**Leader Talking Points**

* “Purpose is the reason we work beyond financial rewards and recognition.”
* Purpose
* is our core intrinsic motivation for work that is based on our values,
* capacity to contribute, view of the world and of our place in it. It defines who we
* seek to serve, how we seek to serve, and why we are motivated to serve.
* Purpose is proven to boost employee wellbeing, team effectiveness, and sustained organization performance.
* Purpose-oriented workers are:
  + 64% more likely to find fulfillment in their jobs.
  + 50% more likely to become leaders.
  + 51% more likely to have stronger relationships with co-workers and clients.
  + Enjoy greater psychological and physical wellbeing.
* Purpose is not a CAUSE – Purpose is an approach to work and serving others.
* Purpose is not a REVELATION – Purpose is a journey. It doesn’t come as a revelation from above but from living life awake and seeking new experiences.
* Purpose is not a LUXURY – Purpose is a universal need, not a luxury for those with financial wealth.
* Having a greater sense of purpose is linked to several health benefits:
  + Psychological and physical wellbeing
  + Reduced rates of Alzheimer’s Disease and cognitive impairment
  + Improved cardiovascular and metabolic markers
  + Increased resilience, ability to cope, motivation, and life satisfaction
  + Reduced stress and inflammation response
* Three sources of fulfillment at work:
  + Relationships – Relationships are the greatest source of meaning in our lives. This is especially true when we consider the increasing importance of teams.
  + Impact – Making an impact simply means you feel your work matters to someone other than yourself.
  + Growth – We gain a sense of growth when we stretch ourselves and take risks.

Learning about **Finding Your Purpose** at **benefits.cat.com > Wellness**.