

Vocational Meanings and Fulfilments Among Finns

This slide material has been produced to support the use of the Meaning of Work Barometer by providing the norm values and Vocational Meaning and Fulfilment profiles, against which the user of the Barometer can compare their own results.

Data and Samples Concerning Norm Values and Profiles



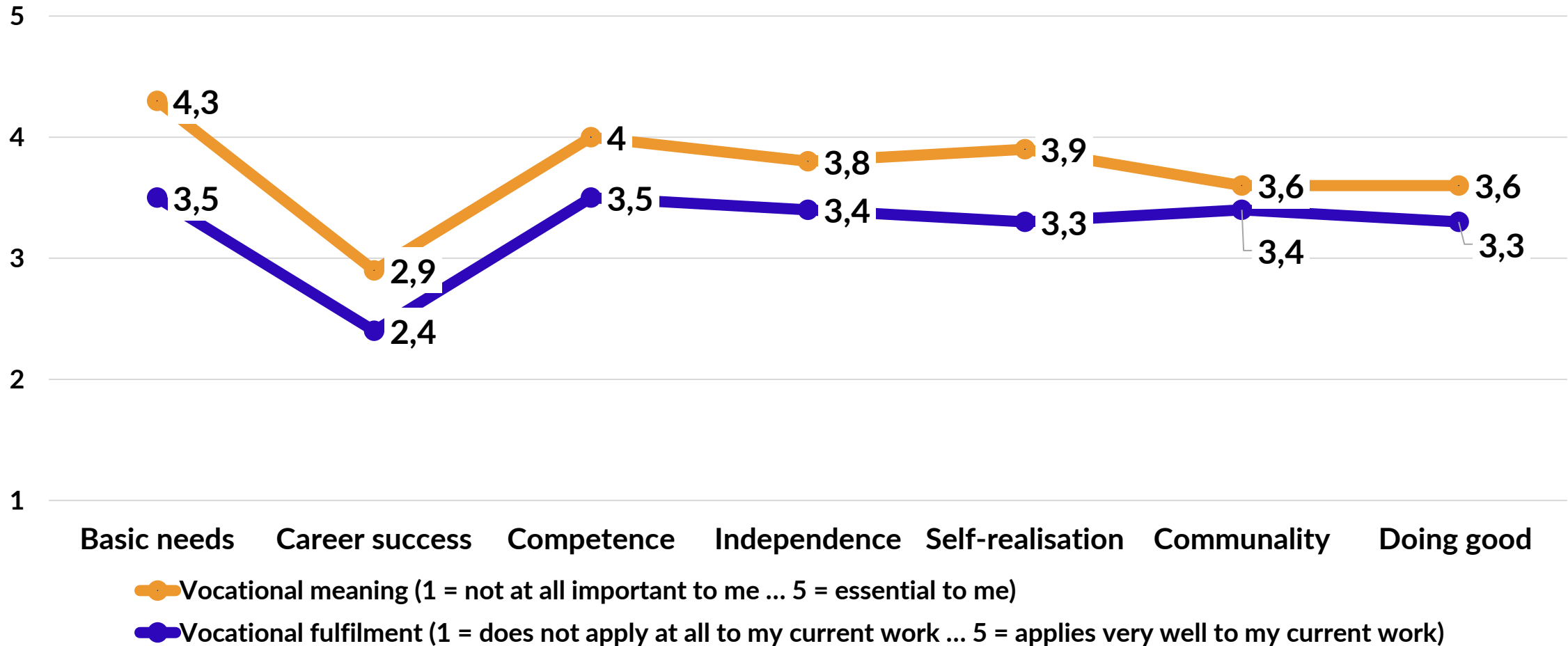
- The norm values and profiles for the 2 × 26-item Vocational Meaning and Fulfilments survey are based on data from 8,236 respondents. * The data have been collected in the MEANWELL – Meaningful work for wellbeing in organisations development and research project at the Department of Psychology, University of Jyväskylä, during the years 2021–2025 (see more: <https://www.jyu.fi/en/projects/meanwell-meaningful-work-for-well-being>).
- The norm datasets can be used to compare one's own dimension-specific means and Vocational Meanings and Fulfilment profile with:
 1. A representative sample of the Finnish working population → SLIDES 3–5
 2. Samples by age group → SLIDES 6–11
 3. Samples by occupational position → SLIDES 12–17
 4. Samples by industry → SLIDES 18–27

* The characteristics of the MEANWELL dataset are presented on slides 28–30, and the samples described above have been extracted from it.

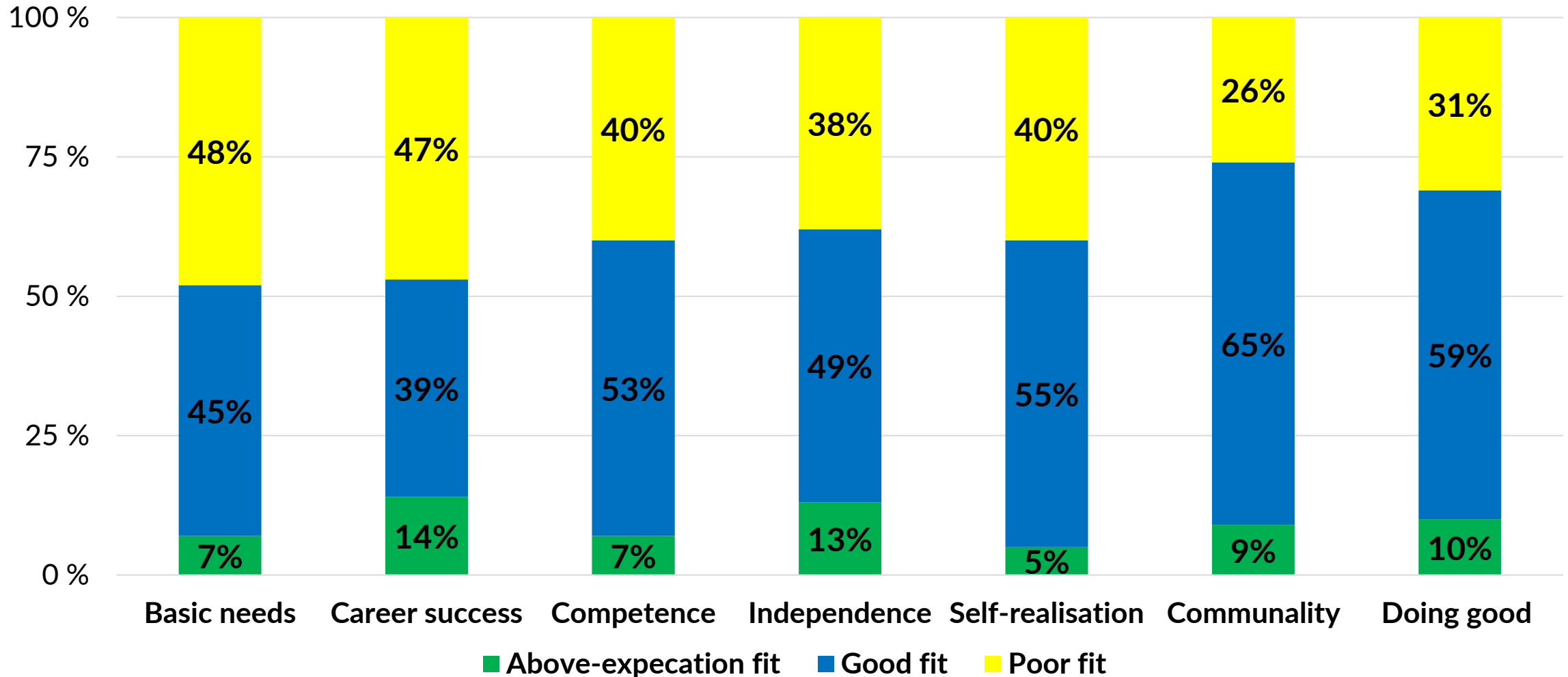


**Vocational Meanings and Fulfilments
in a Representative sample of the
Finnish Working Population**

Vocational Meaning and Fulfilment Profile in a Nationally Representative Sample of Finnish Working Population: 3,839 Respondents



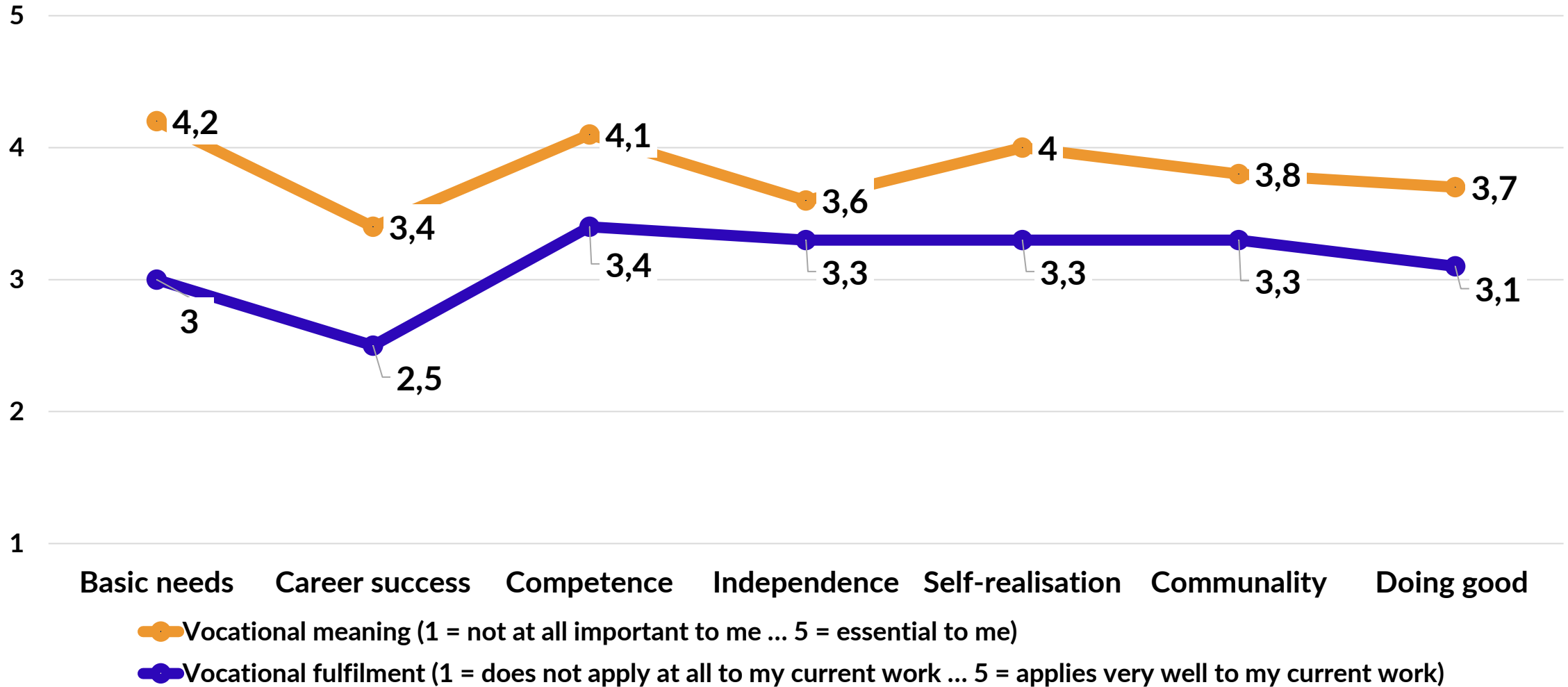
Vocational Meaning-Fulfilment Fit Variation Graph in a Nationally Representative Sample of Finnish Working Population: 3,839 Respondents



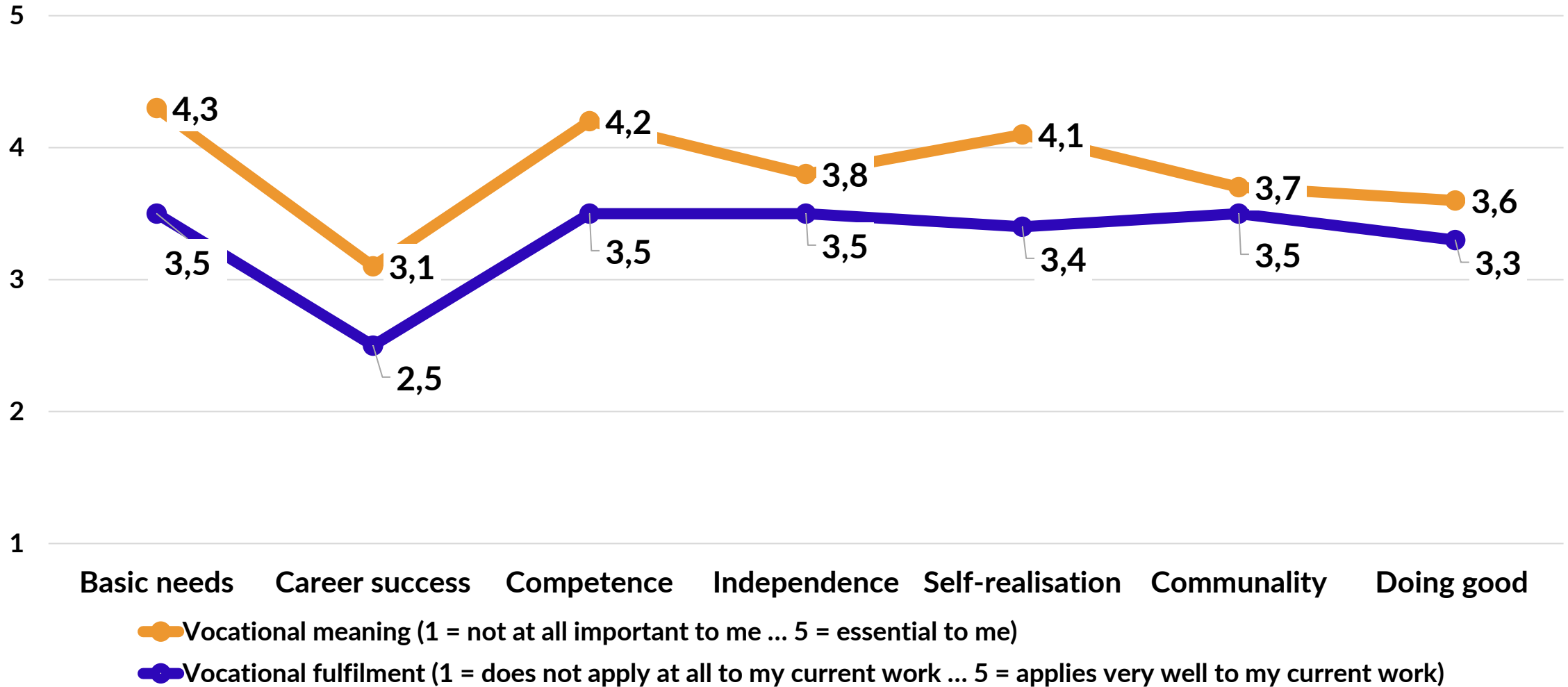
A photograph of three young men standing in a field of tall, golden grass at sunset. They are seen from behind, with their arms around each other's shoulders, looking out over a line of trees under a clear, blue sky. A large, dark blue curved shape overlaps the bottom left corner of the image, containing white text.

Vocational Meanings and Fulfilments by age group

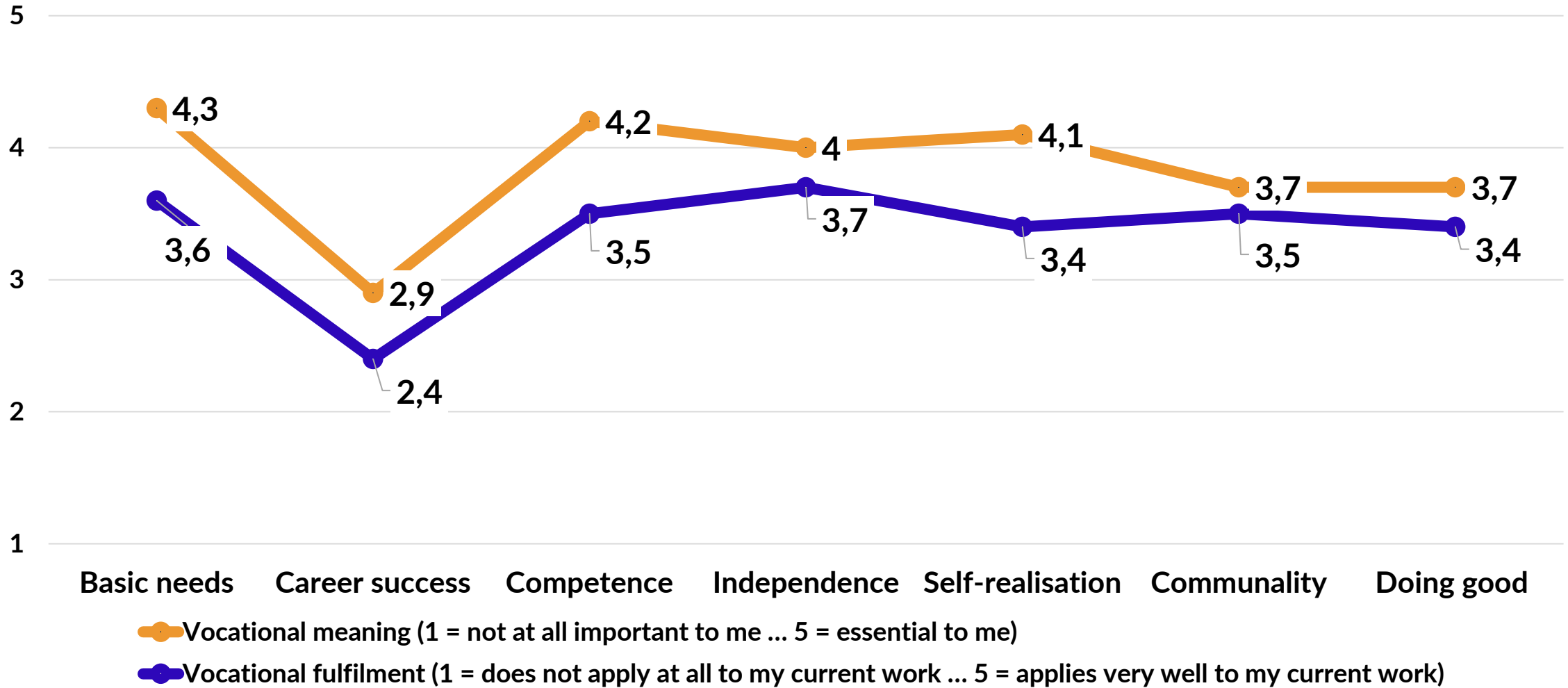
Under 25-year-olds: 404 respondents



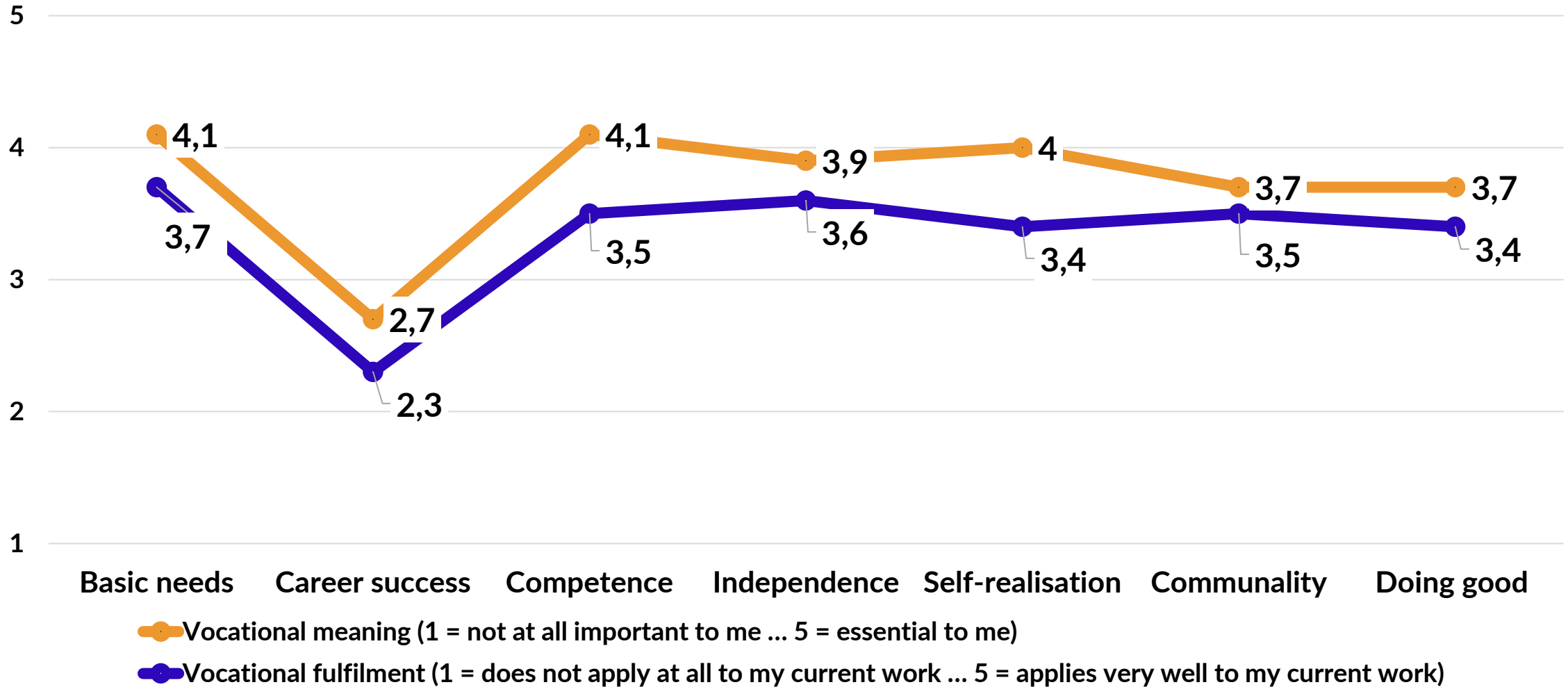
25–34-year-olds: 1653 respondents



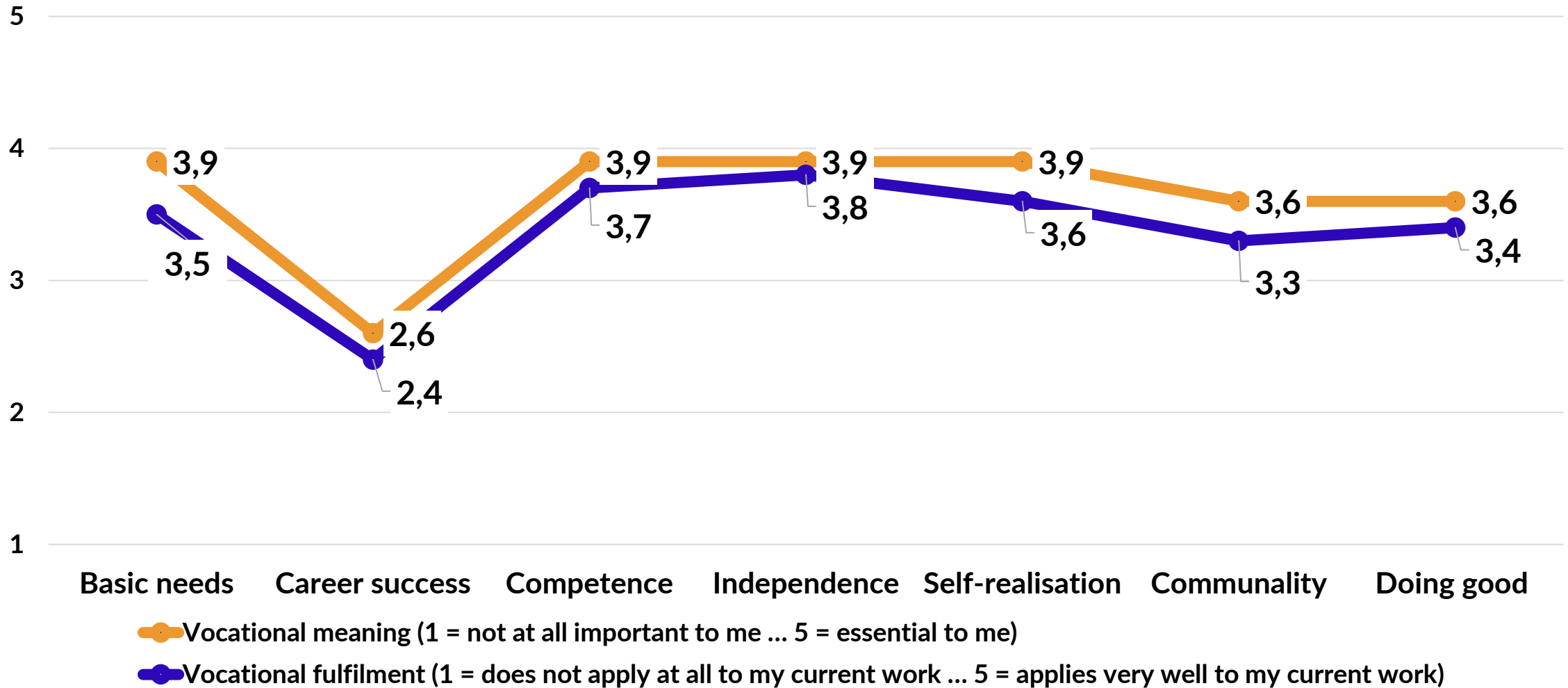
35-49-year-olds: 3002 respondents



50–64-year-olds: 2930 respondents



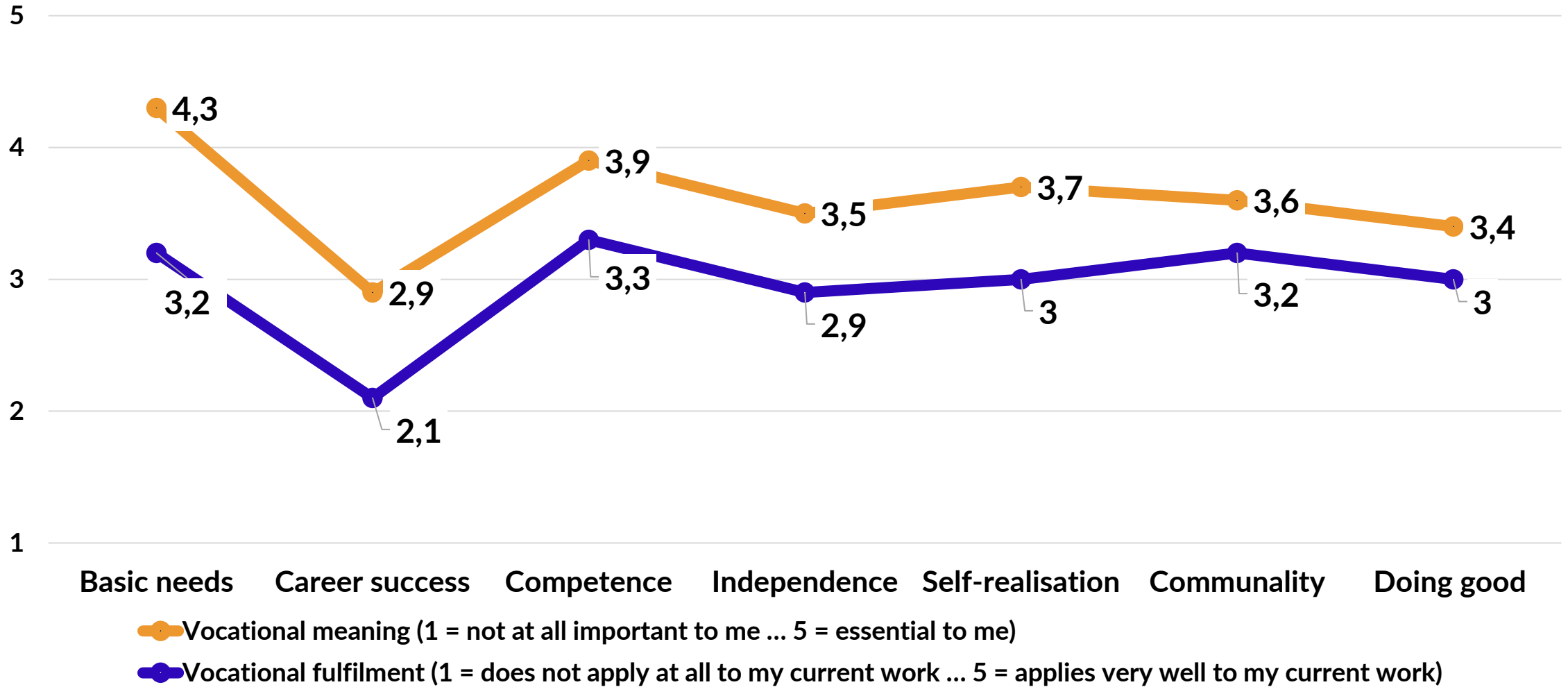
Over 65-year-olds: 219 respondents



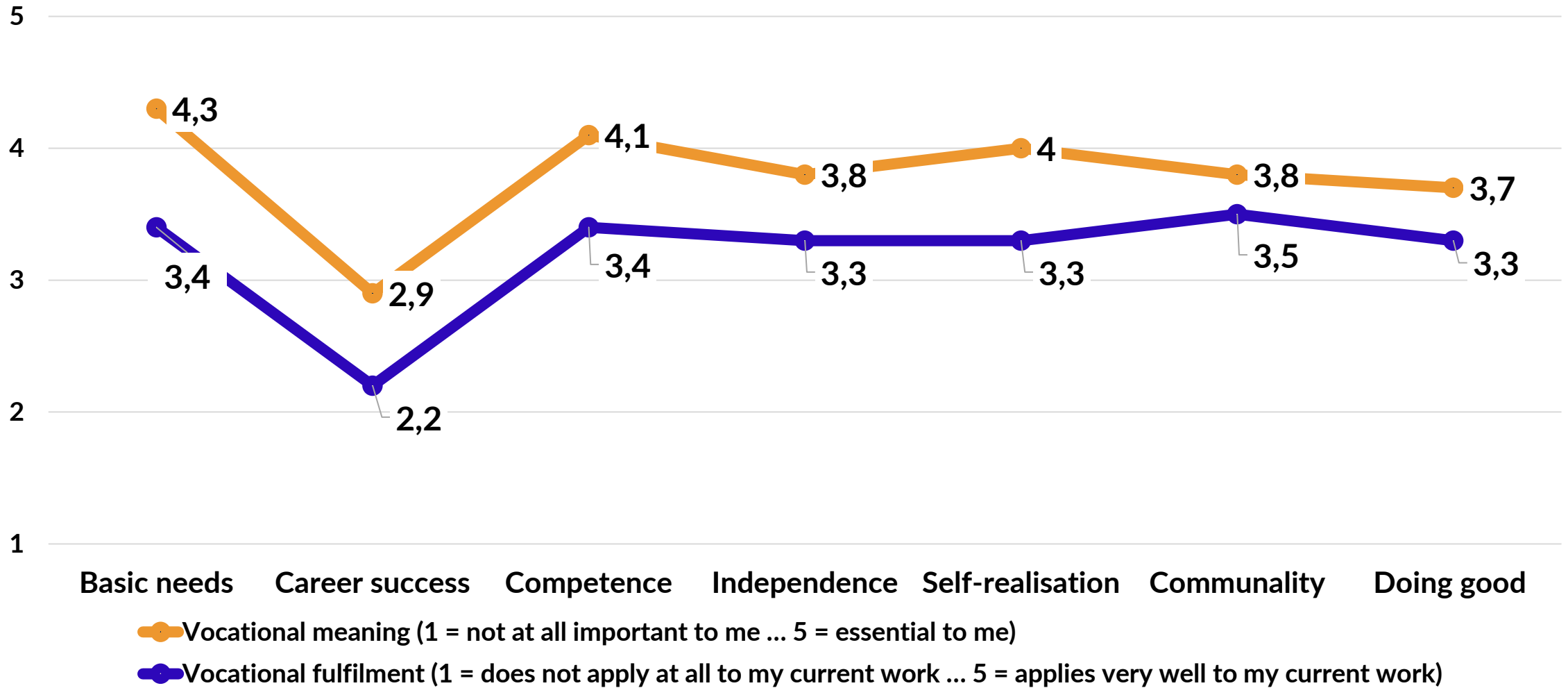
A close-up photograph of a person's hand holding a blue marker, writing on a white page in an open notebook. The person has pink nail polish. In the background, a wooden desk holds a silver laptop with a macOS desktop (showing icons for iTunes, Dashboard, System Preferences, and Mission Control), a small potted plant in a grey container, and a glass jar with colorful markers. A smartphone is also visible on the desk. A dark blue semi-circular graphic overlay is in the bottom left corner, containing white text.

Vocational Meanings and Fulfilments by occupational position

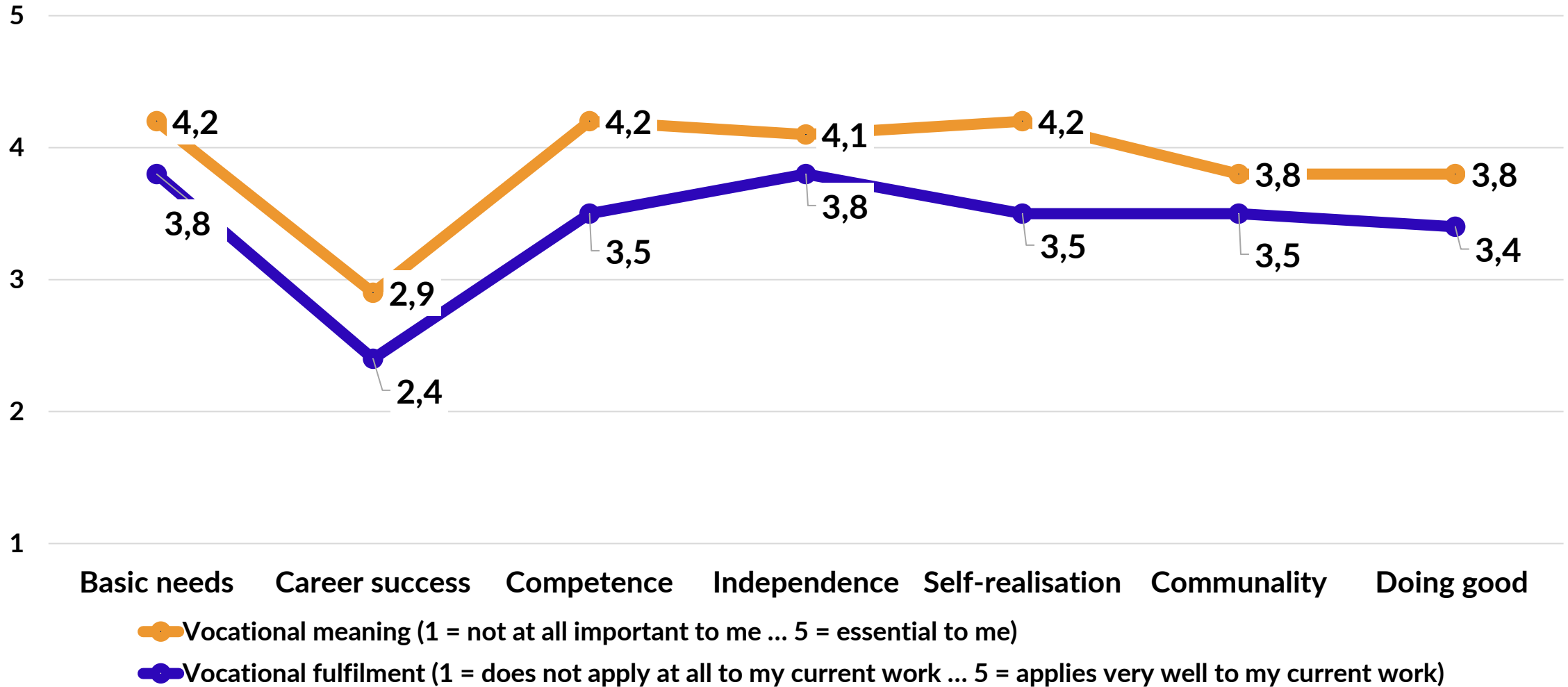
Manual workers: 1503 respondents



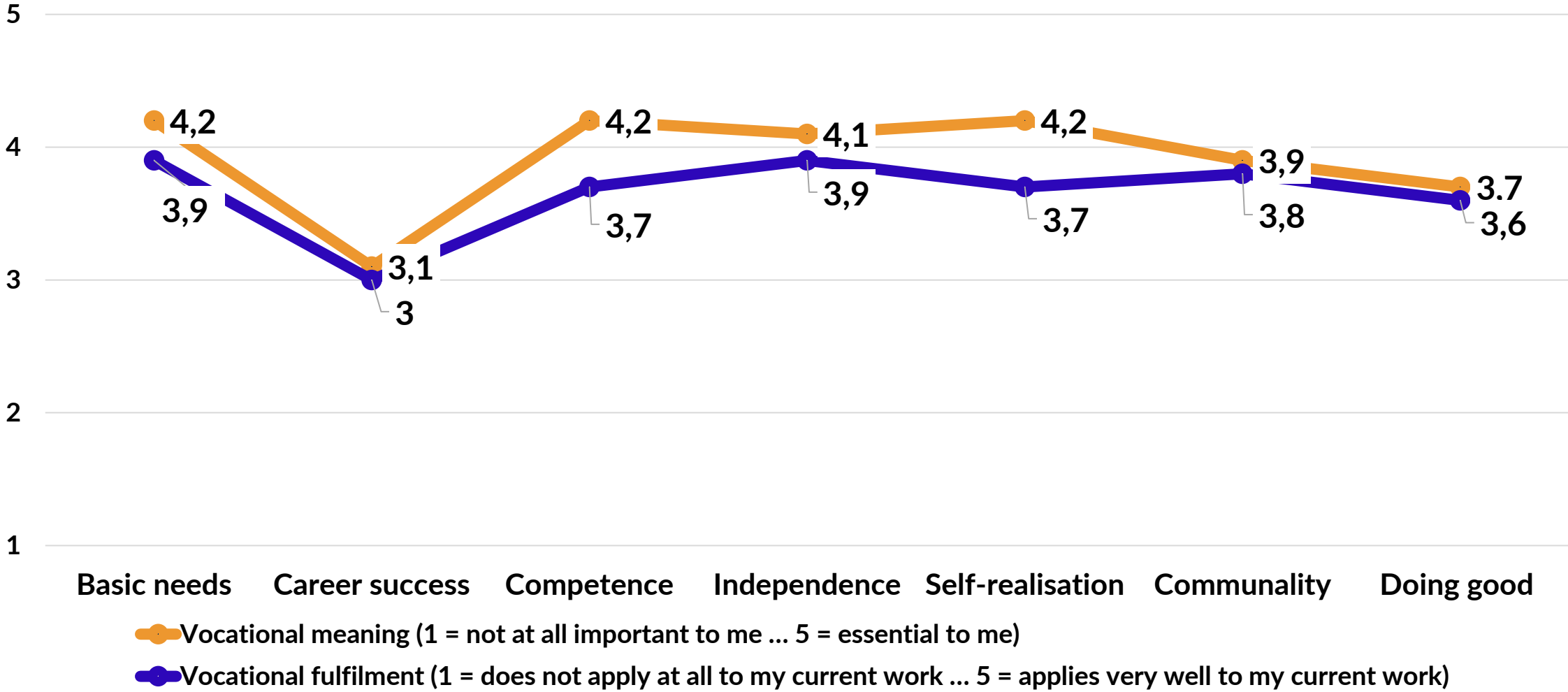
Professionals: 1660 respondents



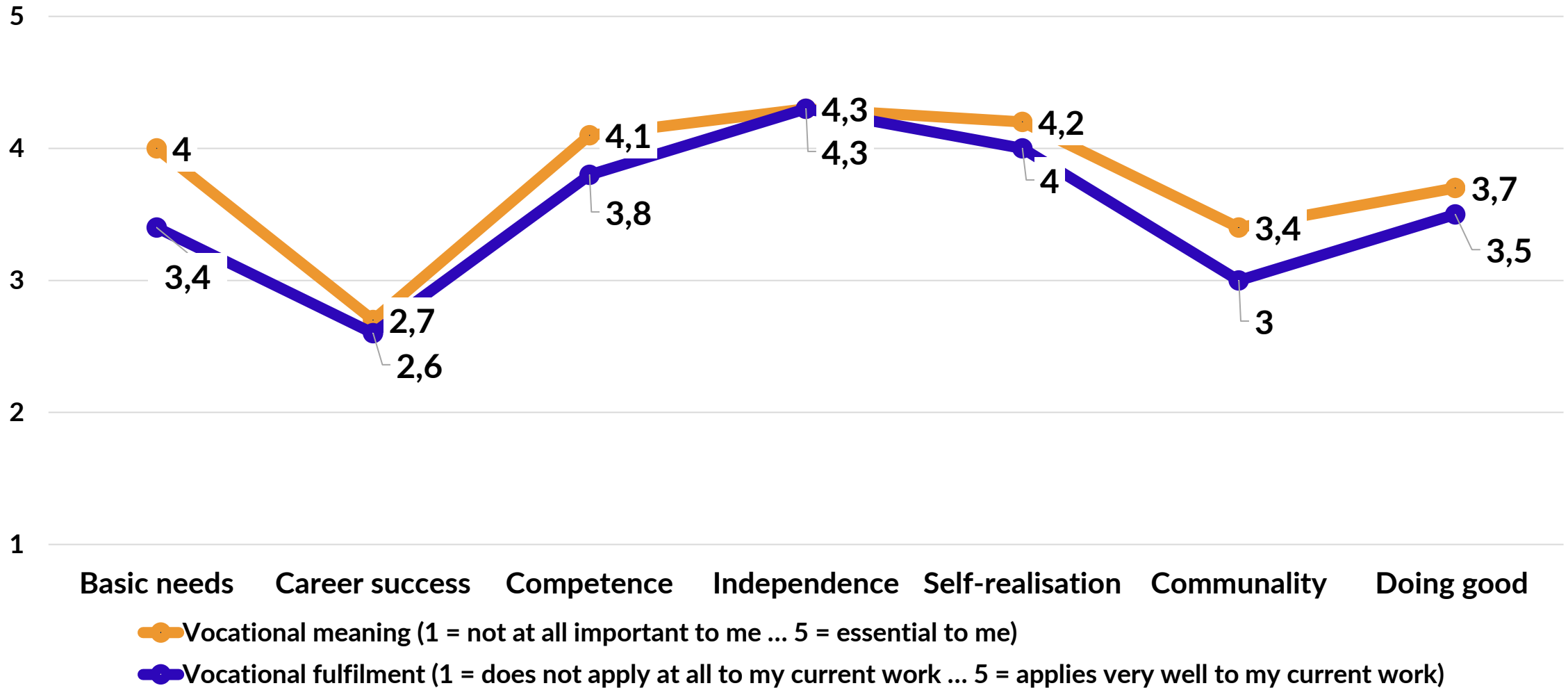
Specialit professionals: 3188 respondents



Managers and Supervisors: 1329 respondents



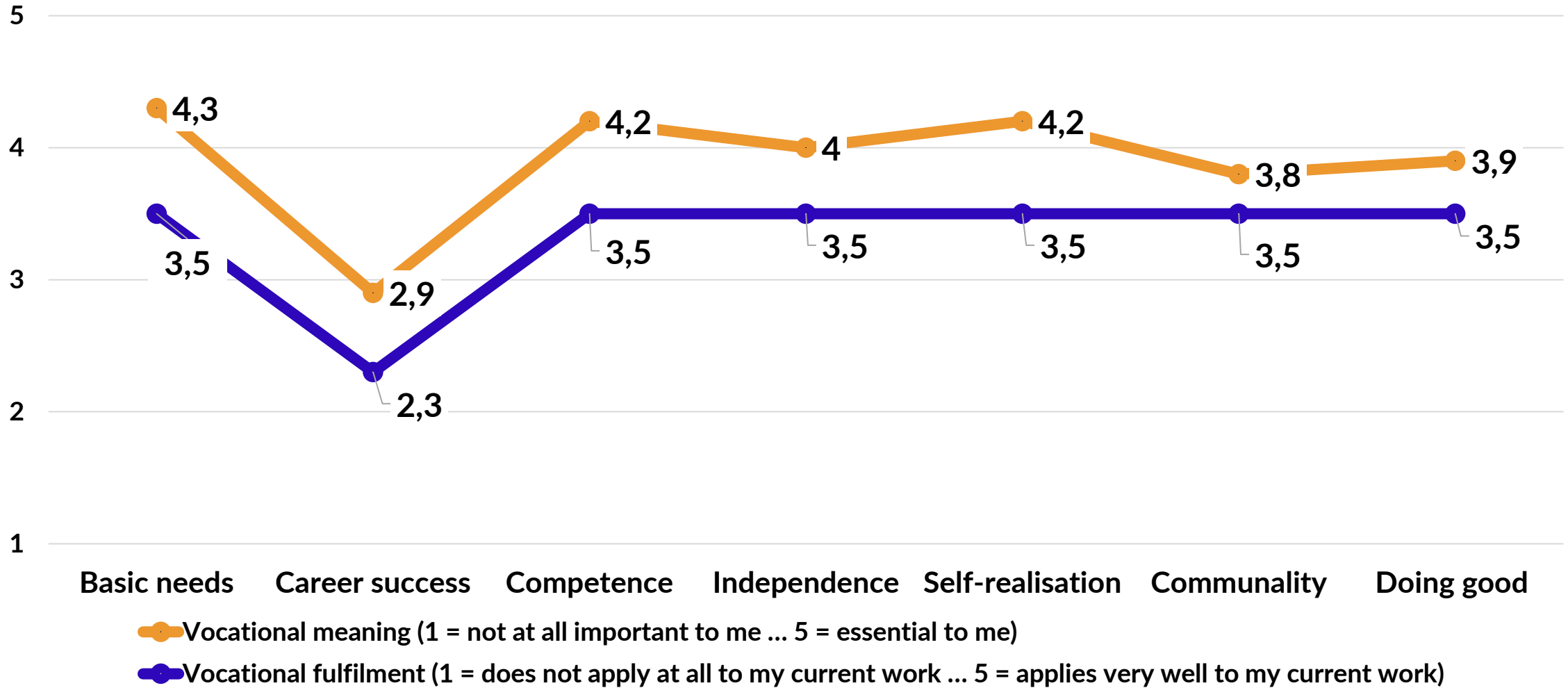
Self-Employed and Entrepreneurs: 537 respondents



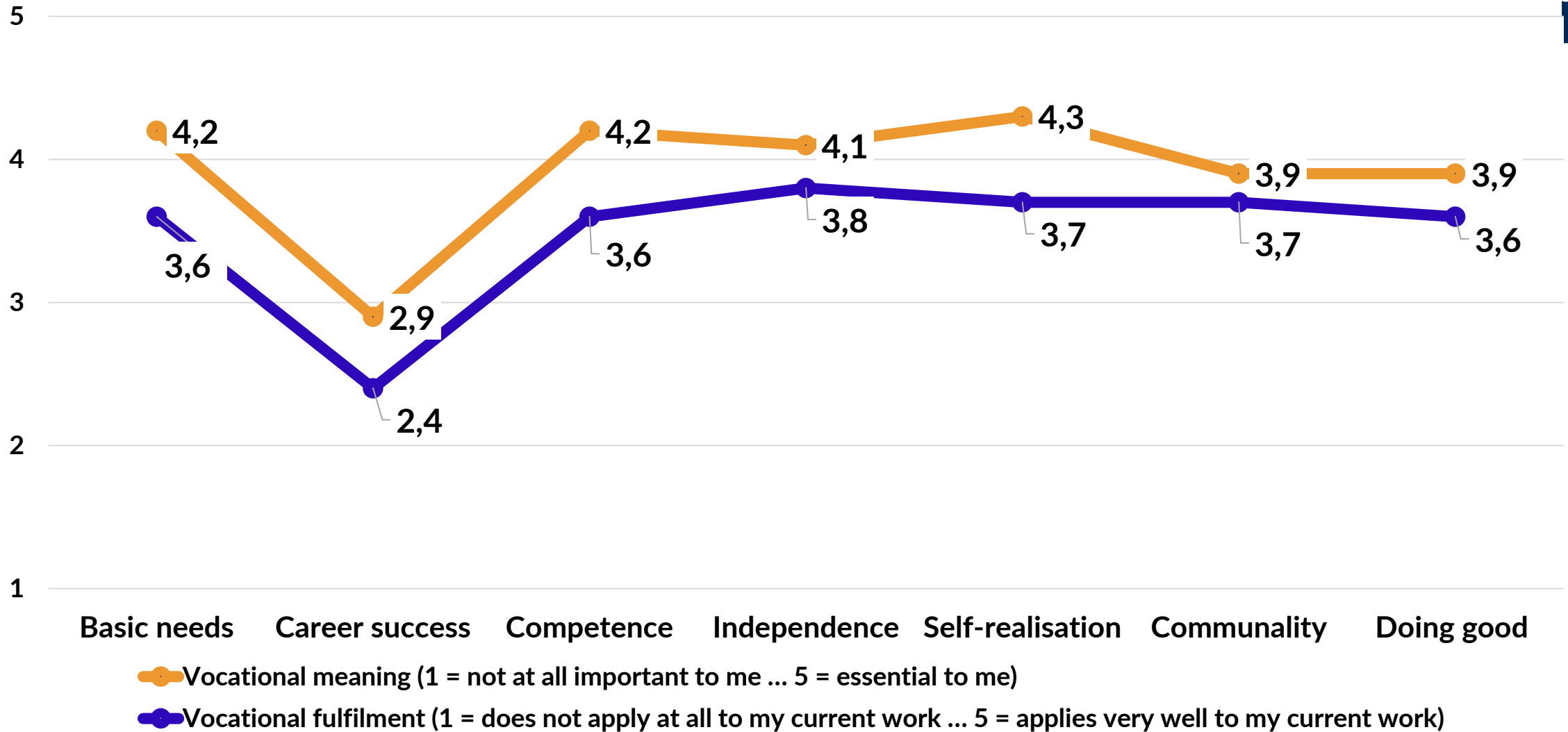


Vocational Meanings and Fulfilments by industry

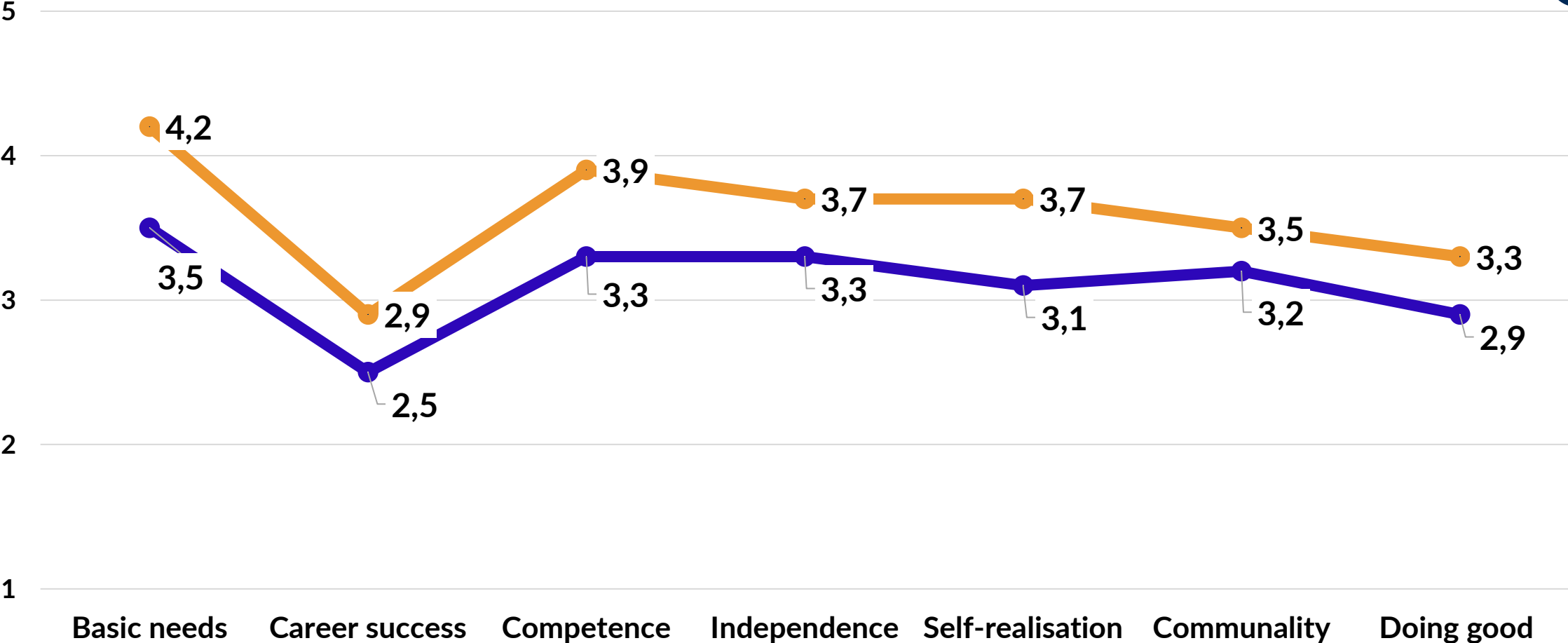
Health, social, and well-being services: 1880 respondents



Education and scientific activities: 1849 respondents

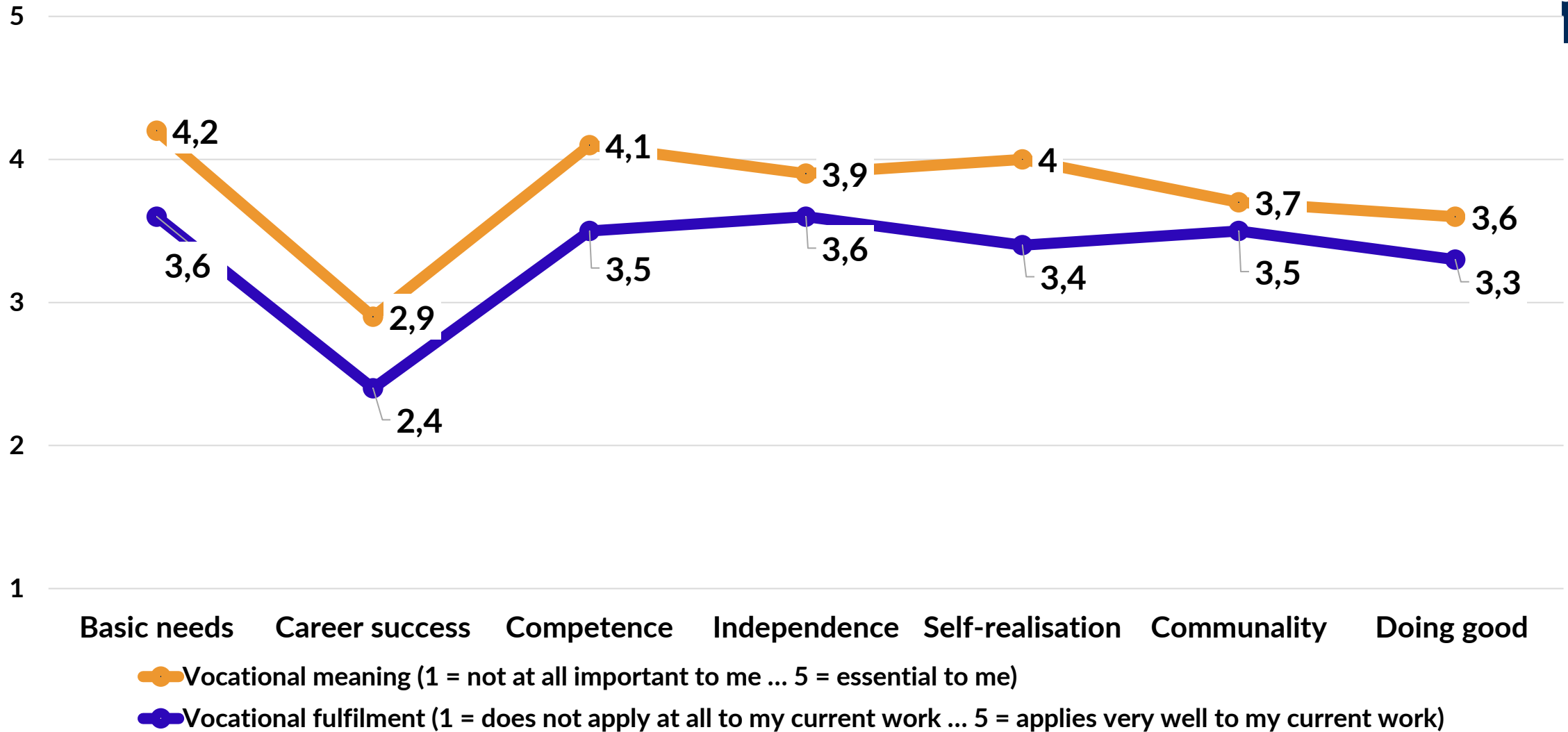


Industry, design, and infrastructure: 1268 respondents

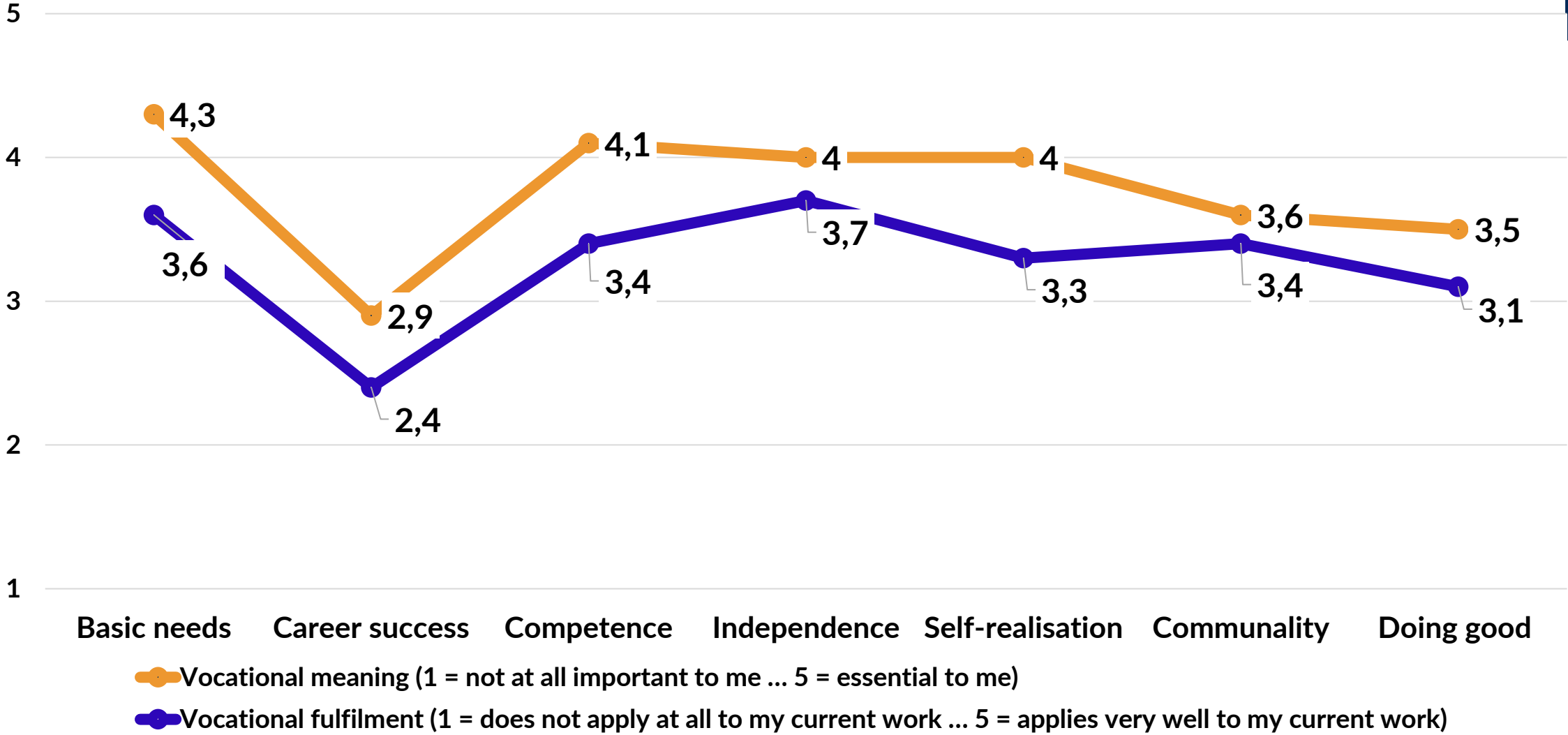


● Vocational meaning (1 = not at all important to me ... 5 = essential to me)
● Vocational fulfilment (1 = does not apply at all to my current work ... 5 = applies very well to my current work)

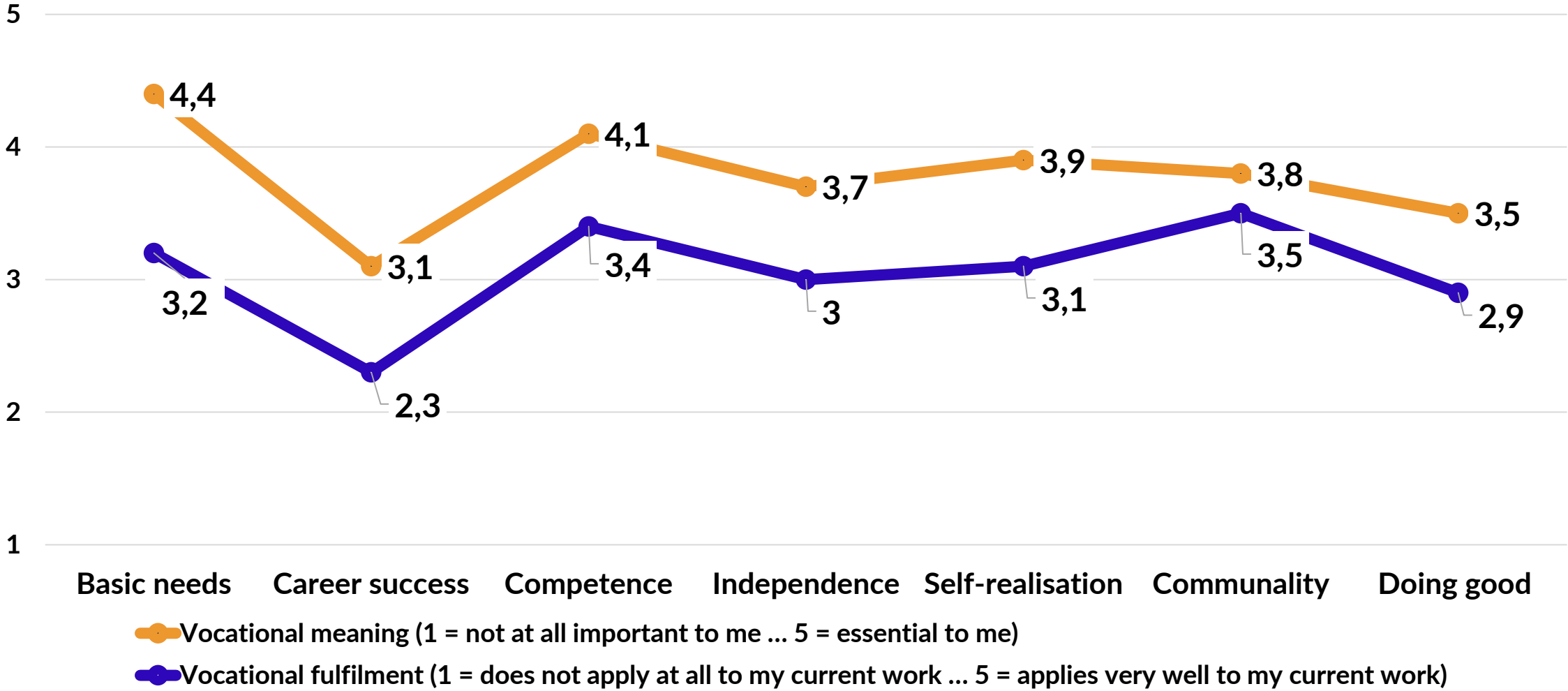
Administration and support service activities: 1180 respondents



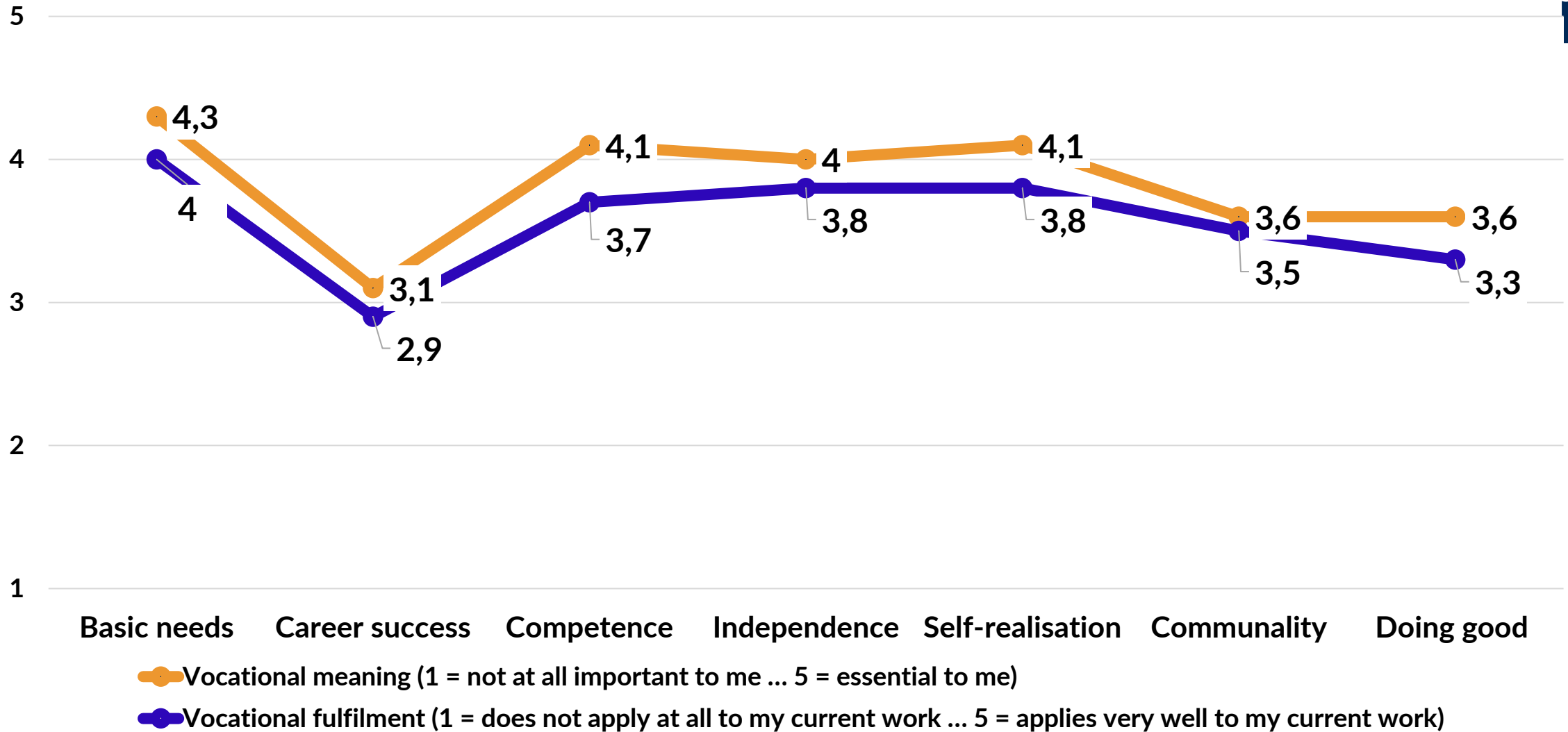
Communications, ICT, and media: 623 respondents



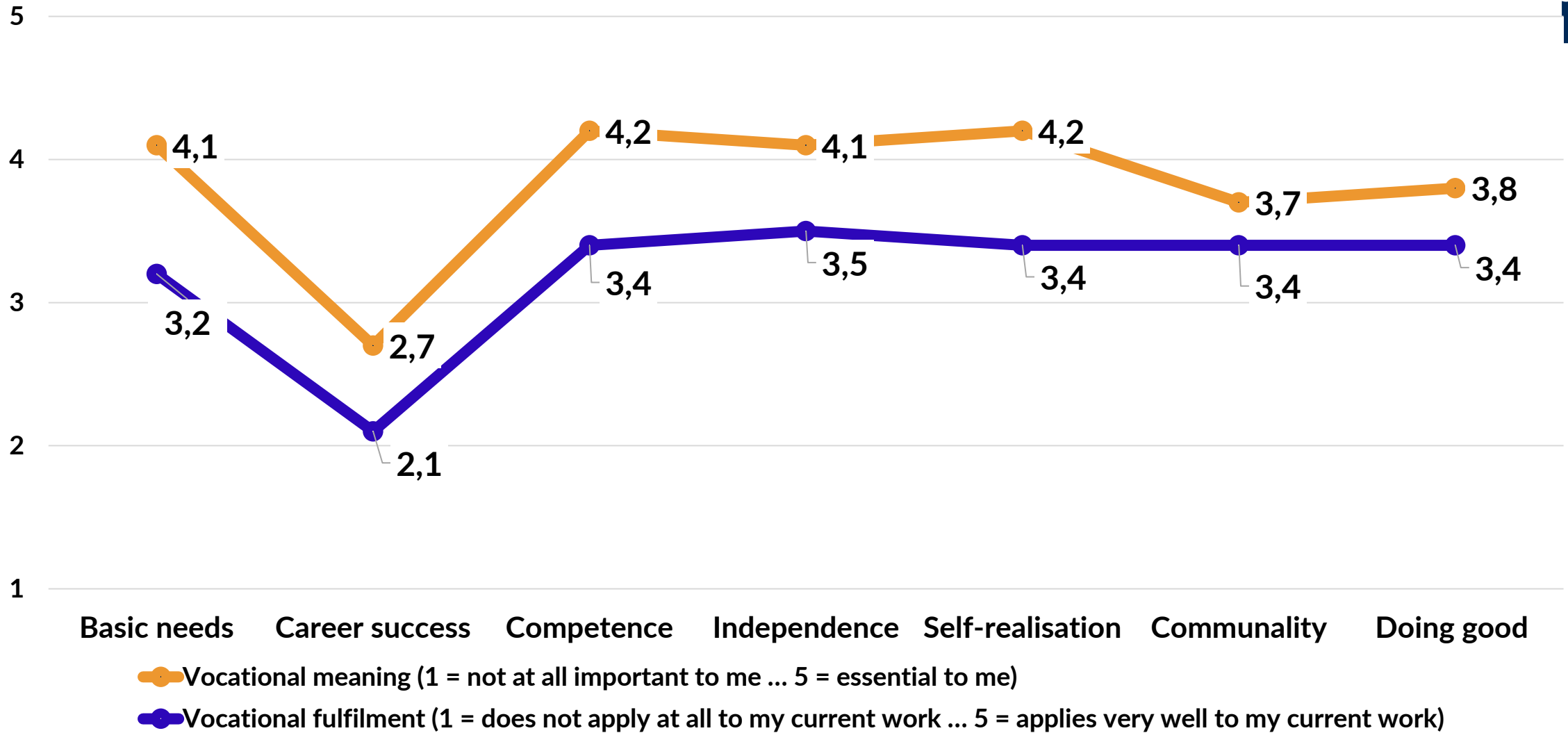
Wholesale and retail trade, accommodation, and food services: 493 respondents



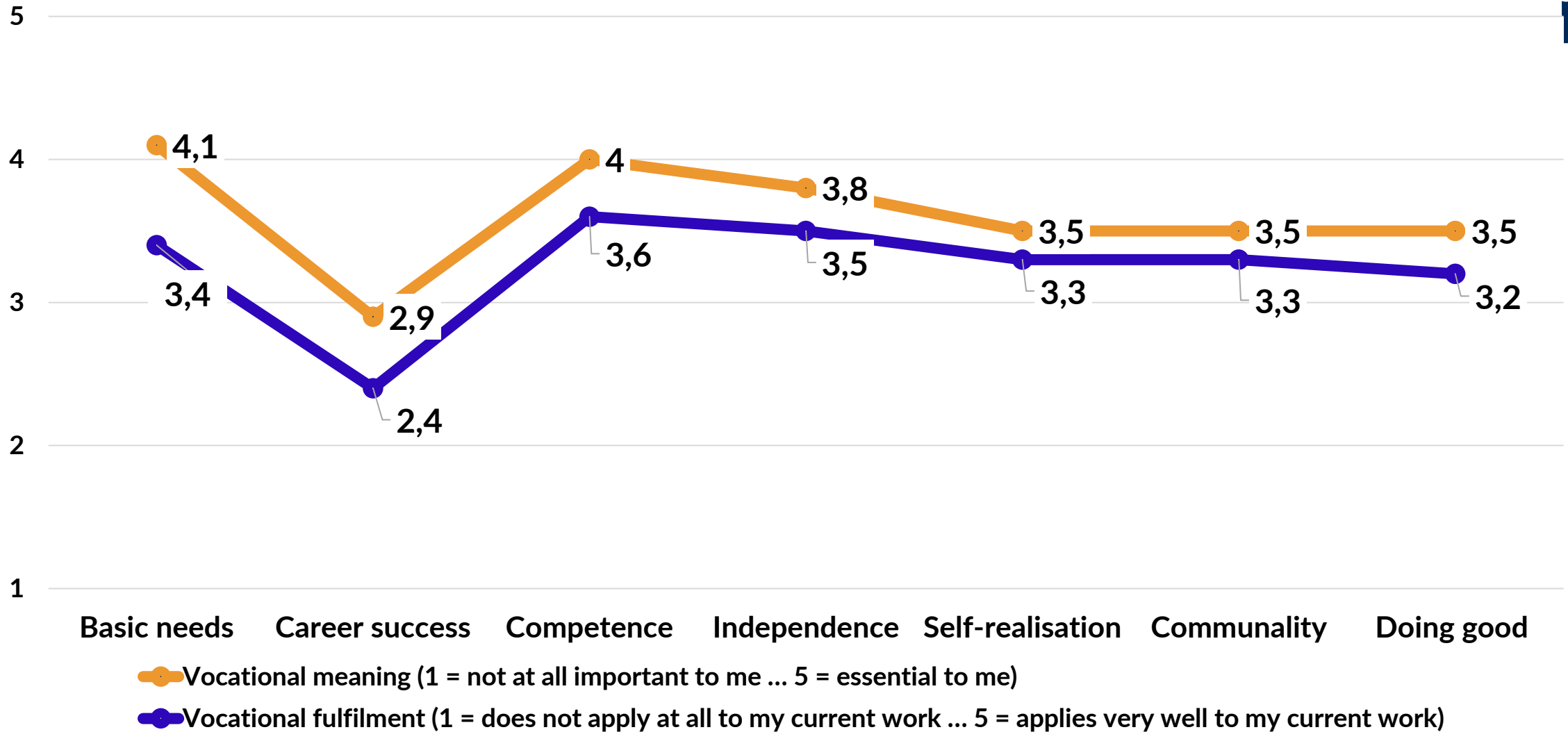
Legal, financial, and insurance activities: 456 respondents



Culture, arts, entertainment and recreation: 346 respondents



Other industries: 141 respondents



An aerial photograph of a large, calm lake with a prominent, forested peninsula in the center. A paved road with a white car is visible on the right side of the peninsula, curving along the shoreline. The sky is filled with soft, white clouds, and the water reflects the light. The overall scene is serene and natural.

**Characteristics of the MEANWELL
Dataset Underlying the Finnish Norms
for Vocational Meanings and
Fulfilments**

Dataset Concerning the Norm Values and Vocational Meanings and Fulfilment profiles 1/2



- The dataset includes a total of 8,236 survey respondents who were employed at the time of responding.
 - 68% are women, 29% are men, and 3% are non-binary or chose not to define their gender.
 - the mean age is 45 years (range 17–81, standard deviation = 12.3)
 - the average tenure in the current organisation or work situation is 9 years (range 0–48, standard deviation = 9.1)
 - 18% are in manual worker positions, 20% in professional positions, 39% in specialist professional positions, 16% in supervisory/managerial positions, and 7% are entrepreneurs.
 - the average weekly working time is 37 hours (range 0–115, standard deviation = 9.6).

Dataset Concerning the Norm Values and Vocational Meanings and Fulfilment profiles 2/2



- Those included in this norm dataset work in the following industries:
 - Health, social, and well-being services, 23%
 - Education and scientific activities, 23%
 - Industry, design, and infrastructure, 15%
 - Administration and support service activities, 14%
 - Communications, ICT, and media, 8%
 - Wholesale and retail trade, accommodation, and food services, 6%
 - Legal, financial, and insurance activities, 5 %
 - Culture, arts, entertainment and recreation, 4%
 - Other industries, 2%



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