the website "WORKMEANINGFUL.COM" and the social media handle "@ iWorkMeaningful".

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