



# 'Can't get no satisfaction'

Occasionally, when pondering your work life, do you find yourself humming the Rolling Stones' famous refrain, "I can't get no satisfaction"?

According to a new survey conducted by The Conference Board business research association and released in 2016, 49.6 percent or nearly half of American workers say they are satisfied with their current job — the highest level of job happiness since 2005. Researchers credit low unemployment with forcing employers to do more to attract and retain a happy workforce, as well as greater job security, more job opportunities, increased wages and increased employer efforts to retain workers.

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So, where do you stand? Are you in the approximately 50 percent who are achieving job satisfaction, or in the 50 percent who "can't get no satisfaction"? Whatever your position, here are three considerations to help stimulate your level of job satisfaction. Get a pad and pencil and take a few notes.

- Determine what you like about your job. First of all, job satisfaction describes how content you are with your job. It's an important

component to your overall well-being. What establishes satisfaction on the job for you? Is it the job itself? The people with whom you work? The opportunity to utilize the skills you enjoy most in performing tasks? Your manager's leadership style? The company's organizational culture? The level of contribution or sense of accomplishment you are experiencing? Or perhaps it's the money, benefits and job security. I encourage you to think long and hard. This exercise can be an eye-opener. Additionally, here is an exercise that may be a bit more scientific: Go to [www.jonathan-milligan.com](http://www.jonathan-milligan.com) and complete his free "Personal Job Satisfaction Survey." You will get your personal results and coaching points.

- Figure out what you don't like about your job. Of course it's easy to simply reverse some of the factors previously stated. However, there are other considerations, too. Are you in a rut? Is your job no longer challenging? Perhaps because of the time you spend on the job you are in the throes of a work-life imbalance. Once again, carefully think about the specifics that cause you angst on your job.

- Evaluate your current job potential. Are there opportunities for advancement, a lateral transfer or job enhancement? A question you may need to ask yourself at this stage is, "Can I love the job I'm in, or do I need to move on?" Keep in mind, though, the grass is not always

greener on the other side. Can you get what you need elsewhere? With the state of the economy, what is the job market in your geographic locale for your area of expertise? I certainly suggest you do your research well before you decide to take the leap.

All things considered, maybe you should just develop a positive outlook on things. Generally, you can change your current circumstances by changing your attitude about them. Developing an optimistic point of view and changing negative self-talk patterns can be helpful, reduce stress and add to your overall productivity.

In addition to determining what you like about your job and what you dislike, assess your current state of mind. You may need to make some changes in yourself to see things in a more positive light. Whatever your needs, responding to and analyzing your answers to the questions in this column, as well as completing the survey, can go a long way in helping you to make an informed decision as to your level of job satisfaction: satisfied or "can't get no satisfaction."

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