



4. My employer has me on a career path that takes me to where I want to go, and I have a good idea when I am likely to get there and what I have to do.
  
5. My employer provides good training for what I do, and I am able to obtain additional training and experience for what I would like to do next.
  
6. My employer provides for an attractive, comfortable, safe and convenient work environment and insures I am fairly treated.
  
7. My employer hires people I respect and enjoy being around, and who make me feel welcomed, involved and important.
  
8. My employer solicits my ideas and values my contributions, and swiftly resolved problems if they occur.
  
9. My employer keeps me well informed regarding my work expectations and performance, and on all matters involving my position, team and the overall direction of the business.

10. My employer listens to me and responds appropriately if there is something I need to discuss or have resolved.
  
11. My employer helps to insure that politics and bureaucracy are kept to a minimum so that my time is well spent getting important things done on time.
  
12. My employer is well respected in the community for what they do, how well they treat their workers, and for how they behave as a corporate citizen.
  
13. My employer is well managed, strategically competent and competitive, and financially viable so that I do not worry about not having a job.
  
14. My employer makes me feel appreciated and that I am a part of a team that I make better by my participation.

As you can see, workers are dependent on employers for many things, and employers nurture this dependency as a means of retaining workers. However, workers will still leave if they believe they are unable to fulfill their purpose. This is why it can be so frustrating to lose a worker after all the efforts by employers to keep them satisfied and engaged.

People do not just work for job satisfaction, but for the contentment derived from fulfilling their true purposes for working. Not unless you decide first that you are content to work somewhere and stay

there can employers hope to make you satisfied or engaged. The challenge to employers is to discover your purpose behind the purpose, and then help you to fulfill your purposes.

The following list of comments provides insight into your *inner work life*, which depends less on employers, and more on your own intentions and actions. As before, identify your purpose behind the purpose to discover what truly gives your career contentment, your true motivation for working.

[Workers Control Their Career Contentment – What is my purpose behind the purpose, or why is this item important to me?](#)

15. I have an exciting vision for my future and I am working towards it.

16. I am doing what I love and I look for ways to find pleasure in what I do.

17. I fulfill all my obligations to employers.

18. I let my employers worry about keeping me satisfied.

19. I am resilient to persist and endure to fulfill my purposes.

20. I am attentive to when my purposes evolve.

21. I have the courage to shift direction or employers if necessary.

22. I am flexible to adapt and blend in as required.

23. I do what I must to stay competent and self-motivated.

24. I will always have options and do not waste time complaining.

25. I accept that nothing and no one is perfect.

26. I accept that not everything will always go my way.

27. I will not have future regrets because I will have fulfilled my own purposes.

28. What insight did you gain from this exercise: about yourself in relation to your job satisfaction, and about your own purpose behind the purpose?

*"The high prize of life, the crowning fortune of man, is to be born with a bias to some pursuit which finds him in employment and happiness."*

Ralph Waldo Emerson, American Poet, Lecturer and Essayist