

FREE CAREER SATISFACTION SURVEY

SHOULD YOU STAY OR
SHOULD YOU GO?

I know some people don't move from one job to another because they aren't hurting enough. Others think, "maybe it's not that bad, and I **can** stay here." Even though people aren't in the right job they don't leave, because they're not hurting enough. Increased performance demands and less job security provide some impetus for moving on. But, knowing what you really want to do will get you motivated and keep you moving toward your job that is most fulfilling.

Is this the case with you?

If I could guarantee you would discover and find the work you love, would you be willing to do it? If so, start by taking this Career Satisfaction Survey and see if it is really time for you to move on.

Please circle your responses:

1. Do you wake on work days with a feeling of dread, occasionally, regularly, or all the time? **Yes No**
2. Is your list of **To Do's that Don't Get Done** getting longer and longer each time you create it? **Yes No**
3. Depending on your age, do you wonder if you can do what you're doing for another 5, 10, 15 or 20 years (CIRCLE THE ONE THAT IS MOST AGE APPROPRIATE FOR YOU) **Yes No**
4. Do you have independent projects and enough autonomy in your life work that allows you creativity and self expression?
Yes No
5. Do you find yourself wondering if it is "too late" to make a change? **Yes No**

6. Do you have friends at work? **Yes No**
7. Does your boss respect you? **Yes No**
8. Do you respect your boss? **Yes no**
9. Does your work meet financial needs? **Yes No**
10. Does your current work provide health insurance or some otherwise unaffordable benefit you need? **Yes No**
11. Does work allow you to fulfill part of your personal mission/legacy? **Yes No**
12. Does your work provide an opportunity for you to learn or master something of value to you? **Yes No**

Record your results here:

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____

7 _____ 8 _____ 9 _____ 10 _____ 11 _____ 12 _____

- 1) If you answered Yes ... you're hurting;
- 2) Either a "yes or no" response gives you something to think about;
- 3) Yes or no gives you something to think about;
- 4) Yes - lucky you (see 7 – 12 below);
- 5) Yes or no gives you something to think about;
- 6) Yes or no gives you something to think about;

If you answered yes to questions 7 – 12 you must be putting your Career Management skills to good use!

<http://www.lifeworktransitions.com/career-management-and-self-employment-competencies/>

Refer to the Response sheet on the next page, for more information on the consequences of some of your choices, now and in the future.

RESPONSES TO FREE CAREER SATISFACTION SURVEY

SHOULD YOU STAY OR SHOULD YOU GO?
(some things to think about)

1. Do you wake on work days with a feeling of dread occasionally, regularly, or all the time?

*Repeated feelings of negativity can have a demobilizing effect overall on your motivation. Perhaps your confidence is being whittled away and you just don't have the energy to do anything about your situation. If this happens with frequency, it's a good indication something needs to change. If you answered **no** or **occasionally** you may not be in need of leaving right away, but stay attuned to those feelings.*

2. Is your list of **To Do's that Don't Get Done** getting longer and longer each time you create it?

*If you answered **Yes**, and you find yourself getting further and further behind, you may be so discouraged you rarely even think about leaving anymore. The attempt to organize and demonstrate significant accomplishments indicates a need for control. Just when you want to be moving on to something new and different the same old tasks need your attention. Feeling overwhelmed by a to-do list is a good indicator to think about leaving. If you answered **No** you may just need to take the time to create a more effective time management plan.*

3. Depending on your age, do you doubt whether you can do what you're doing for another 5, 10, 15 or 20 years (CIRCLE THE ONE THAT IS MOST AGE APPROPRIATE FOR YOU)

*If you answered **Yes**, you may need to start creating an alternative plan. However, in order to continue to be a successful producer in your current career/industry, you do need to identify a plan of action that will place you in a unique niche with a strong base of customers, vendors and others who benefit from your expertise. You will need this if you decide to stay, so start now to develop that plan. If you answered No, I presume you are right where you need to be... for now that is.*

4. Do you have independent projects and enough autonomy in your life work that allows you creativity and self expression?

*If you answered **Yes**, then keep up the good work, express your gratitude daily and continue to think creatively about your career. My first "boss" believed that one day of the week should be devoted to our professional/personal growth. Can you believe what that meant in terms of taking oneself seriously? We need to develop a means of feeding, developing, and creating ourselves in our work on a regular basis. If you answered **No** please see what you can do to create a project that will meet these needs and get your boss' approval – that's what makes it count even more. A **No** also is a strong indicator that you begin to explore where you can express more of your true self.*

5. Do you find yourself wondering if it is "too late" to make a change? **Yes No**

*When I asked myself this question a few years ago, I answered yes and came to the somewhat disturbing conclusion that I was feeling some negative effects of aging. I decided then and there that was an attitude that I could and would change. It indicated a level of discouragement I was feeling and that was not contributing to a positive mind set. If you answered **Yes**, the first ingredient in making a positive career and life work move at mid-life requires a positive "I can do this" feeling. If you answered **no** you may be ready to explore an Encore career where something entirely new and different will be your next move. You know you've had enough of where you are and feel inspire to move on.*

6. Do you have friends at work? **Yes No**

*If you answered **Yes** that provides a mixed blessing doesn't it? You have friends who can help you get by... but how important is it really to you to have friends at work? What kind of agreements can you create with those friends to inspire you to make a positive move. If you answered **No**, and have no friends and aren't being fulfilled through work, that is another indicator that it is time to go. If you are not fulfilled is there anyone there who can help you create an exit plan? And finally, not everyone needs to be friends with the people at work, but it's better if you like them.*

7. Does your boss respect you? **Yes No**

*If you answered **yes** to this question you may very well be quite pleased with where you are, if other factors line up. You may even see a clear career path unfolding before you. Most likely you are learning something from this person who trusts you and respects the work that you do. Autonomy and flexibility are indicators that we have the confidence of those in charge to make good decisions, produce the amount and quality of work needed, and basically be an ideal employee. If you answered **No** and don't have your boss' respect, and you feel you should, what are you staying there for? How will you gage when you have her respect? What will it look like?*

8. Do you respect your boss?

*This is entirely a different question isn't it? If you answered **Yes**, great. If not, what can you do? This is probably one of the biggest professional challenges to address. You can't really confront this person directly because her opinion matters in ways that matter to you, e.g., performance reviews. If you answered **No** I suggest you create a strategy to get the feedback you want and gives you some other kinds of visibility or allies within the organization. Lack of respect for one's immediate supervisor (or sometimes Senior Management in general) is probably one of the single most important reasons people cite for why they finally leave a particular job.*

9. Does your work meet your financial needs?

*If you answered **Yes** and your basic financial needs are being met and the job allows you to meet your other goals, you're all set. The financial crisis of 2008 has left so many people with far less than they had before in terms of economic worth, not to mention their value in the job market. You may still be recovering and are just grateful to have a job that covers the basics. That can be good enough, for everyone's financial situation is unique. If you answered **No**, the market is beginning to improve and you are encouraged to start researching some salary indicators to see what the standards are in your industry.*

10. Does your current work provide health insurance or some otherwise unaffordable benefit you need?

*If you answered **No**, I hope there are other benefits that are keeping you there. For those of you who are fortunate enough to have benefits, other expenses might include membership in a fitness center, or extra money for alternative treatments not covered by traditional plans that you consider essential. Perhaps other family members are affected by this choice and staying in a job that provides some financial support in this area can make a huge difference in the quality of your life.*

11. Does work allow you to fulfill part of your personal mission/legacy?

*If you answered **Yes**, Congratulations – you have a job that helps you fulfill your personal mission as well as make a difference in the world. But if you answered **No** you need to find a way to discover your passion. Find what really excites you and see if there might be a way to include that in your work. Maybe your organization is looking to increase its visibility in the community and you happen to have a passion for cleaning up the environment. You propose to the organization that you head up a committee to create a “green audit” and get people involved in being more environmentally conscious. Try to find whatever that sweet spot is within the organization where you can feel fulfilled.*

12. Does your work provide an opportunity for you to learn or master something of value to you?

*Lifelong learning is one of the values inherent in performing meaningful work. As long as we are learning something relevant we are engaged, motivated and that carries over into other aspects of the way we work. Some people stay employed just because they want someone else to pay them to learn, so they never would even think about being self employed. If you answered **No** and your work doesn't meet some personal needs to learn more or improve your skills, understanding and abilities, you are seriously holding yourself back. Not only will your current employer be less inclined to keep you around, you won't be building much of a future for yourself.*

So how did you do? You should have a lot more clarity about whether you want to stay in this job or whether you should leave it. I created this Survey to stimulate your thinking about what is best for you now and in your immediate future. If you decide to stay, you will do better and be happier, if you select 1 or 2 of your responses and create an alternative scenario for yourself, with specific action steps. If you decide you can and do want more read on.

You can tweak and change some elements of your work, but ultimately, are you doing what you are meant to do? Only you can decide what is right for you. I'd be happy to help you explore your choices.

Therefore, if you'd like to spend some time with me on the phone going over your responses, I am pleased to offer a 15 minute **FREE** consultation at **520 529 6112 or email me at dlkcoach@gmail.com** to set up your appointment. I look forward to meeting you and helping you.

Or go to www.lifeworktransitions.com where you can purchase my book for more information on how to "find your true north"

Good luck,
Deborah

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