WAMI

Work and Meaning Inventory (WAMI)

The WAMI is a self-report questionnaire designed to measure the subjective perception of the meaning and significance that individuals attribute to their work. It assesses several dimensions such as positive meaning in work, contribution to the greater good, and personal significance. It is used in particular in work psychology research and in individual counseling on the question of meaning at work.

Number of questions	10 questions
Estimated duration	5 minutes
Language	English
Original name	Work and Meaning Inventory
Target audience	Employed adults
Authors	Michael F. Steger, Bryan J. Dik, Ryan D. Duffy (2012)
Category	Burnout, Work-related distress

Preview of the 10 questions

I have found a meaningful career.

1 - Absolutely untrue | 2 | 3 | 4 | 5 - Absolutely true

I view my work as contributing to my personal growth.

1 - Absolutely untrue | 2 | 3 | 4 | 5 - Absolutely true

My work really makes no difference to the world.

1 - Absolutely untrue | 2 | 3 | 4 | 5 - Absolutely true

I understand how my work contributes to my life's meaning.

1 - Absolutely untrue | 2 | 3 | 4 | 5 - Absolutely true

I have a good sense of what makes my job meaningful.

1 - Absolutely untrue | 2 | 3 | 4 | 5 - Absolutely true

Scoring & interpretation

Each item is answered on a 5-point Likert scale ranging from "absolutely untrue" to "absolutely true". Total scores are calculated by summing or averaging the responses. A higher score reflects a stronger sense of meaning in work. Some versions distinguish three subdimensions.