



CAREER VISION

Job Satisfaction Statistics

A recent Harris Interactive survey uncovered the following statistics on American job satisfaction:*

- Across America, 45 percent of workers say they are either satisfied or extremely satisfied with their jobs
- Only 20 percent feel very passionate about their jobs
- 33 percent believe they have reached a dead end in their career
- 21 percent are eager to change careers
- Older workers are the most satisfied and the most engaged in their work
- Younger workers are the most distressed and they feel the least amount of loyalty to their employers
- Small firm employees feel far more engaged in their work than their corporate counterparts
- Job security, health care coverage and professional development are valued above additional compensation

Career Vision offers suggestions for increasing job satisfaction:

- Become self-aware. Gaining an objective understanding of your abilities, preferences values and interests is a fundamental step in determining the best career fit.
- Benchmark the type of work you perform in your organization with comparable work in a similar organization.
- Identify what is detracting you from your job satisfaction.
- Learn how to talk to a manager about what is satisfying in your work or identify roles/responsibilities that are appealing.
- Develop a relationship with a career counselor who can provide objective feedback on career expectations.

*The New Employee/Employer Equation Survey was conducted by Harris Interactive, Inc., a leading market research firm, and included responses from a nationwide sample of 7,718 American employees 18 and over.