

Sustainability Chronicles: Mapping the Journey of Sustainability Agents

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Abstract: In an era of polycrisis, individuals as part of organizations are required to mobilize knowledge and leadership to drive transformational sustainability change effectively. This paper explores the professional journeys of sustainability agents, tracing their pathways into the field, their experiences while working in sustainability-focused roles, and the systemic boundaries they encounter along the way. By asking, *What shapes the journey of sustainability agents, from entering the field to driving transformations?*, our study sheds light on the interplay between individual agency and broader systemic conditions. More specifically, we look at the agents' sensemaking processes throughout their sustainability journey. For this purpose, we draw on in-depth interview data from 29 participants in the context of a leadership program for societal transformation. We employ a life-course exercise to explore the trajectory of sustainability agency. Our findings reveal three critical stages in the sustainability agent journey. Throughout this process, they engage in sensemaking processes, continuously interpreting and reinterpreting their perception of sustainability within evolving systemic conditions. Their cognitive frames shape how they process complexity, balance competing priorities, and adapt to uncertainty, influencing their capacity for driving transformational change. First, individuals enter the field through diverse pathways, guided by personal values, formal education, or chance opportunities. Second, navigating professional environments, they engage in continuous learning processes while battling limited resources, organizational inertia, and external pressures. Finally, when confronted with systemic boundaries, including entrenched belief systems, funding limitations, and corruption, they adopt one of three strategies: expanding, pivoting, or accepting trade-offs. By framing the sustainability agent experience as a process, this study advances the understanding of how individuals navigate the complexities of sustainable development within organizational contexts. It highlights the importance of development programs and knowledge exchange as mechanisms for supporting agents and organizations to enable transformational action in pursuit of sustainability.

Keywords: Sustainability agents, Sustainability trajectory, Sustainable transformation, Sensemaking, Life-Course

1. Introduction

Sustainability represents one of the most pressing challenges of our time, cutting across organizational, societal, and global contexts. In this paper, we understand sustainability not only as a balancing act between economic, environmental, and social goals, but as a regenerative process that actively restores and enhances the systems on which life depends. This perspective moves beyond minimizing harm or optimizing trade-offs and instead focuses on creating conditions that allow both human and ecological systems to thrive (Buckton *et al.*, 2023). Climate change, resource depletion, inequality, and other interconnected crises demand transformative action, not only through policies and technologies but also through the efforts of individuals who work to drive these efforts (Buhr, Harms and Schaltegger, 2023). In this study, we define sustainability transformations as profound, systemic shifts that reconfigure how societies interact with environmental, economic, and social systems. These transformations go beyond incremental changes, often relying solely on balancing the triple bottom line elements. Instead, in our understanding, actual sustainability transformations aim to establish regenerative structures that contribute positively to both society and the environment (Buckton *et al.*, 2023). While organizations often take center stage in the sustainability discourse, individuals within these organizations play a pivotal role in translating sustainability ideals into meaningful action (Teerikangas *et al.*, 2021). These individuals, whom we refer to as *sustainability agents*, operate at the nexus of personal values, professional responsibilities, and systemic constraints, often pushing the boundaries of what is possible within their respective contexts (Redman and Wiek, 2021; Ayers, Missimer and Bryant, 2023). We regard sustainability agents as individuals who work toward sustainability transformations within their organizations and beyond, occupying decision-making or leadership roles. Despite the growing recognition of sustainability agents as pivotal drivers of transformation, their journey remains underexplored. Current research lacks comprehensive insights into their cognitive processes, creating a gap in understanding the enablers and drivers of transformation, as well as the strategies for overcoming challenges (Ayers, Missimer and Bryant, 2023; Onkila *et al.*, 2023). Particularly in contexts characterized by ambiguity, complexity, and uncertainty, such as

sustainability transformations, cognitive processes significantly influence individual responses (Hahn *et al.*, 2014). In this context, sensemaking and, therefore, knowledge processes are critical to how individuals and groups construct, share, and apply meaning from experiences (Weick, 1995). Sustainability agents must continuously interpret complex information, often amidst ambiguity and competing priorities (Redman and Wiek, 2021). Applying a sensemaking framework provides a deeper exploration of how these agents navigate the sustainability agency space, offering insights into their adaptive strategies and the flow of knowledge that supports transformative action (see Drencheva *et al.*, 2023). Furthermore, exploring who these sustainability agents are is crucial to developing a deeper understanding of how to attract, support, and retain individuals who are both willing and capable of leading in the sustainability space. Consequently, we pose the question: *What shapes the journey of sustainability agents, from entering the field to driving transformations?*

In this research, we adopt a life-course perspective (see Koistinen *et al.*, 2020) to examine sustainability agents' engagement across three stages: entering the sustainability agency space, navigating it, and encountering systemic boundaries. This approach allows us to analyze how personal and professional experiences, shaped by past, present, and relational contexts, influence their trajectories. Through in-depth interviews with 29 sustainability agents, we explore their pathways into the field, strategies for driving transformation, and responses to systemic constraints. Through a sensemaking lens, we examine how agents interpret and respond to these constraints, offering cognitive insights into sustainability practice. Additionally, by identifying key strategies for navigating the sustainability agency space, this study informs leadership development, providing practical guidance for empowering sustainability professionals. Further, this study enriches existing research by including a diverse array of voices that extend beyond predominantly Western settings.

2. Background

2.1 Understanding Sustainability Agents

The concept of agency refers to an individual's ability to shape their circumstances through deliberate actions. Sustainability agents exemplify this by transforming organizational systems towards sustainability. They are variously identified as intrapreneurs, champions, and change agents (Carrington, Zwick and Neville, 2019), all highlighting their vital role in driving transformational change (Buhr, Harms and Schaltegger, 2023). Teerikangas *et al.* (2021) describe sustainability agency as intentional action aimed at sustainable futures, operating within complex organizational environments. These environments offer both opportunities and challenges due to diverse logics, power dynamics, and structural constraints (Hahn *et al.*, 2010). Navigating these complex environments, key traits of sustainability agents include a strong commitment to environmental and social causes, as well as the capacity to challenge established norms (Russell and Victoria, 2022). While the concept of agency emphasizes individual action, sustainability agents can also act as knowledge brokers, mobilizing and potentially embedding sustainability-related awareness and competence within and across organizational boundaries. The continuous challenge of addressing resistance among organizational members to transformation requires emotional resilience from agents (Ayers, Missimer and Bryant, 2023). While our understanding of sustainability agency is expanding, Onkila *et al.* (2023) highlight the need for more robust theoretical frameworks to explain how agency is sustained over time and how these capacities develop (Koistinen *et al.*, 2020). The evolution of sustainability agency, particularly in diverse cultural and resource-constrained settings, remains further underexplored. Addressing these gaps is essential for creating comprehensive models that reveal how individuals effectively develop and exercise sustainability agency across varied contexts.

2.2 Sensemaking in Sustainability

Sensemaking is a fundamental concept in organizational studies, focusing on how individuals and groups comprehend and respond to complex, ambiguous environments. Popularized by Karl Weick (1995), it highlights the social and cognitive processes through which people create an understanding of their surroundings. In uncertain and rapidly changing contexts, sensemaking is essential, allowing actors to interpret environmental cues and craft coherent narratives that guide decision-making and action (Hahn *et al.*, 2014). Sensemaking shapes how individuals organize and apply knowledge in uncertain conditions, playing a central role in how sustainability insights are developed and translated into purposeful action. Within sustainability, sensemaking is vital as individuals and organizations tackle multifaceted ecological, social, and economic challenges. Often viewed as "wicked problems" without clear solutions, these challenges require navigating landscapes of competing interests and values (Sharma *et al.*, 2022). Effective sensemaking involves interpreting complex data and reconciling diverse perspectives to foster collaborative action (Penttilä *et al.*, 2020). Sustainability agents must continuously interpret shifts in their environments to align their actions with evolving goals (Quarshie,

Salmi and Wu, 2021). This involves iterative cycles of reflection and adaptation, where past experiences shape current understanding and future actions. Sensemaking also fosters resilience and innovation, encouraging stakeholders to question assumptions and reframe issues as new insights emerge (Calic *et al.*, 2018), therefore laying the foundation for sustainability transformations.

3. Methodology

3.1 Research Context and Data Collection

This study forms part of a broader research project in collaboration with a leadership program designed to foster societal transformation. The program involved 20 participants from diverse organizational and national backgrounds in a 12-month, no-cost training initiative focused on developing and implementing sustainability projects. Participants hailed from non-profits, for-profits, start-ups, and governmental organizations, each responsible for sustainability activities in their workplaces or ventures. This selection ensured the inclusion of individuals actively engaged in sustainability transformations and positioned to effect meaningful change. The study also included nine facilitators who provided expert training sessions. These facilitators, from various institutions and sustainability-focused organizations, enriched the program by fostering co-creation in a non-hierarchical environment. Participant demographics are detailed in Appendix Table 1. In-depth, semi-structured interviews were conducted with all 20 leadership program participants at the start and end of the program, along with life-course exercises. Additionally, single interviews with the nine facilitators included the same exercise. Drawing on life-course research principles, we explored critical periods influencing agents' sustainability engagement, building on work like Koistinen *et al.* (2020). We utilized a timeline (on paper or via Google Slides) for participants to record key life events, allowing core memories to surface. They then highlighted events shaping their sustainability engagement, such as entry points, challenges, and shifts in motivation. This exercise guided interview discussions, encouraging participants to elaborate on pivotal experiences.

3.2 Life-course Approach and Data Analysis

The life-course perspective examines how individuals' trajectories evolve, shaped by personal experiences and social contexts (Elder, 1994). It highlights that professional and identity development are dynamic, influenced by experiences and social interactions across different life stages. Applying this to sustainability agents helps us understand how they navigate the field amidst systemic boundaries and opportunities. Our analysis used a process-oriented approach to explore three phases: entry into sustainability, challenges encountered, and strategies for sustained engagement. This aligns with process-based qualitative analysis and grounded theory (Langley, 1999). We employed thematic coding as outlined by Braun *et al.* (2019) to assess participants' career trajectories and key experiences. Please refer to Figure 1 in the Appendix for the data structure.

4. Findings

In the following, we present the three stages of the sustainability agent's journey: entering, navigating, and encountering systemic boundaries within the sustainability agency space. We define this space as the field in which agents operate, encompassing both external structures and personal perceptions. Figure 2 provides a visual representation of the trajectory of sustainability agency.

4.1 Entering the Sustainability Agency Space

The pathways into sustainability agency are shaped by personal background, pivotal experiences, and external circumstances. Building on Koistinen *et al.* (2020), we identify three distinct entry trajectories: Education and Upbringing, Awakening Moments, and Opportunity-Driven Entry. Throughout these stages, we observe how sustainability agents construct meaning through iterative engagement with their environments, drawing on and reshaping prior knowledge, which informs their strategic and relational choices. While the first two align with prior research, our study extends this framework by highlighting a third pathway, the entry through professional opportunities rather than pre-existing personal commitment.

4.1.1 Education and upbringing

For many agents, early exposure to sustainability values played a foundational role. Participants described growing up in households that prioritized environmental consciousness, social responsibility, or ethical decision-making. Practices such as minimizing waste, engaging in community service, or prioritizing quality over consumption were later recognized as formative, even if not framed as "sustainability" at the time. Formal education reinforced these perspectives, with key teachers, courses, or extracurricular activities introducing

sustainability concepts such as the UN Sustainable Development Goals (SDGs). *"My mom was ahead of her time - everything she did had a sustainable element. We grew up with that without realizing it. If she bought me clothes, they had to last for years. She lived minimally, even before we had a term for it."*

4.1.2 Awakening moments

For others, engagement with sustainability stemmed from critical awakening moments, encounters that deeply altered their perspectives. Adopting Koistinen et al's (2020) terminology, we define awakening moments as experiences that make sustainability challenges tangible and urgent. These included direct personal encounters with environmental harm or social injustice, as well as large-scale events that heightened awareness. Media, activism, and exposure to sustainability narratives, especially following the SDGs' introduction, helped frame these realizations. Cross-cultural experiences also played a role, with study abroad programs or travel offering new perspectives on inequality and environmental degradation. Such moments often became inflection points, prompting shifts in professional paths and priorities. *"Growing up in Sweden, I thought it had a big global influence. Then I went to China and realized sustainability challenges existed on an entirely different scale. That experience changed how I saw the world."*

4.1.3 Opportunity driven entry

Beyond personal values or awakening moments, some agents entered sustainability through professional exposure rather than an initial commitment to the field. These individuals encountered sustainability as part of an existing role, a career shift, or an unexpected opportunity. Over time, engaging in sustainability work deepened their understanding and commitment, demonstrating that sustainability agency can emerge through professional practice rather than pre-existing motivation. *"The SDGs came in 2015; I was already mid-career by then. Sustainability wasn't part of my education; I learned on the job."*

4.2 Navigating the Sustainability Agency Space

Once sustainability agents enter the field, they adopt various strategies to drive transformative changes. Our findings reveal three interrelated strategies: Purpose and Identity, Building Collective Capacity, and Strategy and Adaptation. These are not fixed approaches but dynamic processes of sensemaking and recalibration as agents navigate evolving constraints and opportunities.

4.2.1 Purpose and identity

A strong sense of purpose emerged as a central force in sustainability agency, often rooted in personal values, ethical convictions, and societal aspirations such as social justice. While many agents described fulfillment in their roles, others experienced tensions between their ideals and systemic limitations. Despite this dissonance, agents speak of fulfillment in their work and express hopes and dreams for the future. Continuously rearticulating one's sense of purpose becomes a crucial aspect of sustaining long-term engagement. *"I know my colleagues say, 'Oh, these big ideas again,' but dreaming is what keeps me going."*

4.2.2 Building collective capacity

Recognizing the limits of individual action, agents actively build networks to amplify their impact. These range from informal peer groups to structured collaborations, serving as platforms for shared learning, knowledge exchange, emotional support, and coordinated action. Mentoring, facilitating dialogue, and equipping others with tools to drive transformation reinforce a decentralized model of agency, distributing responsibility rather than relying on a few visible leaders. Advocacy and stakeholder engagement also play a central role. Agents act as intermediaries, bridging businesses, policymakers, and communities to align interests and mobilize support. This requires translating complex sustainability issues into accessible narratives that resonate across diverse audiences. The ability to foster dialogue, navigate tensions, and build coalitions is a defining feature of effective sustainability agency. *"Through regular meetings with stakeholders, we've broken barriers, amplified our voice, and taken leadership over our own health systems."* These practices not only support distributed leadership but also illustrate how knowledge is co-produced, translated, and embedded across multiple sites of action.

4.2.3 Strategy and adaptation

Navigating sustainability requires continuous learning, adaptability, and strategic refinement. Agents describe transformations as a slow, iterative process where setbacks, while frustrating, offer critical learning opportunities. Many leverage their specialized expertise in policy, finance, or innovation to advance sustainability goals. However, technical knowledge alone is insufficient, adaptive leadership is equally critical.

Creativity, resilience, and the ability to inspire others in uncertain or resistant environments emerged as essential skills. Ultimately, sustainability agents are not just managing existing systems but also pushing for transformational change. This means challenging dominant paradigms and advocating for systemic shifts. *"I want to honor my history and use myself as a resource. My identity and liminal experiences are assets - I speak six languages, and there's resilience in that story."*

4.3 Encountering Systemic Boundaries

The third phase in the sustainability agent journey involves encountering systemic boundaries that limit their scope and impact. These boundaries, rooted in cultural, economic, political, and institutional structures, shape sustainability efforts and highlight the constraints on individual agency. Our analysis reveals six interconnected challenges: cultural resistance, weak governance, weak collaboration, awareness gaps, resource constraints, and psychological pressures. Cultural resistance emerged as a major boundary, with agents struggling against entrenched norms and short-term economic priorities that sustain unsustainable practices. Shifting mindsets, whether in communities, organizations, or governments, was seen as one of the most difficult tasks. As one participant put it, *"The real challenge is knowledge and awareness among all of us."* Weak governance also poses significant boundaries. Participants cited fragmented policies, political misalignment, and even corruption as factors that hinder coordinated sustainability efforts. Similarly, weak collaboration limits progress, with agents noting that stakeholders often worked in silos due to competing agendas and a lack of shared networks. As one participant noted, *"People work on similar topics but won't collaborate because of different funding, outputs, and institutional priorities."* Resource constraints, whether financial, human, or technological, were another common challenge, particularly for agents in smaller or underfunded organizations. The psychological toll of sustainability work further compounded these difficulties. Many described the emotional strain and overwhelm of facing resistance. Balancing professional commitments with personal well-being also proved difficult, as reflected in one agent's experience: *"Sometimes you're so engaged that you overlook family time. You come back, and the kids say, 'Dad, you weren't here last week, and now you're traveling again.' It's a real challenge."*

4.3.1 Response strategies

In response to these systemic boundaries, sustainability agents employ a variety of strategies to adapt and continue their work. These strategies reflect the agents' resilience and determination to push for sustainability transformation despite the boundaries they face. The most prominent strategies identified by participants were expanding the space of influence, pivoting to alternative approaches, and balancing trade-offs between personal, organizational, and sustainability goals. Actively broadening their networks, building coalitions, and increasing their influence to overcome resource limitations and governance fragmentation allow agents to expand their agency space. As one participant described, *"We hope that also attracts kind of people of the same mind. So creating a fertile ground for people of the same mind to come together and try to solve this, organize themselves around that purpose around that mission."* Finally, many agents lean on balancing trade-offs between competing priorities. The sustainability agent's role is often fraught with difficult decisions, where long-term sustainability goals must be weighed against short-term pressures. Some agents acknowledged the need to make strategic compromises to ensure that they could continue their work, balancing the ideal of transformation with the pragmatic realities of limited time, resources, and institutional support. This perspective can lead agents to pivot. Faced with boundaries such as limited resources or cultural resistance, agents sometimes adjust their approach, adopting more flexible or new strategies. However, this adaptability may come at the risk of compromising sustainability standards and settling for tradeoffs. *"We have our own priorities because in the sustainable development goal, there are 17 different goals and we cannot contribute to all the goals."*

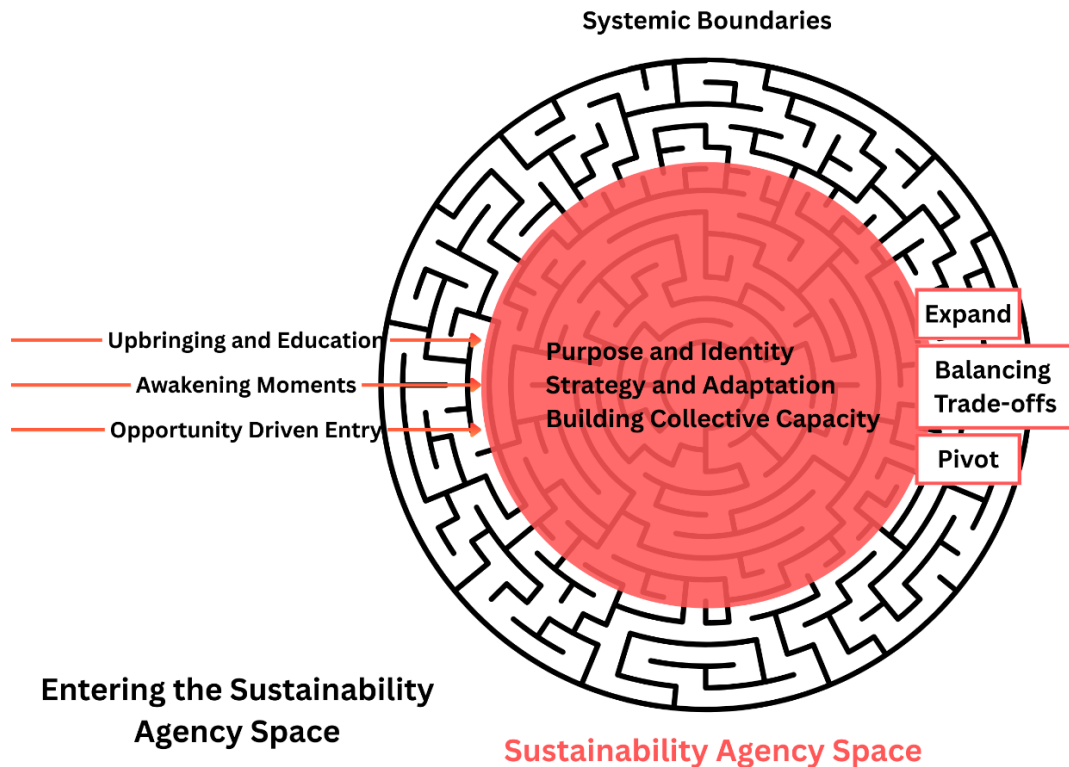


Figure 2: Trajectory of Sustainability Agency

5. Discussion

This study extends Koistinen et al.'s (2020) life-course perspective on sustainability agents by examining their professional trajectories through a sensemaking lens. By analyzing the experiences of 29 agents through three critical stages in their sustainability journey, we show how agency is shaped not only by personal experiences and external structures but also by how agents generate meaning, adapt knowledge, and reframe their roles.

5.1 Entering the Sustainability Space

Agents' entry into sustainability is shaped through sensemaking of formative experiences, opportunities, and sociocultural cues. While some agents are guided by foundational values or awakening moments, others gradually internalize sustainability goals through exposure in professional contexts. These trajectories illustrate how initial interpretations evolve through integrating new knowledge and reflective engagement with practice. Experiences such as witnessing social or environmental injustices can act as moments of dissonance, triggering reorientation, where individuals reinterpret prior experiences in light of sustainability concerns. This process appears iterative. Some agents begin with a clear sustainability commitment, while others develop it through exposure and engagement, demonstrating the evolving nature of sustainability agency, where learning and unlearning unfold over time through reinterpretation and contextual re-evaluation.

5.2 Navigating the Sustainability Agency Space

Once engaged, sustainability agents must sustain momentum while adapting to complex settings. Their sense of purpose provides direction, yet it is continuously shaped through interactions with others and evolving contexts. Building supportive networks can strengthen their agency and facilitate shared interpretation. Through these interactions, agents refine their understanding and adjust their practices in addressing sustainability challenges. This highlights the importance of relational learning and collective sensemaking, showing that sustainability agency involves action alongside the continuous circulation and recontextualization of situated knowledge.

5.3 Encountering Systemic Boundaries

As agents push for sustainability transformation, they confront systemic boundaries. Their responses vary: some prioritize achievable goals, while others diversify their approaches. These adaptations reflect the ongoing, sense-making-driven negotiation between individual agency and structural constraints, involving continuous interpretation and reconfiguration of knowledge within complex systems. Emotional resilience plays a crucial

role, as sustainability work often involves reconciling idealism with reality, leading to cognitive and emotional strain. Recognizing these psychological dimensions is essential for sustaining long-term engagement in the field.

6. Limitations, Implications, and Future Research

This study sheds light on sustainability agents but acknowledges several limitations. Notably, the sample comprises individuals already committed to sustainability, potentially limiting broader applicability. Future research should include participants from less sustainability-focused contexts and wider cultural and geographical backgrounds to enhance relevance. Exploring how knowledge flows and sensemaking processes shape the emergence and persistence of agency in these varied contexts could deepen understanding. The qualitative, retrospective data presents another limitation, as it introduces potential biases. Supplementing interviews with longitudinal observational studies or participant diaries could enrich insights into how agents create, share, and adapt knowledge over time. Additionally, the cross-sectional design restricts insight into long-term changes, emphasizing the need to explore what sustains or hinders sustainability agency through dynamic learning and reinterpretation.

Our findings suggest several ways organizations can better support sustainability agents. A strong sense of purpose drives engagement, yet maintaining motivation amid systemic boundaries is challenging. Organizations can foster purpose by creating spaces for reflection, mentorship, and celebration, connecting individual work with broader goals to sustain direction. Collaboration plays a key role, as agents rely on networks and cross-sector alliances to amplify impact. Developing formal knowledge-sharing platforms and communities of practice can support collective interpretation and innovation around sustainability challenges. Embedding sustainability across organizational structures, rather than relying on individuals, strengthens long-term change. Adaptability is critical as agents adjust strategies to shifting conditions. Providing training in systems thinking, strategic communication, and stakeholder engagement enhances their capacity to navigate uncertainty. Investigating how digital tools and knowledge management systems support these efforts could offer practical benefits. Emotional resilience is also essential, as many agents face psychological pressures. Organizations should acknowledge this with mental health resources, peer coaching, and work-life balance policies. Addressing these structural and individual boundaries is vital for sustaining transformative agency. By integrating sustainability into culture and decision-making, institutions can move beyond dependence on individuals, fostering collective conditions for lasting impact.

7. Conclusion

This study provides insights into the complex, evolving journeys of sustainability agents, highlighting three key stages: entering the field through diverse pathways, navigating professional environments, and responding to systemic barriers. Sustainability agents continuously engage in sensemaking, interpreting, and adapting their roles as systemic conditions evolve. Entry into sustainability is shaped by personal values, education, awakening moments, or professional opportunities. In their work, agents face challenges such as cultural resistance, weak governance, resource limitations, and psychological pressures. They respond by building collective capacity, guided by a strong sense of purpose, and refining their strategies through ongoing learning and knowledge exchange. These findings underscore the importance of both individual development and collaborative processes in sustaining agency. By recognizing the dynamic nature of these journeys and the systemic boundaries agents encounter, organizations can better support the creation, sharing, and application of knowledge needed to drive transformational sustainability change.

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AI declaration: AI assistance was used in the preparation and refinement of this manuscript, aiding in language enhancement and content clarity. The authors maintain responsibility for the accuracy and integrity of the research presented.

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Appendix

Table 1: Overview of Participant Demographics and Backgrounds

#	Sex	Country of Work	Type of Organization	Work Sector	Job Title
1	M	Ukraine	Government	Infrastructure	Advisor
2	F	South Africa	Start-up	Agriculture	Founder
3	F	Tanzania	Non-profit	Development work	Consultant
4	F	Tanzania	Non-profit	Development work	Country Director
5	F	India	Government	Innovation	Director
6	F	South Africa	Start-up & Non-profit	Agriculture	Founder
7	F	Seychelles	Government	Tax & Finance	Commissioner General
8	M	Sweden	Business	Innovation	Group Coordinator & Strategist
9	M	Tanzania	University	Development work	Researcher & Project Lead

#	Sex	Country of Work	Type of Organization	Work Sector	Job Title
10	M	India	Government	Innovation	Manager Strategic
11	F	Sri Lanka	Intergovernmental Organization	Development work	National Specialist
12	M	Nepal	Non-profit	Development work	Partner Monitoring Officer
13	F	UK	Non-profit	Development work	Policy Lead
14	F	Ghana	Intergovernmental Organization	Tax & Finance	Program Manager & Advisor
15	F	Somaliland	Government	Health	Program Officer
16	F	Egypt	Non-profit	Development work	Program Officer
17	F	Tanzania	University	Development work	Researcher & Project Lead
18	M	Sweden	Business	Innovation	Innovation Manager
19	F	Somaliland	Government	Health	Technical Advisor
20	M	Nepal	Non-profit	Development work	Technical Coordinator
21	M	Sweden	University	Innovation	Program Director
22	F	Sweden	University	Education Development &	Educational Developer
23	F	Sweden	University	Education	Facilitator
24	F	Sweden	University	Training Development &	Research Officer & Advisor
25	F	Sweden	Business	Innovation	Consultant
26	F	Sweden	University	Health & Training	Researcher
27	F	Sweden	Non-profit	Conservation	Senior Advisor & Project Coordinator
28	M	Sweden	University	Development work	Senior Extension Specialist
29	F	Sweden	University	Education	Program Director

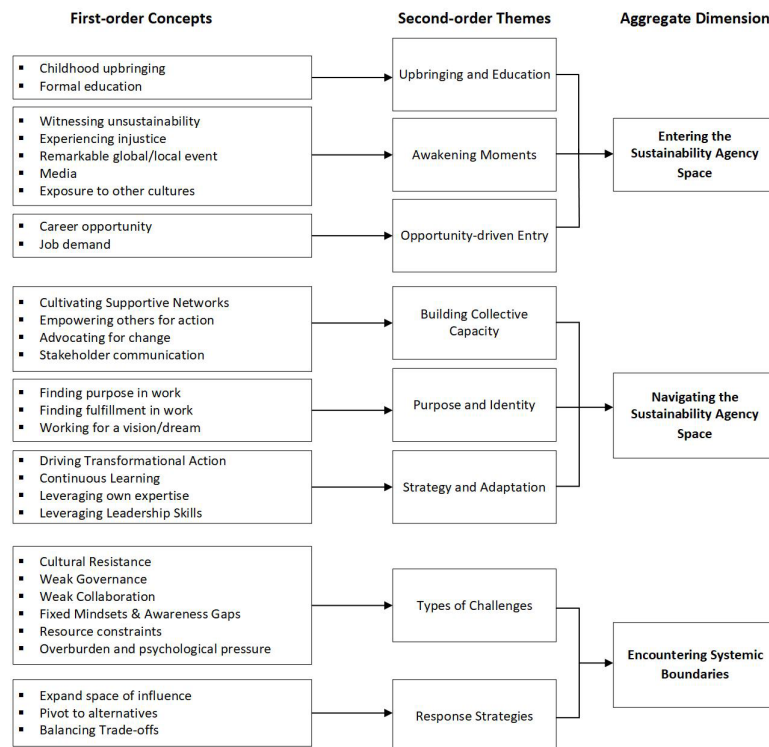


Figure 1: Data Structure