

Gaining Job Satisfaction



Much of the satisfaction you get from your work is within your own control - and taking control can in itself create a sense of satisfaction. The two areas that influence your job satisfaction are:

YOUR JOB

You can gain job satisfaction if:

- You feel that what you do is worthwhile or makes a difference
- You feel inspired by your work
- Your daily tasks and assignments have variety and are challenging
- You have clear job objectives that are regularly reviewed and monitored
- You're working with colleagues that you like and generally have a good atmosphere and team spirit
- There is potential for future growth, with training opportunities
- You are moving towards your long-term goals

WHERE YOU WORK

You can gain job satisfaction if

- You are clear about your role and your manager's expectations
- You have cultivated a constructive relationship with your manager in which work related problems can be openly discussed
- Your achievements are recognised
- Your views are listened to
- There is a good balance between work and the rest of your life
- The values of your employers closely match yours
- You have good working conditions and are adequately remunerated

Here are some ideas that you can use to take control and start to obtain satisfaction:

1. Find out how much scope there is to expand in your role.
2. Could your job be re-organised to make it more challenging?
3. Ask for more responsibility – responsibility that may lead to a better sense of achievement.
4. Can you improve your skills through training or development?
5. Is there something you thought you could never do but would like to try? Don't be held back by a fear of failure. If you haven't tried, you'll never know.



6. Could you spend time shadowing someone who is doing a job that you're interested in?
7. Is there something you particularly like doing that you may be able to incorporate into your job?
8. Make sure you read professional trade magazines so that you can keep abreast of new developments and be in a position to take advantage of them.
9. Work with your manager on a career development plan that provides short, medium and long term goals.

Job satisfaction is something only you have control over. Evaluate what you have to offer your employer and be realistic about what you expect from your work.