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Love or hate your job? Surveys need your input

By **COLLEEN CLARKE**

People have many reasons for leaving and staying in jobs. Louisa Jewell and Tracy Griffith, two curious career specialists, have created some surveys that will help explain the motivation behind staying in a job and leaving a job. They have created three quick and easy surveys and want your participation.

Log on to www.whydidyougo.com and you will see three surveys. Complete those surveys that apply to you to help them compile their statistics. Survey 1: Why did you leave your last job? Survey 2: Why do you stay in a job you hate? Survey 3: Why do you love your job?

SURVEY 1: WHY DID YOU LEAVE YOUR LAST JOB?

The main reason people leave their job is because of their manager's contribution to their overall job dissatisfaction.

Poor management styles include not being organized, not having a clear vision and not having strategies to complete the vision they might have.

When one's role is unclearly defined and the job expectations are unrealistic, people get discouraged, and their self-esteem usually plummets.

Jewell suggests that the best way to build or rebuild the confidence that has deteriorated is to empower yourself by asking for what you want. It is hard to stand up for your values and self-respect, but if you don't respect yourself first, you can't expect others to respect you.

Chances are your boss has no idea that their behaviour is detrimental to your productivity or your health. If they don't hear you and management supports toxic behaviour, you probably have no alternative but to move on -- before you get browbeaten or ill.

So far, the survey results indicate that 60 per cent of respondents planned to leave their job three to six months before they actually left. And 70 per cent of respondents said they had actually stated their dissatisfaction to their boss before they left -- obviously to no avail. The major problems were: lack of challenging work, no advancement and low work-life balance.

If dissatisfaction and disengagement with the job exists months before people actually exit a job, there are negative ramifications in productivity all the way along. Now it is time for management to fix things by supplying a career coach for the manager or employee and monitoring change and everyone's happiness quotient. But, once an employee decides to leave a company, respondents say there is nothing that would keep them in that job.

SURVEY 2: WHY DO YOU STAY IN A JOB YOU HATE?

People stay in jobs they hate for basically two reasons: They have nothing to go to at this point or they have no time or energy to look for a new job.

SURVEY 3: WHY DO YOU LOVE YOUR JOB?

Managers have to stay on their toes if they are going to retain the brightest employees. Sixty-three per cent of those who took this survey said they would leave their job for the "right opportunity."

Those who love their work say they their job is the "right fit" for them and what they have to offer the position. Those who love their jobs have opportunities to advance, to grow and learn new skills. When these respondents get bored, their companies offer new challenges to keep them engaged, interested, busy and happy.

Happy employees need career advancement opportunities and their managers need to keep the lines of communication open so as to keep abreast of what is going on with each employee. Fifty per cent of Survey 3 respondents said they had, at one time or another, been approached by a recruiter.

The results from the ongoing survey will be incorporated into a quarterly newsletter which will contain tips and strategies for improving happiness at work.

Subscribers can also join in monthly pod-casts where they call in and ask questions. Different topics will be offered every month. You can anonymously share your situations and ask questions to help improve your happiness at work.

Tune into whydidyogo radio on Thursday, Jan. 24 at 12 noon for "Get Everything You Want in 2008" to learn tips and strategies for creating your ideal work environment.

Register for free at www.whydidyogo.com.

Have fun.

