

# ***CAREER SATISFACTION***

***John Miller***

***Miller Health Pty Ltd***

Integrated Health Management

[www.millerhealth.com.au](http://www.millerhealth.com.au)

[www.fitandhealthyonline.com](http://www.fitandhealthyonline.com)

7 Salvado Place Stirling ACT 2611

Ph (02) 6288 7703

April 2010

# CAREER SATISFACTION

---

Wouldn't it be good to have a job you loved doing so much that you'd do it for nothing, but which you did so well you were paid handsomely? As both the Buddha and Confucius said, find that job and you don't have to do another day's work in your life.

## PERSONALITY

Wouldn't it be good to find a job that suited your personality.

You may have completed a personality test – like Myers Briggs or 16PF. If you haven't and you'd like to, go to [www.assessment.com](http://www.assessment.com) or [www.tickle.com](http://www.tickle.com).

In his personality inventory, How People Tick, Adelaide management consultant, Des Hunt has synthesized the Myers Briggs profile down to four birds:

- **eagles** - gravitate to positions of influence and leadership
- **owls** – introverts – solicitors, accountants, computer programmers
- **peacocks** - showoffs – physed teachers, seminar presenters, entertainers
- **doves** – supportive people – personal assistants, nurses, counsellors ...

If you find yourself struggling in your job it might be because the job doesn't suit your personality.

If you find it hard to get on with some people it might be because your personalities clash. Peacocks and owls can find it difficult to get on with each other. Doves might find other people climbing all over them, interrupting them.

## INTELLIGENCE STRENGTHS

Wouldn't it be good to find a job that suited your intelligence strengths?

There are any number of different intelligences

- mathematical
- literary
- verbal
- physical
- musical
- visual/spatial – artistic
- interpersonal – like working with others
- intrapersonal – like working on your own
- emotional.

And there's more – mechanical, financial ...

Traditionally we've been brought up to believe that mathematical and literary intelligence are the only two intelligences that matter. Schools love people with maths ability and who also have a high level in intrapersonal intelligence. They sit down shut up and get on with their work.

On the other hand if you have high levels of physical, musical and artistic intelligence you can come away from school thinking you're a dunce.

If tennis, swimming, football and the drums were year 12 subjects I might have come away with a tertiary entrance score of 90, instead of 33!

One of the smartest boys I knew at school probably didn't have a great deal of mathematical or literary intelligence, but he inherited a keen commercial sense from his father and an ability to tune and drive cars that was second to none. He won the 1973 Singapore Grand Prix and in 1983 won Le Mans. Not bad for a Whyalla boy!

So find a job that suits your intelligence strengths.

## BEYOND INCOME

Work provides us with more than just the income to support body and life. If

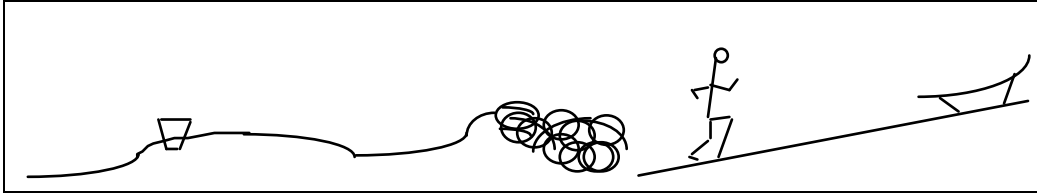
- you enjoy your work and find it interesting
  - you're putting in effort and getting out satisfaction
  - you have personal mastery over what you do
  - your focus is on learning as well as earning
  - you see your role as being important and useful
  - you feel you are making a valuable contribution to your community
  - you're growing and developing as a human being
  - you're moving forward to where you want to be, either inside or outside the organisation you currently work for,
- then chances are it will be reflected in a rich and fulfilling life.

# CAREER SATISFACTION

## TURBULENCE

The world and organisations are changing rapidly. What was once a safe and secure environment is now a turbulent one. Watch out you don't get dumped! If you're not focused on your career options expect to take whatever comes your way. It could be a tsunami!

You can choose to cruise on the ocean wave, put up with the turbulence of the surf, or run up the beach and lie on the banana lounge.

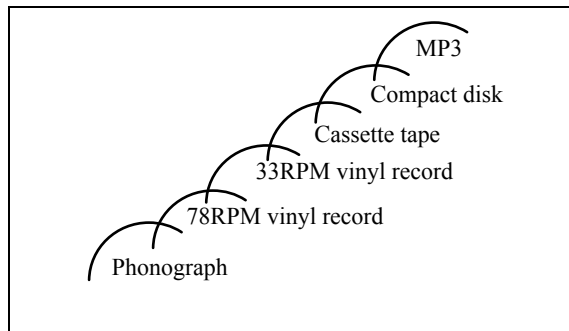


## ORGANISATION LIFE CYCLE

Just as products have life cycles, and just as products come and go, so do organisations. In the diagram opposite, each music recording process has been taken over by the next development in technology. There wouldn't be much of a future working for a company still making records.

You need to be aware of the life cycle of the organisation you're working for. Is it on the way up, is it stable or on the way down?

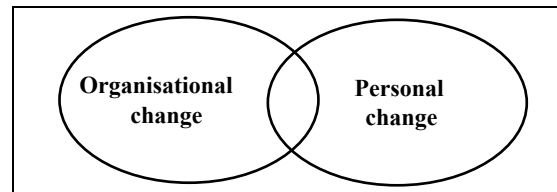
If you're looking to maximize your security you want to go to an organisation that's making products that are increasing in demand and value. It is also quite likely that you'll enjoy your job more if the life cycle of the organisation suits your personality and if it matches your life cycle.



## CHANGE

Personal change precedes and attends organisational change. Things change when you change. There are no secure jobs, only secure people.

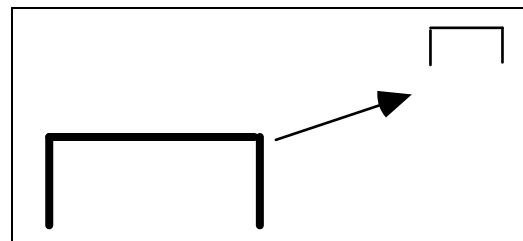
It is difficult to fit into an organisation that's changing if you're not changing.



## WHERE IS YOUR ORGANISATION GOING

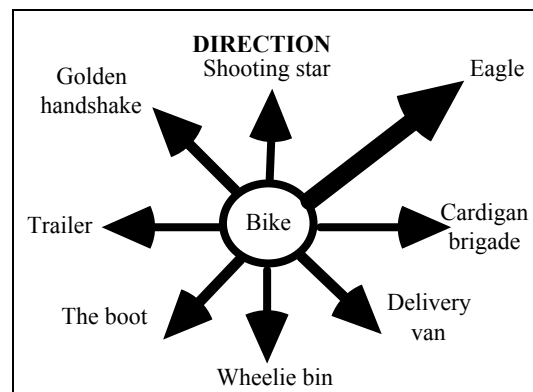
Organisations have goals which shift and change character. If you're not aware that change is taking place, or you're not keeping up with the times, you can get left behind. You'll end up stressed out of your brain.

The question is not just where is your organisation going, but where has it gone?

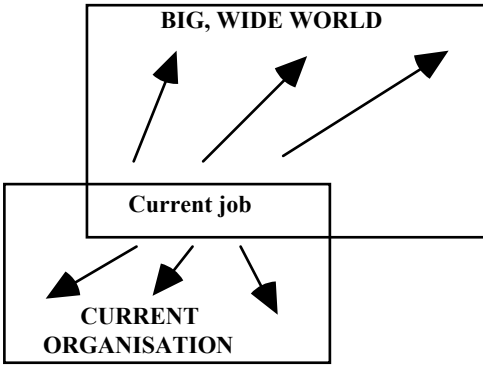
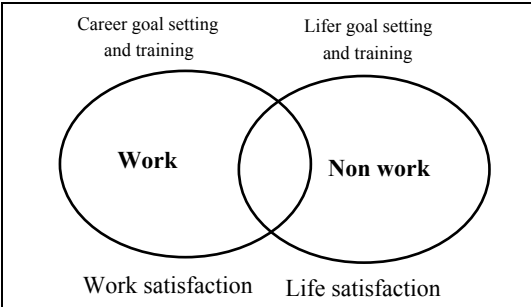


## WHICH WAY IS YOUR CAREER GOING?

You've got any number of choices to make about your career. Which way is it going at the moment?



# CAREER SATISFACTION

<p><b>CAREER OR JOB?</b>          Because we spend so much time at it, work plays a central role in our lives. It shapes and develops the way we live in just about every area of our life. We have the capacity to choose for it to make us happy or miserable.</p> <p>Are you preparing yourself for your next career move, either within the organisation you work for, or out in the big, wide world?</p>	 <p>The diagram consists of a large outer rectangle labeled 'BIG, WIDE WORLD' at the top. Inside this rectangle, there is a smaller rectangle labeled 'Current job' in the center. Below the 'Current job' rectangle is another rectangle labeled 'CURRENT ORGANISATION'. Three arrows point from the 'Current job' rectangle up towards the 'BIG, WIDE WORLD' rectangle. Three arrows point from the 'CURRENT ORGANISATION' rectangle down towards the 'Current job' rectangle.</p>
<p><b>BALANCING THE WORK / NON-WORK EQUATION</b>          Do you have a clear idea of why you're doing the work you do?</p> <p>Are you seeking the balance between the work and non-work aspects of your life?</p> <p>Does the organisation you work for believe in developing people through work?</p>	 <p>The diagram features two overlapping circles. The left circle is labeled 'Work' and the right circle is labeled 'Non work'. Above the left circle is the text 'Career goal setting and training'. Above the right circle is the text 'Lifer goal setting and training'. Below the left circle is the text 'Work satisfaction'. Below the right circle is the text 'Life satisfaction'.</p>

## MORALE

Our morale is usually good when my morale is good. Have you ever thought what you could do to improve morale. Something very simple could have a profound effect.

## THE ULTIMATE JOB.

Wouldn't you like to have a job that you loved doing so much you'd do it for nothing, but which you did so well you'd be paid handsomely?

## SECURITY

There are no secure jobs, only secure people. Helen Keller said something to the effect that there is no security in nature. In this day and age, expecting things to stay the same is an irrational thought.

## CAREER VISION

Unless you want to end up in a job you don't want, are unsuited for and don't enjoy, you'll need a career vision and a regular and systematic training and appraisal program.

## SUITABILITY

When the job you're in doesn't match your interests, intelligence strengths, personality, cognitive style, aptitudes, values and abilities there is great potential for insecurity, stress and anxiety.

Despite the fact that we all volunteer for our jobs, if we aren't aware of what we really want from our work, and if we're not training for the next job, then is often the case that sooner or later something will go wrong.

## CUSTOMER FOCUS

Don't look for a job. Look for a customer?

## MANAGEMENT

The four laws of management

1. Manage yourself.
2. Manage up, ie manage your boss!
3. Manage out, ie manage your relationship with your work colleagues
4. Manage down, ie if you're good at the first three, there is a good chance they'll give you some people to manage.

# CAREER SATISFACTION

---

## **FEEDBACK AND APPRAISAL - One hour per month**

In corporate health assessments I often find that the appraisal question is the worst answered question in the book. If that's the case with you, I suggest *you initiate* a one-hour feedback and appraisal session each month with your supervisor, and/or several other people who act as your management group. This way there is less likelihood that the big annual one will be so forbidding for you or your manager. Take your manager out for morning tea once a month - and pay for it. It will be one of the best investments you'll ever make. Read 'Maverick' by Richardo Semler and decide whether you want to involve others in your appraisal, as well as you and your manager.

## **WORK EXPANDS**

C. Northcote Parkinson said that 'Work expands to meet the time available'. The people I see with the highest stress levels in the workplace are usually people who stay at work too long and who don't take a lunch. Hello!

## **DISTRACTION**

The people I see, who are highly stressed, don't have good distraction strategies. They stay at work too long. They don't look forward to the end of the day with the positive expectation of doing something interesting. They go home and plonk themselves down in front of TV.

## **THE BIG PICTURE**

The people I see who are highly stressed have often lost focus on the big picture for their own life. No-one on their death bed ever said 'I wish I'd spent more time at the office'

## **HOLIDAYS**

The people I see who are highly stressed often don't take their holidays or long service leave.

*Last time I came to your seminar I was in the mood to change my job. After the session and when I'd had time to think about it I realized that I didn't need to change my job, I needed to change myself.*

Seminar participant whose career satisfaction score went from 55 to 77.

# CAREER SATISFACTION

## HEALTH, FITNESS AND WELLBEING PROFILE

The mind is just one of many body systems in a complex ecosystem. The mind and the rest of the body systems are intimately connected. For instance, when we get mentally stressed, the stress registered in the mind is relayed to the body via the autonomic nervous system. Conversely when one of the other body systems becomes stressed, the stress is relayed to the mind. You may not realise how stressed you are until you complete this questionnaire but your body does. The body is incapable of dishonesty!

**Circle the number** appropriate to the degree to which you experience the symptoms on the left hand side of the page. The greater the symptom, the higher the score. Total the score at the bottom of the page.

	None	Not much	A fair bit	A lot							
1. Headaches (including migraines)	0	1	2	3	4	5	6	7	8	9	10
2. Lack of energy and vitality	0	1	2	3	4	5	6	7	8	9	10
3. Candida - jock itch, thrush, tinea, furry tongue	0	1	2	3	4	5	6	7	8	9	10
4. Poor sleep. (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
5. Snoring and/or sleep apnoea (Use gas mask, score 10)	0	1	2	3	4	5	6	7	8	9	10
6. Crook back, sore shoulders, stiff neck, RSI	0	1	2	3	4	5	6	7	8	9	10
7. Frequent colds, flu and sinus	0	1	2	3	4	5	6	7	8	9	10
8. Unsettled stomach, reflux. (If on medication score 10)	0	1	2	3	4	5	6	7	8	9	10
9. Overweight - 1 point for every 2Kg overweight	0	1	2	3	4	5	6	7	8	9	10
10. Irritable bowel, constipation, diarrhoea, piles ...	0	1	2	3	4	5	6	7	8	9	10
11. Shortness of breath from asthma	0	1	2	3	4	5	6	7	8	9	10
12. Low level of fitness*	0	1	2	3	4	5	6	7	8	9	10
13. Chest pain, palpitations	0	1	2	3	4	5	6	7	8	9	10
14. Rashes, zits, skin outbreaks, psoriasis, itchy skin	0	1	2	3	4	5	6	7	8	9	10
15. Mouth ulcers, cold sores ...	0	1	2	3	4	5	6	7	8	9	10
16. Elevated blood pressure (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
17. Elevated blood cholesterol (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
18. Elevated blood glucose (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
19. Shakes, nervous tics and mannerisms	0	1	2	3	4	5	6	7	8	9	10
20. Grinding teeth	0	1	2	3	4	5	6	7	8	9	10
21. Drinking too much alcohol (2 points per drink/day)	0	1	2	3	4	5	6	7	8	9	10
22. Smoking too many cigarettes (1 point per cigarette per day)	0	1	2	3	4	5	6	7	8	9	10
23. Drinking too much caffeine (1 point per cup per day)	0	1	2	3	4	5	6	7	8	9	10
24. Anxious about life, insecure, apprehensive	0	1	2	3	4	5	6	7	8	9	10
25. Are you depressed? (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
26. Are you in the wrong job?	0	1	2	3	4	5	6	7	8	9	10
27. Do you feel under-appreciated at work?	0	1	2	3	4	5	6	7	8	9	10
28. Do you have a poor work/life balance?	0	1	2	3	4	5	6	7	8	9	10
29. Are you unhappy with your family life?	0	1	2	3	4	5	6	7	8	9	10
30. Are you unhappy with your financial status?	0	1	2	3	4	5	6	7	8	9	10

The score of a normal, fit and healthy human being is less than .....

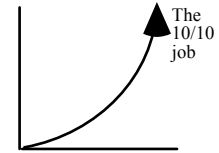
TOTAL

\* Make an estimate of your level of fitness. You can confirm your estimate by measuring your fitness using the 5 minute 20 metre run. As a guide if you get less than 24 laps score 10. 32 laps scores 5. More than 40 laps scores 0.

*It's not the blowing of the wind, but the set of the sail that determines your destination.*  
James Rohn

# CAREER SATISFACTION

## CAREER SATISFACTION PROFILE



This profile is based on the habits of people who are in the right job and love their work.

1. How close are you to doing **the job you'd really love to be doing**? This is the job you'd love to do so much you'd do it for nothing, but which you did so well you'd be paid handsomely.

Miles away. I'm there

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

2. **Are you in the right job for now?** Do you enjoy your work?

No Absolutely

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

3. How stressful do you find your job. Is it giving you life or sucking life out of you?

Sucking Giving

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

4. Are you focused on your **career options** or are you leaving them to chance?

Unfocussed Focused

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

5. Do you get good feedback from your manager?

No Yes

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

6. Do you receive an appropriate **financial reward** for the work you do?

No Yes

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

7. Do you feel that you and your work are **valued and appreciated**?

No Yes

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

8. Do you work for an organisation that **cares** about people, including yourself?

No Yes

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

9. Do you **enjoy the company** of the people with whom you work?

No Yes

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

10. What's the level of **morale** like in your work group?

Dreadful Fantastic

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

If you want to enjoy your work, do what people who enjoy their work do. **TOTAL**

**GUNNADO**

**1. What would you really like to be doing?**

**What do you need to do to get the job you'd really love to be doing. -**

**Confucius say,  
*Choose a job you love and you'll never have to work a day in your life.***

**NOTES**

**NOTES**