

# CAREER SATISFACTION EXERCISE

Perhaps you feel unhappy in your career but are unsure of the root cause of your dissatisfaction. This exercise is for you. Start by evaluating your current work situation from 3 perspectives: your role, the organisation you work for, and the industry or profession you're in.

Your **ROLE** is your current job title. The things to reflect on here are whether it matches your interests, makes a good use of your skills, provides sufficient challenge to keep you engaged and energised. Examples of a role:

- Project Manager
- Accountant
- Human Resources Coordinator
- Training Specialist
- Security Officer
- Teacher
- Quality Controller
- Mechanical Engineer

Then, think about the **ORGANISATION** you work for. Do you feel excited to be there? Do you feel like you fit in? Do you feel the compensation you receive is fair? Do you feel confidence in your company's leadership and decisions?

Lastly, examine the **INDUSTRY** you work in. For example:

- Project Management
- Financial auditors and accountants
- Human Resources
- Learning & Development
- Security
- Education
- Quality Assurance
- Insurance
- Banking
- Engineering
- Information systems
- Data Analytics
- Software engineering/design
- Social services
- Business Development
- Journalism
- Music
- Veterinary services
- Aviation
- Construction
- Architecture
- Banking
- Healthcare
- Health & Safety
- Sales
- Retail
- Advertising, marketing and public relations
- Food & Beverage
- Hospitality
- Facility operation and maintenance
- Transportation
- Postal and courier services
- Agriculture
- Manufacturing
- Physics
- Chemistry
- Biology

Here are some examples of all three:

- Teacher - School A - Education
- Sales Assistant - Company B - Retail
- Chef - Restaurant C - Food & Beverage
- Farmer - Self-employed - Agriculture

# 1

## ROLE FIT

		Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
1	As I don't find my work interesting, I often find myself wondering what else I could be doing in my career.	1	2	3	4	5
2	In my current role, I am not fully utilising all of my skills, and I find this deflating.	1	2	3	4	5
3	If I chose to move to another company, I wouldn't want to be doing the same type of work as in my current role.	1	2	3	4	5
4	When I look back on what I have done in my current role, I am not particularly proud or satisfied with what I have achieved.	1	2	3	4	5
5	There is not enough challenge in my current role to keep me fully engaged in what I am doing.	1	2	3	4	5
6	There is a mismatch between what I can offer the world and the current role I am undertaking.	1	2	3	4	5
7	I find that I am bored at work quite often.	1	2	3	4	5
8	When I think about work, one of the things that I am least excited about is what I am doing on a day-to-day basis.	1	2	3	4	5
9	I feel unfulfilled by the work I do on a daily basis.	1	2	3	4	5
10	I see limited opportunities for growth and advancement in my current role even if I change the organisation.	1	2	3	4	5

Your total 'Role Fit' score:



## 2

## ORGANISATION FIT

		Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
1	I feel that the organisation does not recognise or reward my contributions adequately.	1	2	3	4	5
2	I don't feel close to the people I work with, sometimes I wonder whether I fit in...	1	2	3	4	5
3	I don't like or feel like I don't fit into the organisational culture.	1	2	3	4	5
4	I often feel disconnected from the organisation's mission and values.	1	2	3	4	5
5	I don't feel like the financial compensation I receive at my organisation is a fair.	1	2	3	4	5
6	I am often uncomfortable with the leadership style or management practices at this organisation.	1	2	3	4	5
7	I struggle to see opportunities for my professional development within this organisation.	1	2	3	4	5
8	I am not proud of the products/services produced by my organisation.	1	2	3	4	5
9	I am frequently dissatisfied with the level of support and resources provided by the organisation.	1	2	3	4	5
10	I am dissatisfied with the level of work-life balance that the organisation supports.	1	2	3	4	5

Your total 'Organisation Fit' score:



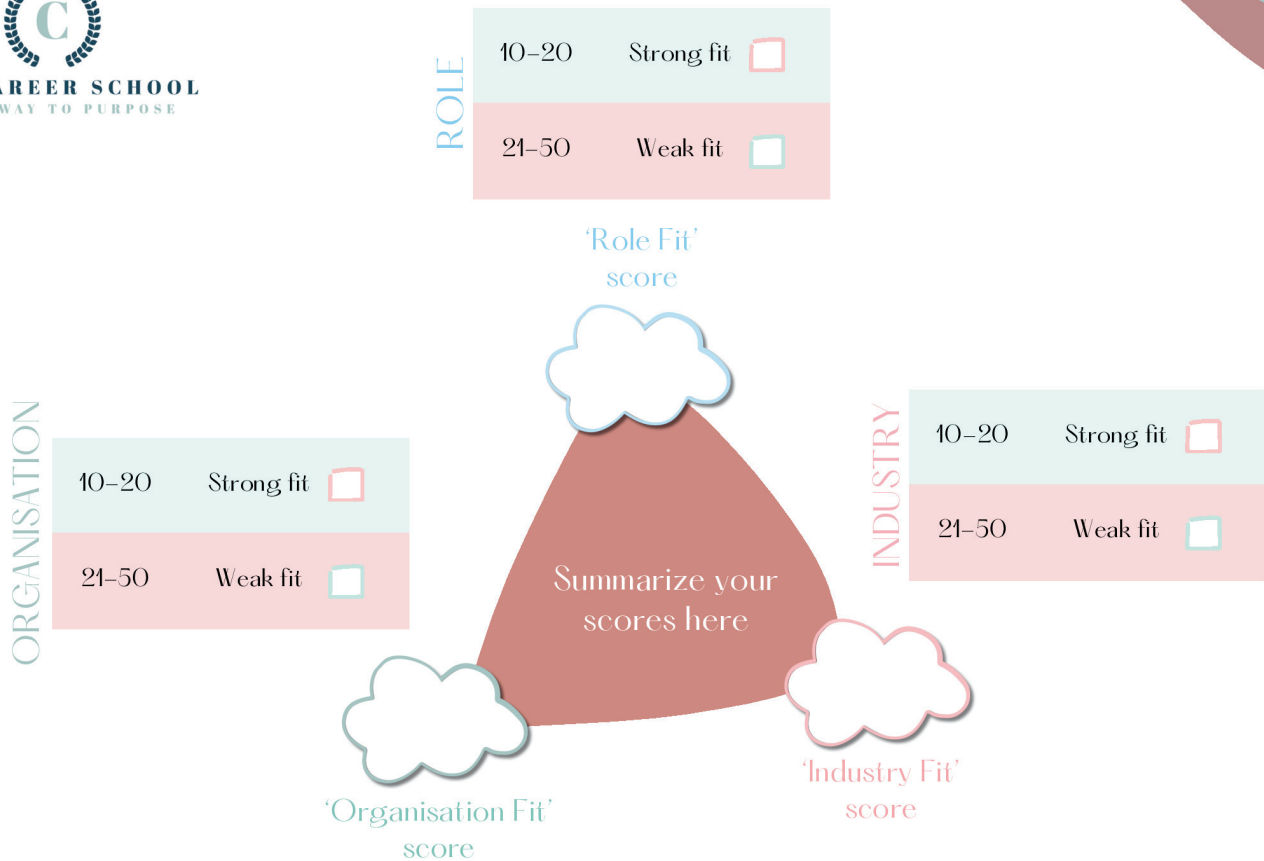
## 3

## INDUSTRY FIT

		Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
1	I often feel that the industry does not adequately recognise or reward talent and hard work.	1	2	3	4	5
2	I find that the industry's values or norms often conflict with my personal beliefs and values.	1	2	3	4	5
3	I am uncomfortable with the common work-life balance expectations in this industry.	1	2	3	4	5
4	My work doesn't make a positive impact in the world and that's important to me.	1	2	3	4	5
5	I struggle to find long-term career growth opportunities within this industry.	1	2	3	4	5
6	I find it difficult to talk about this industry.	1	2	3	4	5
7	I wouldn't recommend to other people that they start work in my industry.	1	2	3	4	5
8	I feel that the opportunities for innovation or creativity in this field are limited.	1	2	3	4	5
9	I often feel that the industry lacks stability or growth potential.	1	2	3	4	5
10	I find that the industry's standards and practices are outdated or misaligned with my vision for the future.	1	2	3	4	5

Your total 'Industry Fit' score:





Now rate your answers on the next pages and calculate your fit scores for all 3 aspects. It's quite likely that one or two of these are a good fit for you, while the other may not be. To use a metaphor, you might be in the right seat on the right aircraft flying to the wrong destination. Alternatively, you could be in the wrong seat but on the right aircraft flying to the right destination. I'm sure you can identify what's what here, and really your situation could be one of 8 possible combinations here.



## ARE YOU ON THE RIGHT SEAT, ON THE RIGHT AIRCRAFT, FLYING TO THE RIGHT DESTINATION?

Work is an immense part of our life: cumulatively we put more time and effort into it than anything else and it's come to hold a central place in our identity. Our society is obsessed with career success, but privately we often suffer from a nagging sense of wasting our life in the wrong job and shuddering at the prospect of facing another week, another year of the same. Unfortunately knowing that we are deeply frustrated isn't the same as identifying a better direction: the mind registers the problem but doesn't create solutions.

That's what [The Career School](#) is for. On this journey, you be asked pointed, tricky questions that will help you discover new insights about yourself and reflect on a wide range of topics that will help you improve your working life. Through the 7-week programme, you will engage in a structured, logical and methodic way with who you are and what you might become in the world of work. The main objectives that the programme will help you achieve are to:

- uncover your professional wants and needs,
- find the career path that is right for you,
- create a realistic action plan to achieve it.