



Finding Career Satisfaction:

A Guide to Determining Your Career Quality World

Introduction

Career satisfaction can be defined as having chosen a career that best meets the internal needs that motivate or move us. Simply put, it is the comparison of what we want in a career versus what we are getting. This is most achievable when we become conscious of what motivates us and then stop to consider what we really want in a career. The hope is that such awareness and conscious choice will move us into a career that is soulful and fulfilling.

Basic Needs

Each of us is driven by five basic needs — Belonging, Power, Freedom, Fun/Enjoyment, and Survival. These needs find their expression in career as noted in the chart below.

Belonging



- Need for connection to coworkers (e.g., sense of family, community)
- Need to feel connected to the organization
- Need to feel connected or identified with the organization's product, mission, and/or service
- Respect
- Altruism

Power (Inner Power)



- Sense of achievement, accomplishment
- Sense of competence
- Being capable
- Fulfillment, purpose
- Recognition
- Development of a portion of one's personal identity

Freedom



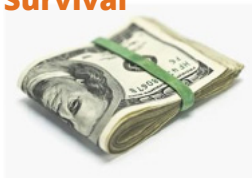
- Freedom to think - to be internally free
- To choose and shape one's work and/or direction
- Participate and/or offer opinions, ideas
- Create
- Innovate

Fun/Enjoyment



- Ability to combine play with learning
- Reduce tension with humor
- To laugh at oneself or situation
- Take a dull or challenging task and make it into a game or competition
- Work/life balance

Survival



- Pay
- Benefits (e.g., health and life insurance, retirement, etc.)
- Safety - physical and emotional
- Job security (e.g., opportunities to learn and acquire new skills)