

Work Satisfaction Questionnaire

<p>In this exercise you will rank statements based on how much they contribute to the satisfaction you derive from work.</p> <p>This is a “forced ranking” exercise. Please assign 3 of the 9 statements below into each of the three categories on the right side of the chart.</p>	<p style="text-align: center;">Categories:</p> <p>1 = Highly Important Source of Work Satisfaction</p> <p>2 = Moderately Important Source of Work Satisfaction</p> <p>3 = Minimally Important Source of Work Satisfaction</p>		
<p>Remember: Rank so you end up with 3 statements in each of the three categories</p>			
1. Work keeps me intellectually challenged and keeps my mind active	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
2. Work provides me with a sense of membership in a group	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
3. Work provides opportunities to develop professional and/or personal friendships	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
4. Work is a way I can create something of lasting value that will endure	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
5. Work affords me the chance to help others	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
6. Work presents challenges that test my problem-solving abilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
7. Work gives me opportunities to feel pride in my accomplishments	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
8. Work provides me with a routine and helps me structure my time	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
9. Work is a means by which I’m able to establish, pursue, and/or achieve goals	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

Guide For The Work Satisfaction Ranking Questionnaire

Review the paragraphs corresponding to the items you placed in Category 1 on the questionnaire (see previous page). These areas provide significant work satisfaction, so you may want to seek suitable substitutes in retirement.

1. INTELLECTUAL: Work keeps me intellectually challenged and it keeps my mind active.

You enjoy the intellectual challenge of work. There are lots of ways to keep your mind active in retirement; the hardest part might be choosing from among all the options. There are continuing education courses offered by many colleges and universities, lecture series sponsored by museums and libraries, and book or film discussion groups both formal and informal. Online offerings are diverse as well, including MOOCs (massive open online courses) and paid programs such as The Great Courses. Seek intellectual activities that feel right for you; a modest degree of scholarly challenge can be stimulating but too much might be demotivating.

2. MEMBERSHIP: Working provides me with a sense of membership in a group (e.g. a team, a committee, a department).

Feeling a sense of membership in a group is important to you. Work may have provided you with ready access to various groups, but in retirement you may need to seek this out. If you were assigned to work groups, committees, or departments, having to look for groups to join may feel a bit foreign at first. As you do so, consider what it is about group membership that appeals to you. Is it the social aspect, the sense of common purpose, the status accorded by membership, etc.? Do you like groups that are highly structured, task oriented, and formal or would you prefer a group that is more casual? Consider participating at a committee level in a civic, arts, or alumni organization.

3. FRIENDSHIP: Work provides me with opportunities to develop professional and/or personal friendships.

Through your work you've established and nurtured friendships. How will you sustain those connections if you don't see these people on a regular basis? Be honest with yourself about the amount of contact you will be able to maintain with friends from work. You may need to invest significant effort to forge satisfying new friendships to replace ones that diminish or are lost. If making friends has never come easily to you, don't expect that it will instantly become second nature when you retire. Where you live in retirement may have an impact on your ability to make friends. A bucolic country retreat might sound ideal, but are there nearby organizations or venues where you can meet people? Consider joining a social club or taking an informal class.

4. LEGACY: Work is an important means through which I can create something of lasting value that will endure after I'm gone.

Most of us hope that our lives will bring value to the world. Work provides you with the means to create something lasting and worthwhile. How will your legacy be impacted once you've retired? Not everyone is in a position to establish a foundation or fund a research library. Perhaps in your retirement you can pursue something more modest that would still be meaningful and enduring. You may not be able to donate a wing to a hospital but that doesn't mean that you cannot get involved with a health-related charity. You might not endow a university scholarship, but perhaps you could teach a child how to read. Consider too working on your family tree, identifying and labeling relatives in old photos or crafting an oral history.

5. ALTRUISM: Work affords me the chance to help others.

Helping others is important to you. As you reflect upon what altruism means for you, which aspects are most critical? For example, is it a matter of doing the most good for the most people, becoming personally involved in helping others, or meeting a need that others are not equipped to address? Do you need to help in a hands-on fashion or from a distance? Helping takes many forms; for example, it can involve teaching, doing, and/or advocating. What is the best fit for you? In retirement, what resources can you draw upon to help others?

6. CHALLENGE: Work presents challenges that test my problem-solving abilities.

You don't need to stop solving problems or taking on challenges just because you retire. The question is, can you find *meaningful* problems and challenges? Start by looking at themes from your past. For example, have you been drawn to problems whose solution required research or logic? Do you like long-term challenges, or do you prefer to fix things quickly and move on? Do you typically prescribe solutions and let others implement them, or would you prefer to be directly involved? Board service and part-time consulting might be options to think about.

7. SELF REGARD: Work affords me opportunities to feel a sense of pride in my accomplishments.

Work provides you with personal satisfaction and pride, which in turn helps you feel good about yourself. Without work you may need to find other ways to feel a sense of accomplishment. In retirement be careful to seek out roles and activities that are personally meaningful and relevant to you, that allow you to follow tasks through to completion, and that play to your strengths. Think about doing something tangible so that you see the results. For example, start the writing, renovation, or landscaping project you've been contemplating.

8. USE OF TIME: Working provides me with a routine and helps me structure my time productively.

The routine of work helps you manage and structure your time. Without an organizing framework your days may feel somewhat unproductive, unfocused, and unplanned. Once you've retired others may assume that your time is your own and that you have unlimited flexibility. That may be technically true, but you might feel more comfortable if you can apply some structure to all those hours each week. Look for activities and roles that have a fixed schedule. If you agree to help a friend with a project, establish mutually agreed upon times to assist. If you plan to do volunteer work, consider looking for opportunities that are regular and recurring.

9. GOALS: Work allows me to establish, pursue, and/or achieve goals.

Many people find it highly motivating and deeply satisfying to set and attain work related goals. As you contemplate goals for your retirement, it might be helpful to identify exactly what is it about goal setting that is rewarding for you in the first place. For example, do goals help you to remain focused and committed? Do they help you feel accountable? Do they provide you with a way to measure your accomplishments? Make sure that your retirement goals are structured with these things in mind.

Thank you for your interest in the Work Satisfaction Questionnaire. I hope you found it to be a worthwhile exercise. If you're ready to begin a conversation about what your next chapter might look like, please use this link to schedule a no-obligation discovery call: <https://calendly.com/drlgard/conversation>



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