

PRIORITIES FOR CAREER SATISFACTION

(For more complete information on career satisfaction and career change refer to the "Exploring Career Change" topic in the Virtual Career Center)

First, write the two or three things that are most important to you in your next position, being as specific as possible.

Then:

What will keep you motivated on the job?

What is important for you to learn in your next job, to build into a new career?

What rewards are important to you?

Review the list that follows and **circle** those satisfaction factors that are important to you.

Add factors that are important to you but do not appear on this list.

Scan the circled factors and list those that are your:

- Must-Haves (about 6-10)
- Important-to-Haves
- Nice-to-Haves.

When looking at career paths and the jobs/occupations within them, include your list as part of your well-informed decision-making.

JOB/WORK CONTENT

Accuracy is important

Compatible with my mid- and long-range goals

Creativity is welcomed

Includes my interests

Lets me make decisions

Lets me mentor/train others

Lets me solve problems (define the types of problems)

Offers new learning: projects

Offers advancement potential

Responsibilities I want

Tasks I want

Uses my skills (identify your motivated skills)

Variety of tasks

Work alone often

Work with clients/customers

Work with teams often

THE COMPANY

Attractive work hours

Benefits are good

Commute is doable

Compensation is fair and competitive

Gives me resources for my work

Is growing

In my targeted industry

Is stable

Nice surroundings

Noted for ethical practices

Offers flexible hours and/or telecommuting

Offers opportunity for recognition for my work

Size of company is good for me

Strong position in the industry

Values professional development

MANAGERS / COLLEAGUES

Approachable for discussion
Good listeners
Healthy competition

Offers opportunity for recognition for
my work
Provide regular feedback

Professional attitudes
Team orientation
Train new members

REWARDS

Attractive salary
Bonus; incentive compensation
Community service time
Disability insurance
Flexible schedule options
Health insurance; low premiums

Pay for performance
Personal days
Professional development budget
Profit-sharing
Fair sick days
Stock options

Tax deferred investment
Telecommuting options
Tuition reimbursement
Good vacation plan