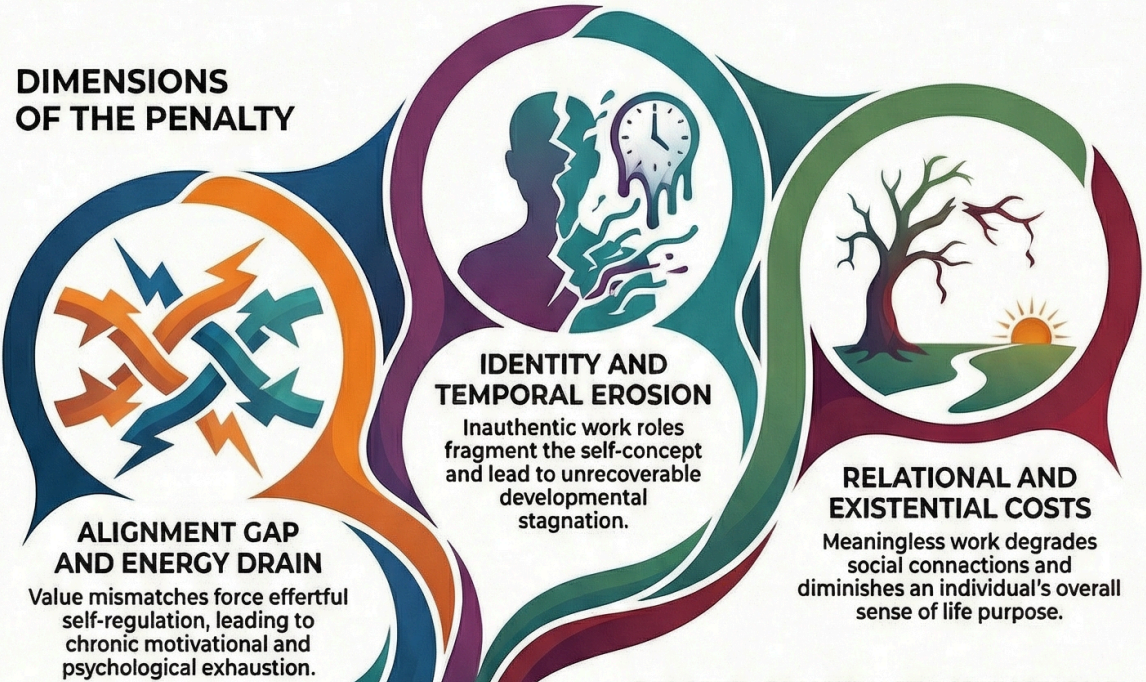


The Personal Meaning Penalty: The Hidden Costs of Purpose-Deficient Work

The cumulative psychological, relational, and developmental cost of engaging in work that lacks personal significance or value alignment, compounding over time.

DIMENSIONS OF THE PENALTY



RELATED CONSTRUCT DISTINCTIONS

BURNOUT Stems from resource depletion; the Penalty can occur in low-demand work.	ALIENATION A structural-economic concept; the Penalty is a subjective psychological experience.	MORAL INJURY Requires a moral transgression; the Penalty can stem from mere insignificance.

FACTORS THAT AMPLIFY THE COST

