



## Work &amp; Career



Exercise



20 min



Client



No

## Job Satisfaction Wheel

Job satisfaction is a measure of subjective well-being at work [1]. The literature has identified the following seven factors as key indicators of job satisfaction:

- *task variety*: the amount of variation one perceives to have in his or her role
- *colleagues*: how happy one is with his or her coworkers
- *working conditions*: the physical conditions of the workplace (e.g., orderliness, cleanliness, a reasonable commute, etc.) and the ethos of the organization (e.g., promoting creativity and collaboration)
- *workload*: the amount of much work one has to do (i.e., not too little and not too much)
- *autonomy*: the amount of control one feels over his or her position (e.g., flexible working and being able to manage work around other commitments)
- *education and development opportunities*: the amount of growth and learning one can do
- *person-environment fit*: the match between an individual and his or her work environment [2].

The Job Satisfaction Wheel can analyze a client's job satisfaction across these seven domains. The client rates the seven job satisfaction domains on a scale from one to ten (from 'not at all satisfied' to 'completely satisfied') before exploring opportunities to increase satisfaction in the domains that need improvement.



### Author

This tool was developed by Dr. Lucinda Poole and Dr. Hugo Alberts.



### Goal

This tool aims to measure the client's perceived satisfaction/dissatisfaction across seven key domains of job satisfaction. Practitioners typically use this tool with clients who feel unfulfilled at work and would benefit from uncovering domains that could be improved.



## Advice

- This tool can be a valuable first step for clients considering a career change. In many cases, clients who want to change their careers score low on multiple key domains of job satisfaction. This tool allows clients to become aware of these domains and consider jobs that would increase their satisfaction.
- The client should consider his or her *current* job when completing the wheel; however, it could also be interesting for clients to think of their *previous* jobs when completing the wheel to understand factors that contributed to their job satisfaction in the past. Have the client repeat the exercise from Step 2 and use a different color to draw the inner wheel (Step 3) for their past job.
- This tool could also benefit clients who are looking for a new job but focus on extrinsic factors, such as pay and location, rather than intrinsic factors, such as shared values and job autonomy.



## References

1. Judge, T. A., & Klinger, R. (2008). Job satisfaction: Subjective well-being at work. In M. Eid & R. J. Larsen (Eds.), *The science of subjective well-being* (pp. 393-413). Guilford Press.
2. Roelen, C. A. M., Koopmans, P. C., & Groothoff, J. W. (2008). Which work factors determine job satisfaction? *Work*, 30, 433-439.



# Job Satisfaction Wheel

## Introduction

*Job satisfaction* is all about how happy and fulfilled you are at work. Things like workload and the people you work with are factors that affect your job satisfaction. This exercise will look at how satisfied you are with your job using the Job Satisfaction Wheel.

### Step 1: Introduce the Job Satisfaction Wheel

The Job Satisfaction Wheel creates a snapshot of how satisfied you are with your job. The wheel covers seven different domains of job satisfaction.

#### 1. *Task variety*

Task variety refers to the amount of variation you have in your role. Consider whether your workload feels diverse and interesting or repetitive and mundane when thinking about this domain.

#### 2. *Colleagues*

Colleagues domain assesses how happy you are with your coworkers. When thinking about this domain, consider shared goals and commitment, like-mindedness, and level of engagement and work ethic amongst your colleagues.

#### 3. *Working conditions*

Working conditions domain includes the physical conditions (e.g., a pleasant office, a reasonable commute to work, appealing lunch options, etc.) and the cultural conditions (e.g., a friendly and inclusive atmosphere, promoting creativity and collaboration) of your workplace.

#### 4. *Workload*

Workload refers to the amount of work you have. When rating this domain, consider how often you feel stressed because of the amount of work you need to do.

#### 5. *Autonomy*

Autonomy refers to the amount of control you feel over your job. Factors such as flexible hours, a balance between your work and your other commitments, the projects you take on, your colleagues, and your deadlines affect job satisfaction.

#### 6. *Education and learning opportunities*

Education and development opportunities are about how happy you are with how much you are learning and growing at work. When thinking about this domain, consider whether you feel like you are making progress at work, learning new skills, and becoming competent. External training courses or your daily job could contribute to such progress.



### 7. Person-environment fit

The final domain is *person-environment fit*, which refers to how well matched you are to the environment in which you are working. When thinking about this domain, consider whether your work calls on your strengths (the things that you do well), shares your values (the things that matter to your workplace are also things that matter to you), and allows you to be yourself.

#### Step 2: Rate your level of satisfaction with each domain

We will now look at how happy you are with your current job. For each of the seven domains in your Job Satisfaction Wheel (Appendix A), please rate your level of satisfaction on a scale from 1 to 10. (A score of 1 indicates that you are not satisfied, and a score of 10 indicates that you are highly satisfied.) Place a circle around your domain scores.

#### Step 3: Connect scores to form an inner wheel

Once you have rated and circled your level of satisfaction with each domain, connect your scores by drawing a line and forming an inner wheel. This gives us an overview of how satisfied you are with your current job. For an example of a completed Job Satisfaction Wheel, see Appendix B.

#### Step 4: Identify areas for improvement

Now take a look at the shape of your inner wheel. Which domains draw your attention as areas for improvement? Please list these domains below.



### Step 5: Reflection

For each domain you listed in the previous step, consider the following:

Why does this domain need attention?

Generally speaking, what would it take to raise your satisfaction in this domain?

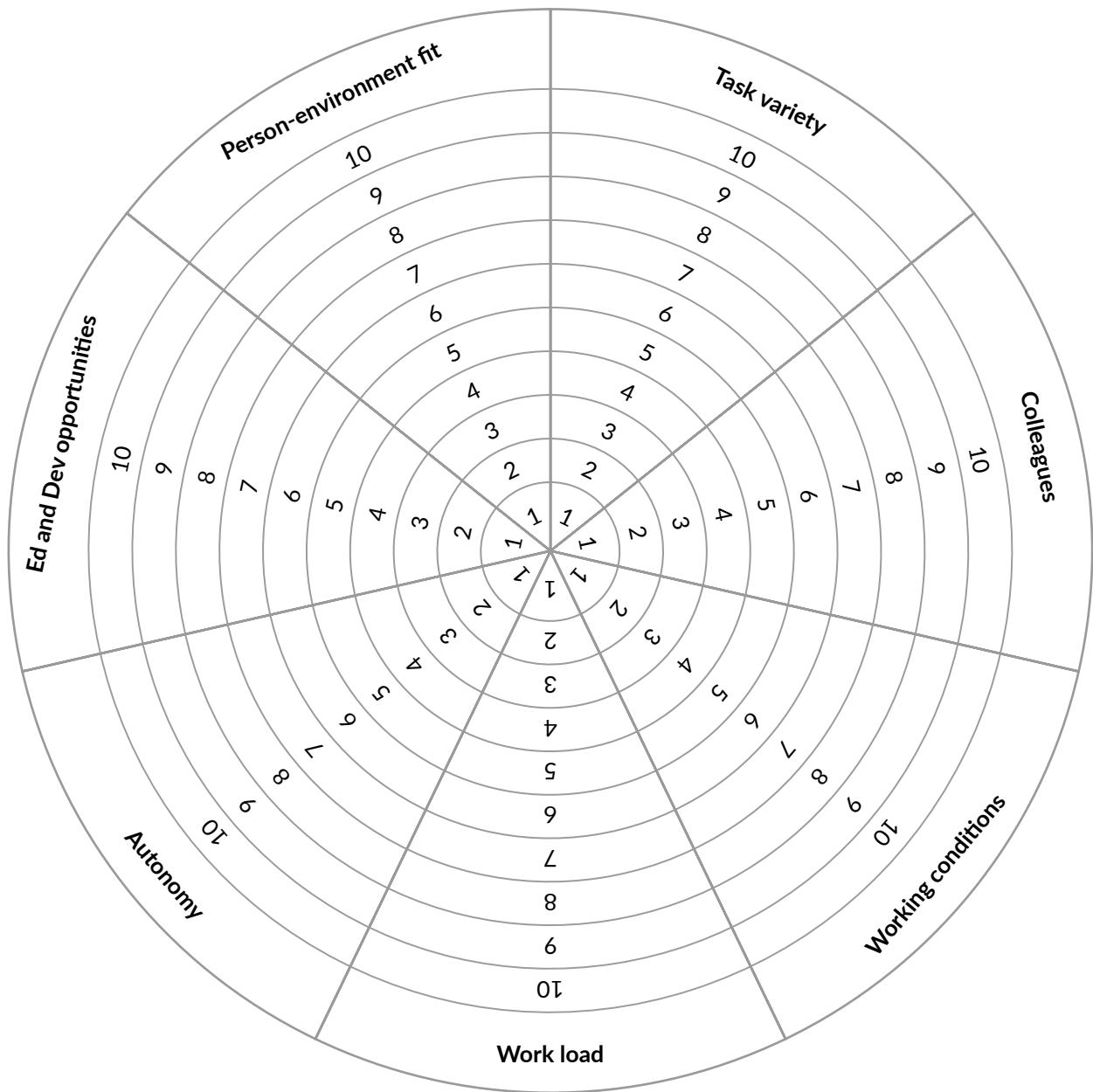
What action can you take tomorrow to raise your satisfaction in this domain?



Imagine you were considering a different job. What should this new job look like to experience high satisfaction in this domain?

A large, empty light gray rectangular box intended for the user to write their response to the prompt above.

## Appendix A: My Job Satisfaction Wheel



## Appendix B: Example of a completed Job Satisfaction Wheel

