

REFERENCES

Duda, R. (2016). Our research into job satisfaction [Web]. Retrieved from <https://80000hours.org/articles/job-satisfaction-research/>

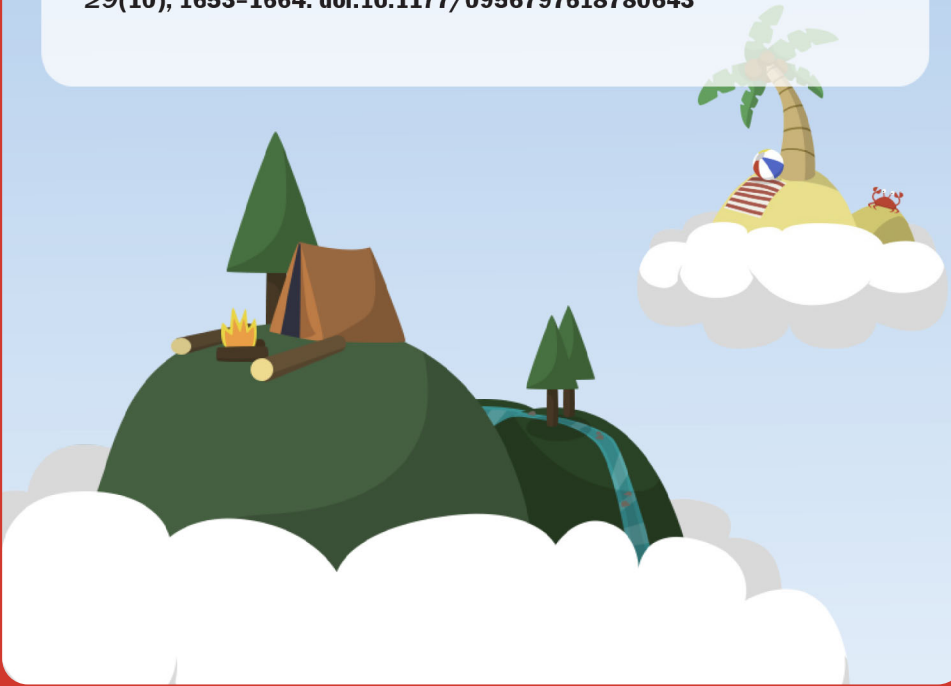
Fullagar, C., Knight, P., & Sovern, H. (2013). Challenge/skill balance, flow, and performance anxiety. *Applied Psychology, 62*(2), 236-259. doi:10.1111/j.1464-0597.2012.00494.x

Heller, D., Watson, D., & Ilies, R. (2004). The role of person versus situation in life satisfaction: A critical examination. *Psychological Bulletin, 130*(4), 574-600. doi:10.1111/apps.12158

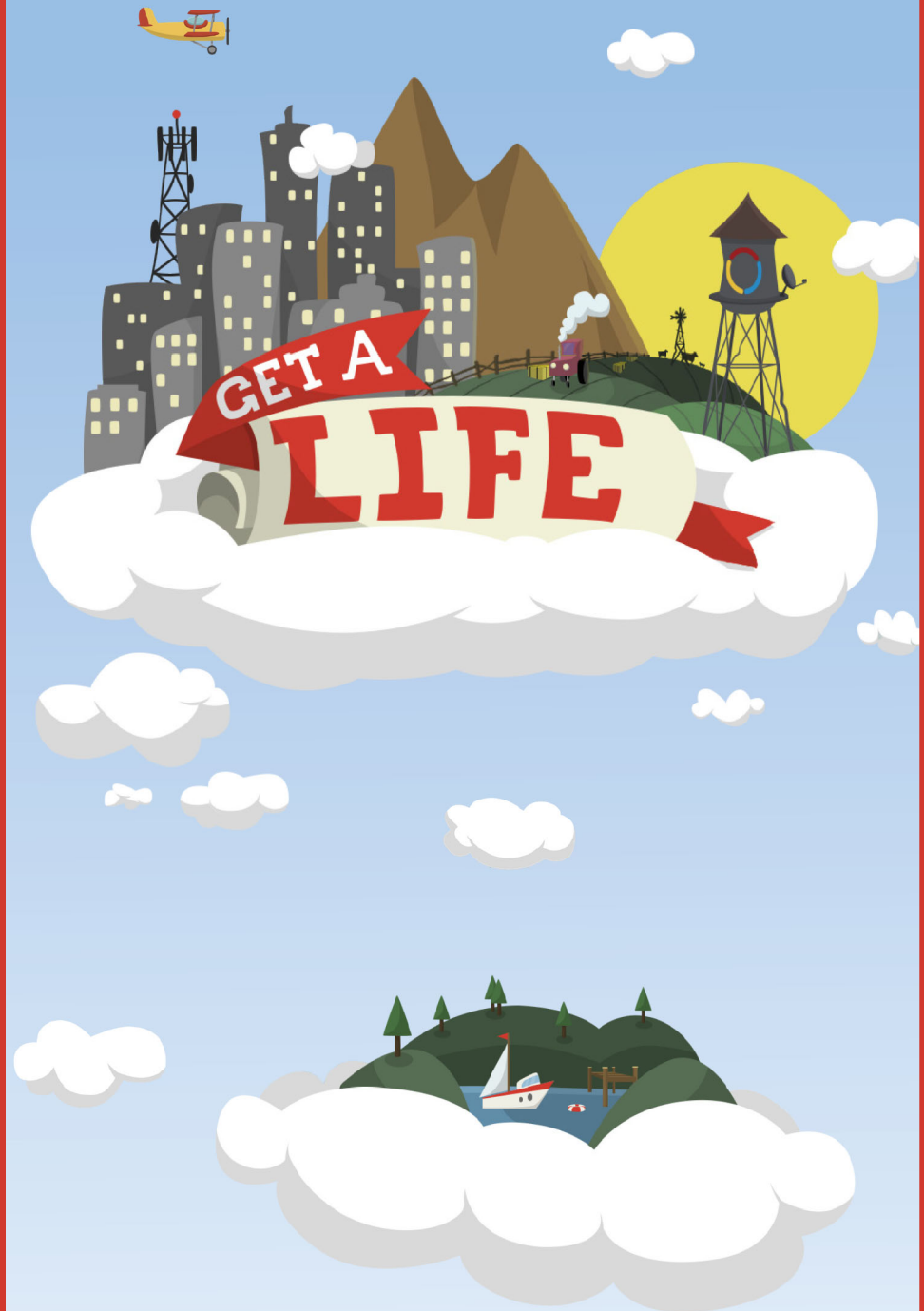
Ilies, R., Yao, J., Curseu, P., Liang, A. (2018). Educated and happy: A four-year study explaining the links between education, job fit, and life satisfaction. *Applied Psychology, 68*(1), 150-176. doi:10.1111/apps.12158

Judge, T. A., Piccolo, R. F., Podsakoff, N. P., Shaw, J. C., & Rich, B. L. (2010). The relationship between pay and job satisfaction: A meta-analysis of the literature. *Journal of Vocational Behavior, 77*(2), 157-167. doi:10.1016/j.jvb.2010.04.002

O'Keefe, P. A., Dweck, C. S., & Walton, G. M. (2018). Implicit theories of interest: Finding your passion or developing it? *Psychological Science, 29*(10), 1653-1664. doi:10.1177/0956797618780643



FOLD HERE



HOW TO GET A JOB YOU LOVE (WHAT THE RESEARCH TELLS US)

LIFE AT WORK

“What do you do?” Chances are, you’ll be asked this question a lot.

Adults spend about a third of their lives at work, so how happy they are at work affects how happy they are when they are not at work (Heller, Watson, & Ilies, 2004). We all want to have happy lives, so part of planning for a bright future should be planning for a satisfying career.

LOVING YOUR JOB

But what makes a job satisfying? Is it how much money you make? Are easier jobs more satisfying? If you enjoy the work, will you be happier? Research finds that a job’s salary doesn’t affect job satisfaction and happiness very much (Judge, Piccolo, Podsakoff, Shaw, & Rich, 2010). And, it turns out that more difficult jobs—as long as they aren’t too stressful—are actually more satisfying (Fullager, Knight, & Sovern, 2013). This is because challenging jobs are more interesting.

You may have heard the saying, “follow your passion,” meaning that you should do what you have fun doing. It isn’t that simple, though. People’s interests change. It’s better to grow and develop strengths over time and focus on discovering your interests instead of following your current passion (O’Keefe, Dweck, & Walton, 2018). After all, are you interested in the same things now that you were a few years ago?



FOLD HERE

JOB FIT

One group of researchers talked with almost 10,000 people and found that the one thing that mattered most to their job satisfaction was “job fit” (Ilies, Yao, Curseu, & Liang, 2018). This means that if someone believes that their skills, abilities, and education fit the job they’re doing, they’ll feel successful and happier overall. The people who were happiest with their jobs felt that they could do it well, and so they felt satisfied from being successful. Not surprisingly, education was an important part of job fit. Having the skills and training needed to do a job meant the workers were more likely to be successful and, therefore, satisfied.

DREAM JOB

Other reasons for increased job happiness includes doing work that helps others (clergy members, firefighters, and teachers, for example), working with people you like, as well as having good hours, job security, a short commute, and receiving fair pay (Duda, 2016). But, researchers found that the most important factor of job satisfaction is that a job is engaging, meaning you find it challenging, interesting, and enjoyable.

A lot of things contribute to job satisfaction and influence happiness. It is never too early to start exploring your strengths and interests to discover careers that may fit you. Then, you can investigate the kind of training you’ll need and figure out which makes the most sense to you. As long as you’re open minded and willing to explore, you can make having one of these “dream” jobs your reality.

