

Employee Benefits Bulletin



TotalGUARD Job Satisfaction: Myth or Reality

Plan Administrator

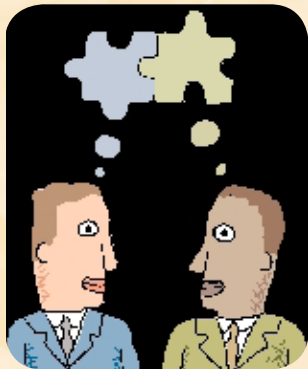
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According to a Statistics Canada poll conducted in 2002, one in every 12 people in the country are dissatisfied with their job. The poll also showed that a significant number of those dissatisfied workers consider their physical and psychological health to be either fair or poor.

If you are among those who believe that their employer is fully responsible for happiness at work, think again! Each of us can have an effect on the level of satisfaction and enjoyment that we obtain from our work.

What exactly is job satisfaction?

Job satisfaction can be defined as the “degree to which we are able to satisfy various important needs in our professional lives” and as the “emotional state of mind resulting from harmony between what we expect to derive from our job – duties, work relations, salary, opportunities for advancement and other work conditions – and what we actually derive.”

Job satisfaction therefore implies that employment must be well-suited to the individual, based on a number of important factors, including:

- **Autonomy:** The ability to organize your work and carry out tasks independently in order to achieve a desired result. Feeling like you don't have enough leeway? If so, try expanding your “wobble room” by accepting new duties that give you an opportunity to demonstrate your skills. If you feel you don't have the skills to carry out certain tasks, why not take a training session or find a mentor to assist you?
- **Skills and efficiency:** To enjoy yourself in the workplace, it is important to be able to demonstrate your skills and take on new challenges. There is great satisfaction to be had in working passionately on a project without noticing the time fly by! This state of mind is called “being in the zone” and corresponds to a feeling of well-being and harmony individuals achieve through truly enjoying their work.

- **Recognition of a job well done:** Although most people do not expect to be systematically applauded for all of their accomplishments, you can make acknowledging your co-workers' qualities and successes a regular habit. By doing this, you will be contributing to a positive work environment and promoting a culture where good work is recognized.

A few tips for enjoying your work more

Don't take yourself too seriously! Use humour to defuse tension and help resolve tricky situations.

Create strong social bonds. Surround yourself with motivated and respectful people. Avoid conflict – as it is generally negative for everyone.

Find meaning in your work. Define your objectives and target needs, interests and skills to determine how your job or organization can satisfy them. Finding meaning in your work will give you the feeling that you are contributing to your organization's mission. You don't need to be at the top of the ladder to be happy... every position contributes to the overall success of an organization.

Take time to enjoy the small things in life! Talk to colleagues, share a homemade treat at lunch or during a break, take a walk at lunchtime: these are just a few of the many ways you can add enjoyment to your day!

As most of us spend many hours every week at work, it is important to find satisfaction and enjoyment through our work in order to maintain a harmonious balance in our lives. A good thing to keep in mind is that satisfaction at work is often related to satisfaction in your personal life!