



# INCREASING INTELLECTUAL JOY THROUGH THE SEVEN *A*s

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WORKBOOK

The *P*rofessorial Intellectual Joy of  
the *F*uture of Work *W*orkbook





The ability for a person to be **self-directing and self-determining** to develop as a full and genuine person capable of **being trusted to make competent decisions**.

How and when are your actions or those of others...

- Self-directed? \_\_\_\_\_  
\_\_\_\_\_
- Trusted? \_\_\_\_\_  
\_\_\_\_\_
- Trustworthy? \_\_\_\_\_  
\_\_\_\_\_
- Respected? \_\_\_\_\_  
\_\_\_\_\_

What role does psychological safety play in your autonomy or that of others?

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\_\_\_\_\_  
\_\_\_\_\_

- How do psychologically safe spaces help trusting relationships flourish? \_\_\_\_\_  
\_\_\_\_\_
- What can you do to help increase psychological safety? \_\_\_\_\_  
\_\_\_\_\_
- What would it take for you or your workplace, or in another realm of your life, to grow in this way? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What challenges and opportunities are presented by thinking about autonomy in these ways?

- Challenges: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



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What can be done to increase access appropriately in your life or organization? \_\_\_\_\_

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- How might doing so be helpful beyond being good for individual people in organizations, communities, regarding social issues, and so on? \_\_\_\_\_

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# ACCOUNTABILITY

To hold people accountable for their actions in a positive way is to respect them as **authentic, autonomous selves** without them feeling inappropriately humiliated or punished. This accountability flourishes in **trustworthy and authentic organizations**.

How is accountability key to autonomy? \_\_\_\_\_

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- Why is it important for a person to be held accountable for their ideas? \_\_\_\_\_

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When does accountability seem negative or punitive in your own life or organization(s)? \_\_\_\_\_

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What kinds of feedback practices foster trustworthiness between employees and their employers regarding accountability? \_\_\_\_\_

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Strengths through Amplification: \_\_\_\_\_

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Challenges with Amplification: \_\_\_\_\_

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Strengths through Amplification: \_\_\_\_\_

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Challenges with Amplification: \_\_\_\_\_

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Strengths through Authenticity: \_\_\_\_\_

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Challenges with Authenticity: \_\_\_\_\_

\_\_\_\_\_

Strengths through Accountability: \_\_\_\_\_

\_\_\_\_\_

Challenges with Accountability: \_\_\_\_\_

\_\_\_\_\_

Strengths through Adoration: \_\_\_\_\_

\_\_\_\_\_

Challenges with Adoration: \_\_\_\_\_

\_\_\_\_\_

At work, where/when you have experienced each A and where you have experienced barriers?

Places I Experience Autonomy: \_\_\_\_\_

\_\_\_\_\_

Barriers to Autonomy I Experience:

\_\_\_\_\_

Places I Experience Advocacy: \_\_\_\_\_

\_\_\_\_\_

Barriers to Advocacy I Experience:

\_\_\_\_\_

Places I Experience Access: \_\_\_\_\_

\_\_\_\_\_

Barriers to Access I Experience:

\_\_\_\_\_

Places I Experience Amplification: \_\_\_\_\_

\_\_\_\_\_

Barriers to Amplification I Experience:

\_\_\_\_\_

Places I Experience Authenticity: \_\_\_\_\_

\_\_\_\_\_

Barriers to Authenticity I Experience:

\_\_\_\_\_



You may also wish to consider where you have helped activate an A for yourself or others, or when you have seen others work with intellectual joy in mind to benefit you, someone else, or the organization as a whole: \_\_\_\_\_

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# LIVING WITH INTELLECTUAL JOY

Beyond work, consider how your intellectual joy is activated and increased.

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Consider how each of the As below applies to different aspects of your life or to your life generally beyond work.

	What i t R le i Y Life E e ie ce?	Whe e i t Mi i g F Y Life E e ie ce?	H W l d Y Like It t Relate t Y Life E e ie ce?
Autonomy			
Advocacy			
Access			
Amplification			
Authenticity			
Accountability			
Adoration			

Reflect on where you have experienced each A outside of work and where you have experienced barriers. What barriers exist for you regarding intellectual joy in your life generally or non-work aspects of your life? What would it take to move yourself and others to experience more intellectual joy?

	Whe e/H l E e ie ce J th gh	Pe le Wh / Re ce that Hel ed Me E e ie ce Thi	Ba ie t M E e ie ce f J th gh	H l Might O e c thi Ba ie /Pe le Wh Hel ed Me Na igate thi
Autonomy				
Advocacy				
Access				
Amplification				
Authenticity				
Accountability				
Adoration				





Places I Experience Accountability: \_\_\_\_\_

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Barriers to Accountability I Experience: \_\_\_\_\_

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Places I Experience Adoration: \_\_\_\_\_

\_\_\_\_\_

Barriers to Adoration I Experience: \_\_\_\_\_

\_\_\_\_\_

Where you have helped others experience intellectual joy? And what has that felt like for you?

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\_\_\_\_\_

When you have experienced intellectual joy for yourself? What examples from your own experience are ~~of~~ yours? \_\_\_\_\_

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\_\_\_\_\_  
\_\_\_\_\_

The Secretary laid her head to rest, taking it for  
a final, gasp, and then it took her a long  
time to get up. She had the element of  
intellect.

Please the secretary for a final head effect that  
the element of a bezel and the rest of it with A.



# ENGAGE. INSPIRE. TRANSFORM.

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