

## Professional Satisfaction Wheel

Spokes include aspects of work satisfaction such as: money (your compensation, whether hourly rate, salary and/or commission), benefits (medical, vision, dental, health savings account, retirement plan, vacation, etc.), flexibility (ability to work from home or shift hours), work/life balance (how well your work promotes or allows for balance in your life, manageable hours, etc.), meaning (is your work rewarding to you on a deeper level), connection to colleagues (for collaborating, teamwork and friendships), mentoring (people guiding you and pulling you up), professional development (growth and learning opportunities), appreciation/recognition (words of affirmation, awards), enjoyment (pleasure, joy), etc. You can jot any thoughts about each aspect of work or “spokes” in the lines underneath them.

**1-3 POOR, 4-6 FAIR, 7-8 GOOD, 9-10 FABULOUS**

The Professional Satisfaction Wheel is a circular tool for self-assessment. It features ten spokes, each representing a different aspect of work satisfaction. The spokes are: MONEY, BENEFITS, FLEXIBILITY, WORK/LIFE BALANCE, MEANING, CONNECTION TO COLLEAGUES, MENTORING, PROFESSIONAL DEVELOPMENT, APPRECIATION/RECOGNITION, and ENJOYMENT. Each spoke is divided into ten segments, numbered 1 to 10 from the center outwards. The segments are color-coded and labeled: 1-3 are POOR (lightest blue), 4-6 are FAIR (medium blue), 7-8 are GOOD (darker blue), and 9-10 are FABULOUS (darkest blue). The wheel is surrounded by ten sets of horizontal lines for writing notes. The word 'FABULOUS' is written on the outer edge of the wheel, and '10' is written at the end of each spoke.

Once again, there are “tick” marks on each spoke of the Professional Satisfaction Wheel. They go from one to ten. Ratings of 1-3 indicate your support in this area is POOR, 4-6 indicates it is FAIR, 7-8 indicates it is GOOD and 9-10 means it is

FABULOUS. When you rate a spoke at 1, that means this area of support needs significant improvement and a 10 means it needs NO improvement. Then, go through each of the ten spokes and rate this aspect of your job satisfaction from “POOR” to “FABULOUS.”

After placing your tick marks on each, connect the tick marks to create a circle. This will provide a visual of any “dents” in your wheel or areas of needed support. Next, tally up the total of your scores on all the spokes and divide by 10 to find your average score. Does it fall in the POOR (1-3), FAIR (4-6), GOOD (7-8) or FABULOUS (9-10) range? If your average is less than 7, you may need to reassess your work in order for it to support you in the way you deserve!

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