

Work Satisfaction Assessment

Job satisfaction. It's hugely important! If an employee is not happy doing the work he or she does, that employee will either leave the job or suffer in silence for years. In either case, it's demoralizing for the worker and unproductive for the company.

Not everyone enjoys doing the same sort of work. That's fortunate for a team environment where everyone has different strengths and contributes different skills. One civil engineer may like to draw up blueprints while another, equally educated, prefers to be the "boots on the ground." Both activities must be carried out for a bridge to be built.

Work Preference Indicator: Where do you prefer to focus your attention and what type of work do you enjoy doing? Place a check mark beside your personal preference. Choose the **better** of two options.

| | A | B | C | D |
|----|------------------|---------------------|--------------------|-------------------|
| 1 | Take action | Plan activities | | |
| 2 | Take action | | Gather facts | |
| 3 | Take action | | | Follow Procedures |
| 4 | | Plan activities | Gather facts | |
| 5 | | Plan activities | | Follow Procedures |
| 6 | | | Gather facts | Follow Procedures |
| 7 | Accomplish tasks | Plan activities | | |
| 8 | Accomplish tasks | | Seek Solutions | |
| 9 | Accomplish tasks | | | Analyze data |
| 10 | | Work with others | Seek Solutions | |
| 11 | | Work with others | | Analyze data |
| 12 | | | Seek Solutions | Analyze data |
| 13 | Lead the team | Be part of the team | | |
| 14 | Lead the team | | Work individually | |
| 15 | Lead the team | | | Follow a routine |
| 16 | | Be part of the team | Work individually | |
| 17 | | Be part of the team | | Follow a routine |
| 18 | | | Work individually | Follow a routine |
| 19 | Execute the plan | Know the team | | |
| 20 | Execute the plan | | Know why a task is | |
| 21 | Execute the plan | | | Know how to work |
| 22 | | Know the team | Know why a task is | |
| 23 | | Know the team | | Know how to work |
| 24 | | | Know why a task is | Know how to work |

Total A _____ **Total B** _____ **Total C** _____ **Total D** _____

(The WPI was developed by Harvard faculty members in 1994)

Count the check marks within a column and write the total number at the bottom. Compare which is the highest and the lowest.

HIGHEST total column letter _____ **Lowest total column letter _____**

The highest total column letter indicates the type of work you prefer to do most often. It is what motivates you to do well. The following archetypes show tendencies of that team member.

Column A, the **Focuser** (WHAT); The Focuser is motivated by accomplishing tasks. They feel they are being productive by eliminating their workload and other challenges. These workers like to take initiative and have clear-cut goals. They detest having to do the same job twice.

Column B, the **Relater** (WHO); The Relater thrives off of working with others so long as the team “gels” well. They tend to consider how their individual task will affect other people. This archetype is generally positive and hopes to come to a consensus in decision making.

Column C, the **Integrator** (WHY); This is a “big picture” person. The Integrator feels they cannot devise a plan for reaching the finish line if they don’t know where the finish line is. This personality likes to ask questions but want the rest of the team to see the big picture as well.

Column D, the **Operator** (HOW); The Operator likes to know what the parameters are within which he or she works. “Winging it” isn’t an option for them. Following the rules means they will do a job well and not have to repeat it. Many times, they prefer and excel to work alone. They are meticulous and make good compliance officers.

So, Now What?

Of course, there is no “perfect” job. We all have mundane items to check off each day. But SOMEONE enjoys those tasks! Are **YOU** in their spot? If the majority of tasks you perform daily does not fit in with what you prefer to be doing, it may be time to make a switch. A possible change might be within your existing company. Speak with your HR about what other opportunities there may be. Ask a friend. What would it be like if you were in a more fulfilling role?



Of course, there are a lot of factors that go into overall job satisfaction. Management, colleagues, your personality, and the company itself are all contributors. A good **career coach** can help you clear these obstacles to a happy work life. Coaching helps you identify, not just what you are good at, but your passion! The expertise of a career coach can identify, move toward and achieve that passion.

Call to schedule your first coaching session and get on the right track today! **(615) 513-6443**

**Mention you took this assessment and get
50% off your fist coaching session!**