Job Satisfaction Quiz:
How Satisfied Are You with Your Job?
A Quintessential Careers Quiz

Does this job-seeker’s scenario sound similar to yours? Jamie once loved his job and the accomplishments he achieved in it. But as time went by, the work began to get repetitive, and on more than one occasion he was either promised a promotion and never received it or was simply passed over for a promotion. He began pining for the weekends and dreading Sunday evenings. His attitude toward his job and employer turned sour. He often felt tired and uninspired. Yet he stayed on the job because the pay was good and the job market poor.

It is fairly obvious that Jamie was dissatisfied with his job, but the bigger issue is -- when did it turn from something he really enjoyed to a chore? We spend the vast majority of our lives working, and while it won't all be wonderful and satisfying, we need to make changes before we hit a point of no return -- when our dissatisfaction begins a downward spiral of missed promotions, increased sick days, poor performance evaluations, and lost salary increases.

How satisfied are you with your job? Take the quiz.

Don't have a job? Answer the questions from Jamie's perspective, and then consider how Jamie can change his situation.

Instructions: Score each statement on how closely it resembles your current situation, attitudes, and feelings.

1. I have been passed up at least once for a promotion in the past few years.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

2. I spend parts of my day daydreaming about a better job.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree
3. I find much of my job repetitive and boring.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

4. I am mentally and/or physically exhausted at the end of a day at work.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

5. I feel that my job has little impact on the success of the company.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

6. I have an increasingly bad attitude toward my job, boss, and employer.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

7. I am no longer given the resources I need to successfully do my job.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

8. I am not being used to my full capabilities.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

9. I have received no better than "fair" evaluations recently.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree
10. I feel as though my boss and employer have let me down.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

11. I often feel overworked and overwhelmed.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

12. I am frequently stressed out at work.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

13. I live for weekends and days away from the job.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

14. I find myself negatively comparing my situation to my peers.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

15. I feel my bad days at work outweigh the good ones.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree
16. I often experience a sensation of time standing still when I am at work.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

17. I have been told that I am becoming a more cynical person.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

18. I feel as though my employer has broken promises about my future with the organization.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

19. I have lost sight of my career goals and aspirations.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree

20. I no longer feel valued for my work.
   - Strongly Agree
   - Agree
   - Neither Agree nor Disagree
   - Disagree
   - Strongly Disagree
Scoring:
For each of the 20 statements on the quiz, give yourself the following points based on your responses:

* Strongly Agree -- 5 points
* Agree -- 4 points
* Neither Agree nor Disagree -- 3 points
* Disagree -- 2 points
* Strongly Disagree -- 1 point

Results:
Add up your points.

1. ________ 6. ________ 11. ________ 16. ________
2. ________ 7. ________ 12. ________ 17. ________
3. ________ 8. ________ 13. ________ 18. ________
20. ________ 10. ________ 15. ________ 20. ________

My Score: __________________

If you scored...

80-100: Red Alert! You are near the point of complete burn-out with your job and employer. Seek alternative employment solutions -- both for career advancement as well as mental and physical well-being.

60-79: Yellow Alert! You may still get some satisfaction from your job, but without some sort of change, you are heading down the road of total dissatisfaction.

40-59: Satisfied. At this time, you appear to be satisfied with your job and employer. Now might be a good time to examine areas where you are not totally satisfied and make changes.

Under 40: Highly Satisfied: An ideal scenario for any worker as you appear quite satisfied with your job and employer.
Unit 3: Topic 5
What would give me job satisfaction?

Introduction

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction; some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, and the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements).

The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance, methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations.

References

Careers for Life, p. 242 - 243, 262

Read the case study “Jessica’s Story” on page 242 and answer the following questions:

1. What was Jessica’s motivation for getting a part-time job?

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2. What lessons did Jessica learn about the world of work?
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3. How do you think Jessica’s view of working will change after her first paycheck experience?
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P. 262 “Professional Achievements”

In the world of work, opportunities for achievements and advancement, such as promotions, a pay raise or recognition may result from your hard work and dedication. Whatever the case, achievement is not only about the recognition received, but also about the way you feel about yourself. You don’t need to be presented with a fancy award to feel pride in your work. Every stop along your career development journey will bring opportunities for success and achievements. Don’t let these opportunities pass you by!

What achievements say about you!

4. Think about three things that you have accomplished that have been important to you. Why was each one meaningful?

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2.____________________________________________________________________________
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3. __________________________________________________________
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5. What do your accomplishments tell others about you?
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6. Write a letter to a prospective employer explaining how your achievements and what you have learned from them would make you a valuable asset as a valuable employee.
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