Recent attention given by both the scholarly and popular press to spirituality at work reflects a new and interesting development in individual and organizational relationships. One obstacle affecting researchers’ ability to empirically study this growing phenomenon is that there is little consensus as to the tangible meaning of the term. The purpose of this paper is to help overcome this obstacle by thematically examining definitions found in the research community in order to delineate common threads of meanings. After reviewing different definitions we found that three general themes or dimensions of spirituality emerged – a sense of a quest or a journey, a sense of interconnectedness, and a sense that there were consistent “spheres” of spirituality summarized as “SONG”. Benefiel (2003, p. 367) states “researchers in the burgeoning field of spirituality face a number of significant field-shaping questions”; the first question she poses is – how should spirituality be defined? While definitions of spirituality abound in the literature, the term still lacks a common meaning. Zinnbauer, et al (1997) suggests that without a clear understanding about what spirituality means it will be difficult for researchers to compare and contrast their research findings. The purpose of this paper is to address the lack of and inconsistency in the definition of spirituality in order to provide a socially derived definition of the term. To do so we thematically examined definitions found in the literature to find their common threads or meanings. Using McCracken (1988) as a guide, a thematic analysis was undertaken on 68 definitions of spirituality to detect common dimensions.

After examining the definitions, we found three main themes or dimensions:

**Dimension 1 – Search, Quest & Journey** - The sense that spirituality involves a personal search, quest or journey was a theme cited regularly in the literature. Many authors cited that spirituality is about a journey that we take on our personal quest to find true meaning in our lives.

**Dimension 2 – Interconnectedness** - This second theme suggests that an important element of spirituality involves a sense of being interconnected. The definitions analyzed denoted that for individuals to feel a sense of spirituality they must feel a sense of connection to something. Conversely, when people feel disconnected they feel less spiritual.

**Dimension 3 – “Finding ones’ SONG”** - As the second dimension portrayed a key element of spirituality is being connected; the focus of this theme is – connected to what? In drawing these points together we offer that spirituality involves developing a connection with “self.” It was also found in the sample that spirituality involves developing a connecting relationship with a community of “others.” In addition, another domain of spirituality is feeling connected to the “natural world.” The final dimension was a connection with one’s higher power, a Supreme Being, or a relationship with “God” or a Higher Power.

Taken together, these themes suggest that spirituality involves a search for meaning and for connectedness. Specifically, spirituality involves a search for a connection to Self, Others, Nature, and to God or a Higher Power (SONG). From these themes we show how this definition can be used within both the research and business communities.