

Sam Example



What is your perception of your job?

Most people perform best and enjoy their work the most when the demands placed on them (for example work pace and complexity) and their capacity (including resilience, room for initiative and support from their environment) are in balance. Are they in balance for you?

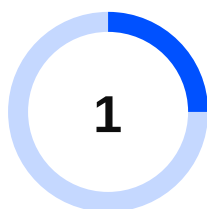
You have completed a survey about your perception of your work, as well as your experiences in the job and your opinions of the organisation.

This report contains a summary of your scores based on the ratings you entered. Your overall satisfaction is reported below. It says something about your overall work perception. Next in this report, you can read more about the different aspects of work perception that you rated.

Any points that require your attention are indicated per topic. The scores signify the following:

1. Important point of attention
2. Point of attention
3. In order
4. In good order

How satisfied are you with your job?



LOW
SATISFACTION

Satisfaction

Job satisfaction is important. People who are happy with their job enjoy going to work and achieve better results. You do not seem pleased with your current work situation. You can read more in this report about your (dis)satisfaction on different aspects. If you are not satisfied with your work, it is important to find out what is causing it and then do something about it. Discussing with someone who can influence your work situation, such as your manager, can be an important step in this.

How do you feel in general?

Positive feelings

Positive feelings about your work indicate job satisfaction, feeling comfortable at work. Negative feelings can be a signal something is wrong. You clearly feel out of sorts; you often feel washed-out or dispirited. It seems wise to check why. Possibly some of the other aspects in this report might give you some insight.

**IMPORTANT POINT OF
ATTENTION**

Stress

In your work, you don't seem to suffer a great deal of stress, or you do, but you are alright with it. Feelings of stress are often experienced as unpleasant. Yet every now and then some stress is unavoidable. But if the stress experienced is very high for a long time, it is time to take action on this. That doesn't seem to be the case for you.

IN GOOD ORDER

Resilience

Feelings of emptiness, spiritual exhaustion and low self-esteem indicate that someone's resilience is greatly reduced. When this is the case, this is a warning to be taken seriously. You're indicating that - fortunately - for you this is not the case.

IN GOOD ORDER

What takes energy?

Workload

You experience little work pressure. This probably contributes to your well-being at work. When work pressure is felt to be too high or too long, it makes sense to look at possibilities to relieve the pressure. However, also too little work pressure can lead to problems. In that case, more tasks or responsibilities can increase job satisfaction and productivity.

IN GOOD ORDER

Work-life balance

You are reasonably pleased with your work-life balance. One does not usually come at the expense of the other. You usually manage to divide your time properly or to set the right priorities. Wanneer je een balans ervaart tussen werk en privé draagt dat bij aan je werktevredenheid. When you experience a balance between work and private life, it contributes to your job satisfaction.

IN ORDER

Agreement

You feel that your work and your working environment do not suit you well. Your interests, talents and wishes regarding your work lie elsewhere. When your interests, talents and needs match your job well, it will contribute to your job satisfaction. Maybe it's time for action.

**IMPORTANT POINT OF
ATTENTION**

How do you tackle energy drain?

Control options

You feel that you have too few possibilities to arrange and organise your work the way you see fit. If the position allows, you would like more freedom in this respect. That will increase your job satisfaction.

**IMPORTANT POINT OF
ATTENTION**

Social relationships with colleagues

You feel you have a positive relationship with your colleagues. There is mutual support and loyalty. You feel comfortable within your department or within the organisation as a whole. Good social relationships at work are often experienced as very valuable.

IN ORDER

Altruism

In this context, altruism means that you do something for colleagues, without expecting anything back from them. A low score can indicate a negative work atmosphere and a bad connection with colleagues. You hardly ever do anything at work for colleagues or others in your working environment. Maybe this is due to work pressure or your job content. Or you might have a bad relationship with your colleagues.

**IMPORTANT POINT OF
ATTENTION**

How engaged are you?

Engagement

You are not very engaged in the company where you work. You don't feel it's the right place for you. People who feel they are not in the right place are often dissatisfied with their work. Feeling involved with the company has an impact on work loyalty. Loyal employees stay longer and are often more driven in their work.

**IMPORTANT POINT OF
ATTENTION**

Image

You feel the organisation has a bad image. You have the impression that most people do not hold a very positive opinion of the organisation. How the outside world thinks about the organisation can also affect your job satisfaction. That depends on your feelings about it. Would you rather work for an organisation with a good image? Or isn't that something you care about?

**IMPORTANT POINT OF
ATTENTION**

Intention to leave

Apparently you feel that you are very well placed in your position and within the organisation. You have no intention whatsoever of leaving the organisation.

IN GOOD ORDER

In conclusion

Read the report closely. If you can identify with a conclusion, try to work out for yourself what action you should take to improve or maintain your work perception.

On the other hand, you might not recognise yourself in the conclusions. The findings in this report are based on your own ratings, but your perception might be slightly different than described. In that case, try to consider, preferably by means of concrete examples, your position in terms of your work perception.

Need advice?

It can be very useful to discuss these findings with other people like friends, colleagues, your supervisor, the HRM adviser of the organisation where you work, or an external adviser. They might be able to help if there is anything you want to change. If deliberating the findings does not produce the result you seek, consider engaging a coach.

What next?

This was just the first step, of course. Now it's time for action! Because how you perceive your work is important. Feeling comfortable in your job generates energy and vitality. So draw up an action plan for yourself based on this report.