



CAREER VISION

Success and Satisfaction

The two most important indicators of adjustment to a career are work success and work satisfaction. Can you match the correct definition to each phrase?

Work success	is gauged by how well a position matches the abilities, interests, needs, values as evaluated by the employee.
Work satisfaction	is tied to how closely a person's abilities are aligned with those required by the position and the person's ability to perform in a manner deemed acceptable by the employer.

Work success is more dependent on the **employer's** perception, whereas, work satisfaction is dependent on the **employee's** perception. Career theory¹ suggests that when both work success and satisfaction are present, employee retention increases.

Perhaps of even greater significance, recent research² indicates a link between work satisfaction and overall life satisfaction, reinforcing the importance of taking time for regular, thoughtful consideration of your career goals.

¹ Dawis, R. V., & Lofquist, L. H. (1984). A psychological theory of work adjustment. Minneapolis: University of Minnesota Press.

² Diener, E., Suh, E. M., Lucas, R. E., & Smith, H. L. (1999). Subjective well-being: Three decades of progress. *Psychological Bulletin*, 125, 276-302.

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Direction. Decisions. Satisfaction.