



Creating a Culture for Success

Educator Series: 4.5 The Importance of Job Satisfaction

Hello! My name is Danette Jewell, and I am the SEL trainer here at QuaverEd. In this session, we will be discussing the importance of job satisfaction. Today, we will define job satisfaction, connect job satisfaction with self-care, identify key factors that influence job satisfaction, and determine how job satisfaction can be measured.

As we all know, it is important that people have a sense of satisfaction with their jobs. When job satisfaction is high, people feel valued. People with high job satisfaction are present each day and stay with their employers for extended time-frames. This means low absenteeism and turnover in the workplace. High job satisfaction also promotes overall health. It improves your sense of identity and overall happiness. It helps you know you're serving a larger purpose. Having reliable employees who enjoy their jobs creates a positive work environment.

There are several factors that influence job satisfaction. The first is a positive environment. The culture and values established by the leadership and supported by all staff and students make your building a pleasant place to be. Think about the best places you've taught. It's easy to name the people in that building who supported you. When a working environment is positive, everyone involved is energized.

Another factor is a healthy work-life balance. I'll admit, this one is tough! A healthy balance of work and life is a critical element of job satisfaction. We need to be intentional about setting boundaries, sticking to them, and asking for help when we need it.

The opportunity for growth and development is also critical for job satisfaction. Your time is an investment in your future. When there is a clear path for employees to grow and improve, they are more likely to stay and are motivated to perform better. Growth and development opportunities break up the monotonous routines in the workplace.

Respect is an important element of job satisfaction as well. Everyone in the workplace, including leadership, should treat others how they would like to be treated. It's what we teach our students! A positive environment cannot exist without an established respect for all employees. This is the foundation of a trusting relationship that would develop over time.

Employee engagement can also lead to a high sense of job satisfaction. Employees who are engaged are more likely to stay. Feeling a sense of connectedness to the people within the company prevents employees from feeling isolated. Creating an environment where connection is a core value will allow employees to form healthy work relationships.

Note that job satisfaction varies from employee to employee. In the same workplace under the same conditions, the factors that make one employee feel a sense of satisfaction may not have the same effect on another. Therefore, leadership should take a multidimensional approach in supporting employees.

Now that we've discussed these different factors, let's talk about how you measure job satisfaction in your workplace. Ultimately, if you want to know how people feel about working in your school building, you'll have to ask them. The most common way of measuring job satisfaction is with an anonymous staff survey. I suggest leadership teams give a staff survey a minimum of twice per year, in order to be proactive and ensure an ideal work environment for all. Remember that just giving a survey is not enough. The results of the survey should be shared, and an action plan should be developed from these results to drive positive change.

As we wrap up this session, please take a few minutes to reflect on the topics of our discussion by answering the following questions:

- **What is job satisfaction?**
- **What is the connection between job satisfaction and self-care?**
- **What are the main factors in having job satisfaction?**
- **What can I do to improve my workplace?**

This concludes our “Self-Care” module. We’ve discussed how to recognize teacher stress and burnout, reducing that stress and building resiliency, self-reflection and mindfulness practices, strategies for forming trusting relationships, and the importance of finding a job that brings you satisfaction. We hope this module has resonated with you and given you tools to establish and grow your own self-care practices. Thank you so much for your attention. Take care and stay well.