

**MAKING SENSE OF WORKPLACE SPIRITUALITY:  
TOWARDS A NEW METHODOLOGY**

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**ABSTRACT**

The study of workplace spirituality is a relatively new area in the field of organizational theory. Although interest in the topic has grown significantly over the last 10 years, many of the traditional research methods are not well suited to study workplace spirituality at the organizational level. We propose that sensemaking offers a useful heuristic for understanding the process of institutionalizing workplace spirituality, as well as a way to study how and why workplace spirituality initiatives are wholly accepted by some individuals and resisted by others.

**Keywords:**

Workplace Spirituality, Sensemaking, Critical Sensemaking, Identity