

CAREER MENTOR

Workplace Satisfaction





Holistic career fulfilment includes workplace performance, workplace leadership as well as work satisfaction

Work satisfaction is necessary to keep the client motivated to continue efficiently in the work. This solution is focused on essential ingredients of workplace satisfaction. It provides clients an assessment of their current status as well as growth recommendations

Self-concept–

It includes self-esteem (our evaluation of self-worth) as well as self-efficacy (our expectation of personal mastery over important life matters. It is important both for satisfaction as well as success. It includes the following components -

Dimension	Description	Status
Self-satisfaction	Overall satisfaction with self. This is a key factor in both life and work satisfaction	
Self-worth	Considering yourself useful or having something to be proud of. This is also associated with overall life satisfaction	
Self-appreciation	Appreciating your good qualities. This is also associated with overall life satisfaction	
Self-confidence	Belief in your ability to manage difficult situations and make things happen. This is important in putting efforts in gaining competencies for task completion and actually executing the task.	
Initiative	Ability to act on the decisions taken. This is important to put efforts in task completion.	
Effort	Willingness to put efforts for goal attainment	
Persistence	Continue towards closure in spite of difficulties or challenges	

FocusAreas

Self-esteem - Inferences, Development recommendations

General

People with healthy self-esteem

People with unhealthy self-esteem

Development recommendations

Self-esteem - Inferences, Development recommendations

General

People with high self-efficacy

People with low self-efficacy

Development recommendations

Life-roles balance –

Individuals play multiple roles in their lives. These are

Role	Description
Study	Learning something that you consider important and useful
Work	Spending time and energy in paid employment
Home & family	As a child (relating to parents), spouse (relating to partner) & parent (relating to children)
Community Participation	Getting involved in community matters, volunteering and similar unpaid activities
Leisure/ Recreation	Spending time on leisure activities to replenish yourselves

Associated with each life role are

Parameter	Description
Participation	Time & resources being spent by the individual in that role.
Value fulfillment	Expectation of fulfilling some cherished value, important for personal satisfaction, by participating in that role

Satisfaction in any life-role comes from a balance of value fulfillment (expectation that some cherished life value shall be fulfilled through that role) & participation (relevant and adequate effort to achieve desired outcomes in that role).

Your top needs in work

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2	
3	
4	
5	

Your work role balance.



Inferences, Development recommendations