



TriMetrix®HD Enjoyment of the Job

Enjoyment of the Job

The feeling that one's job is both fulfilling and rewarding, and that it has a positive and useful benefit.

Why is this skill important?

A person who has a good capacity to enjoy the Job will tend to view his or her job as more than simply a means to earn an income, but rather as a valuable endeavor that proves beneficial to others as well as to him or herself. This person believes that each job in the world has a unique purpose and that his or her own job must be done with knowledge, passion, and a continuing approach to improvement to receive the rewards that are inherent within it.

People who enjoy their jobs generally have the following going for them:

- They feel that their current jobs fit into their long-term definiteness of purpose. It fuels their dreams.
- They find their jobs fulfilling, on a daily basis. They wake up wanting to come to work.
- Their jobs fill needs for them—financial needs, relationship needs, feeling good about what they do, feeling good about themselves.

A person with a low score in this area may have difficulty enjoying the job due to internal prejudices or other factors outside of their control. It is possible to “love” the job, yet still score low in this capacity due to being deeply frustrated by some aspect of the job that prevents you from doing the job in the way that you would like to. For example, a lack of time or resources, inadequate skills, insufficient self-confidence, etc.

Not everyone can or should enjoy everything. There are many reasonable reasons why you might not be enjoying what you are doing for a living, including:

- A lack of skill. It is difficult to enjoy something if you don't have much skill at it.
- A lack of awareness of what your job really is.
- A bad or a series of bad experiences or a lack of experience.
- Improper, inadequate, or non-existent training.
- Burn-out—maybe your job has gotten repetitive and redundant.
- Value conflicts. Perhaps the way you are being asked to do your job isn't consistent with the way you feel about doing things.

A job should fulfill the following:

- A job must meet your current needs—emotional, financial, etc.
- A job must fuel your definiteness of purpose—a chief dominant aim, a dream.
- A job must be something you see as an honorable profession.
- A job must allow you to associate with success-oriented people who have big dreams and big ideas.
- A job must allow for freedom of expression and a sense of empowerment.

All of these can contribute to you feeling good about what it is that you do and, therefore, feel good about yourself. It is your role to solve your problems related to these items—take a look at the long-term picture and make your job a satisfying experience. Your profession is an honorable profession. If you feel good about what you are doing, and you are happy about where you are doing it, you will fuel your level of performance.

What are the skills associated with Enjoyment of the Job?

Someone who has mastered skills associated with the Enjoyment of the Job:

- Views his or her job as a valuable endeavor.
- Is well-trained for his or her position.
- Has the basic skills required for the job.
- Has sufficient self-confidence to handle changes or new requirements in the job.
- Has had good experiences in the position or similar positions.
- Isn't feeling "burned-out" by the job.

How do you develop your own skills and improve Enjoyment of the Job?

- Understand the principles behind your job, rather than just the detailed techniques for doing your job. The principles will apply across positions, companies, or industries that you may work in in the future.
- List the required job skills for your position, and learn them if you haven't already.
- Make continuous learning a part of your daily life. Learn ways that you can do your job more professionally, whether it be by taking courses, watching instructional videos, reading subject-matter books, etc.
- Find a mentor—a person who has a very strong interest in your success, but who really has no reason to deny your success.

- Set exciting goals. Continually update your list of goals as you achieve them.
- Be optimistic. We generally get what we expect.
- Make your work a game—say you will reward yourself if you achieve a certain percentage of volume, make a certain profit, file a certain number of required forms, and make a certain number of calls.
- Find ways to do your job more intelligently, more efficiently. Accept this as a challenge to accomplish more.
- Get good training from reputable sources. Keep up with the latest technologies and ideas in your industry.
- Train someone new. A great way to reinvigorate yourself is to teach your job to someone—to have someone who follows you so that you are a role model and a mentor.
- Challenge yourself to perform, and don't worry about competition from others. Competitors work to beat other people. Achievers compete against themselves at their own best.
- If you aren't enjoying your job, determine what the causes of this dissatisfaction are.
- Work to face up to the issues that are causing you not to enjoy your job, and see if you can resolve them.
- As a last resort, determine if you really need to leave the situation you are in.

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Activities

Activity 1: Do You Like Your Job?

Answer the following questions:

1. How does the current job in which you are working fit your long-term definiteness of purpose? Does it fuel your dream, or is it just a job?
2. How does your current job fulfill you? Do you find enjoyment in your job? Is it fulfilling, or do you have trouble going to sleep at night because you have to wake up the next morning and go to work?
3. What types of needs does this job fill for you? Does it fill purely financial needs, or does it fill other needs? Needs like relationships, feeling good about what you do, feeling good about yourself?
4. How does this job enrich you? How does it make you feel that you are making a positive contribution?

Activity 2: Goals for Improvement

Now, review your answers to the questions listed in Activity 1 above, and think carefully about the following:

1. What types of relationships are you looking for in a job?
2. How do you want your current job to meet your current and future financial needs?
3. How can this job meet your need for professional growth and personal development?
4. What kinds of changes can you make to work toward greater job satisfaction?
5. What can you do to make your days more fun?
6. What are the specific problems you face each day? Do they fit into a pattern? How can you fix them?

Activity 3: Dreaming

Scenario 1

Bill Gates is the founder and CEO of Microsoft Corporation. How do you think he got to that position? Do you think he likes his job? Why? What do you think Mr. Gates does every day that makes him feel fulfilled? Do you think his job would be fun? What kind of person does it take to be the CEO of a huge corporation?

Scenario 2

Mark Mahosky is an artist who paints and teaches at a private university. How do you think he got to that position? Do you think he likes his job? Why? What do you think Mr. Mahosky does every day that makes him feel fulfilled? Do you think his job would be fun? What kind of person does it take to be an artist?

Scenario 3

Chris Highsmith is a driver for UPS. How do you think he got to that position? Do you think he likes his job? Why? What do you think Mr. Highsmith does every day that makes him feel fulfilled? Do you think his job would be fun? What kind of person does it take to be a driver for UPS?

Activity 4: Rewarding Yourself

Make your work a game—say you will reward yourself if you achieve a certain percentage of volume, make a certain profit, file a certain number of required forms, or make a certain number of calls.

List 10 mini-goals—things you need or want to accomplish this month—and assign each a due date. Then, determine a specific reward for yourself for completing each task. We've provided an example for you.

	Goal	Date	Reward
a	Clean up my desk	April 14	Lunch with Sandra in payroll
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

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