

## VERSION A: Before the Door

*For those still in the workforce.*

### Exercise 1.1A—THIS JOB AND THIS COMPANY

*Rate each of the following statements in terms of how accurate it is for you on this job at this point in time. Put a number between 1 and 9 after the vertical slash of each statement.*

#### RATING VALUES

Not at all like me: 1 2 3 4 5 6 7 8 9: Totally me

|   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| What I do in my job is important.                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other people think I have the perfect job.                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I like the flexibility the company gives me.                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I need more time for myself to stay healthy.                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Even after a hard day, I'm excited about my work.               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| My spouse is very proud of me for having this job.              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I'm proud of the company I work for.                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| There is a lot of negative stress on this job.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| This job gives me fun challenges to meet.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Most of my friends are coworkers.                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| My company appreciates me.                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I need to know more than I do about what's going on at work.    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The work I do on this job is interesting.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The people I work with are the most important part of this job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| This company is financially sound.                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Management here doesn't care what workers think.                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|   |  |  |  |  |
|---|--|--|--|--|
| What I do on my job is good for people and society.   |  |  |  |  |
| This job has high prestige and I like that.   |  |  |  |  |
| In enjoy the teamwork and work environment at this company.   |  |  |  |  |
| I feel like a fraud and a cheat to be doing this work.  |  |  |  |  |
| TOTALS: Total the numbers in each column.<br>The highest possible score for a column is 45.<br>The lowest is 5. |  |  |  |  |

The first column deals with your satisfaction level with the kind of work you do. If this score is high, you are doing work that has meaning for you. If you want to “retire,” graduating to an arrangement that gives you the chance to continue doing this kind of work but with enhanced lifestyle elements you value (e.g. fewer hours, work schedule flexibility, more vacation time, etc.) might be a good strategy.

The second column deals with social factors. If this score is high, it means you are likely to be affected by the loss of social contacts and the prestige you or your family/friends value in the position you now hold. Finding other ways to fill this need will be an important part of your transition if you choose to retire.

The third column looks at how you feel about the company you work for. If column one is high and column three is low, you may not want to retire at all, but rather change companies. If column three is high and column one is low, going in a new direction within the company might be worth looking at, particularly if you can negotiate enhanced lifestyle elements. If you leave the company, you will be losing that strong sense of belonging. You may need to find other sources to satisfy this need.

The fourth column is a quick read on overall job dissatisfaction. This is different than simply being low on satisfaction scores. Dissatisfaction factors are typically sources of negative stress, which can cause illness. If this score is high, leaving is likely to feel like emancipation