



Staying Longer? Make It Better!

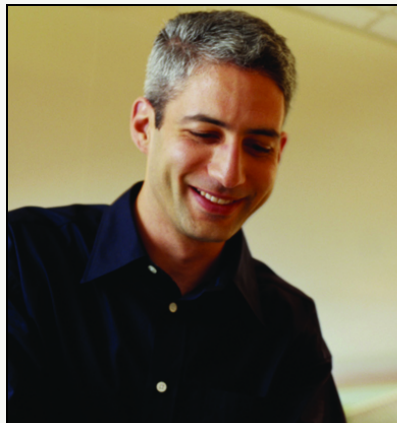


by Beverly
Kaye and
Sharon
Jordan-Evans

THE JOB YOU HAVE COULD BE THE JOB you want. At some point in our work lives, most of us have thought the grass must be greener in another workplace. These feelings can cause you to leave, or to stay but shut down (leave psychologically—turn down your energy). Some of us give it a lot of time before we get to the point of departure. Some of us give it too little time and move on too quickly.

What if it were possible to achieve satisfaction at work? What if your work were something you looked forward to each day? What if it tapped your enthusiasm? Used your creativity? Made you feel appreciated? What if work could deliver the goods?

Work takes the better part of our waking lives. When it is good, we unleash energy, creativity, and commitment. We look forward to the day, to our teammates, the environment, the boss. We don't want to press the snooze button. We feel productive. We feel a sense of accomplishment. We learn. And we feel satisfied.



It's possible to shift your satisfaction meter—if you accept that workplace satisfaction is a two-way street. Positive change demands effort from your manager and leaders. But it also demands initiative and effort from you.

Three mindsets are essential to making your current workplace one where you could stay longer.

You're in charge. You are ultimately responsible for your own workplace satisfaction. Don't expect your manager to be a mind reader or your organization to be responsible for your happiness. Others have a role to play, but it's up to you to fix what's wrong or find what's missing.

What you want could be found right where you are. Perhaps all you need to do is get clear about what's missing and go after it. Look inside before you jump outside. Master the art of asking for what you want.

Don't Wait. Instead of “settling” for work that doesn't work for you, take steps now to improve it. Don't wait for someone else to take the first step.

Too often we leave for greener pastures elsewhere only to find Astroturf. The new workplace may have even worse challenges. Don't just “wait it out.” If you are staying longer, why not make your current workplace work better for you? **PE**

Beverly Kaye is CEO of Career Systems International, and Sharon Jordan-Evans is president of The Jordan-Evans Group. This article is adapted from Love It, Don't Leave It (Berrett-Koehler). 800-577-6916, HQ@csibka.com.

ACTION: *Make your work more enjoyable.*