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## Abstract

How people talk about work and describe work and careers is increasingly important. In this article, we examine five common ways of talking about calling often described as callings. We showcase some of the likely downsides of calling as these underlying assumptions interact with people's everyday lives. We suggest possible solutions for rehabilitating calling to help people find some of the career and quality-of-life benefits that calling promises. In sum, this essay contributes to a more nuanced understanding of calling and agency in contemporary careers while also offering a framework and direction for developing research and practice on calling.



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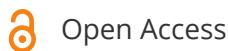
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