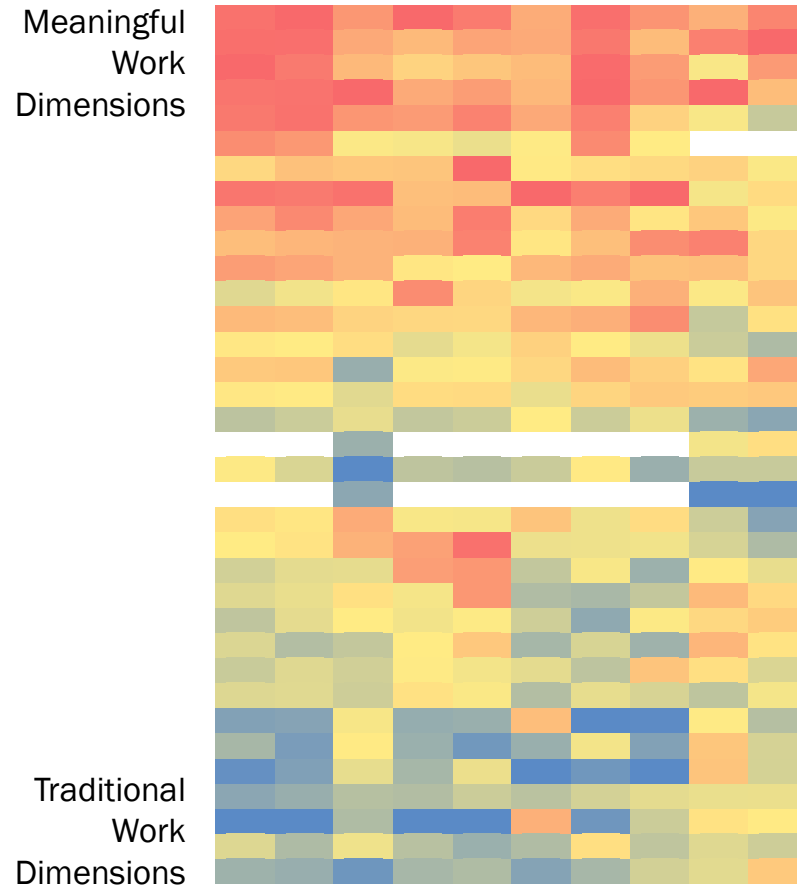


Meaningful Work is *Hot* (In More Ways Than One)

A heatmap shows the links between 35 work dimensions, from Meaningful to Traditional (top to bottom) ...



...and 10 employee outcomes (left to right), including...

- Engagement
- Low Cynicism
- Job Satisfaction
- Commitment
- Stay Intentions
- Low Burnout
- Discretionary Effort
- Low Depression
- Life Satisfaction
- Life Meaning.

Hotter colours mean **more** meaningful work and **more** positive outcomes.

Samples: $N = 1,477$ (34 to 49 U.S. states), $N = 1,000$ (50 U.S. states),
 $N = 574$ (54% American, 46% Canadian).
White cells denote missing data.