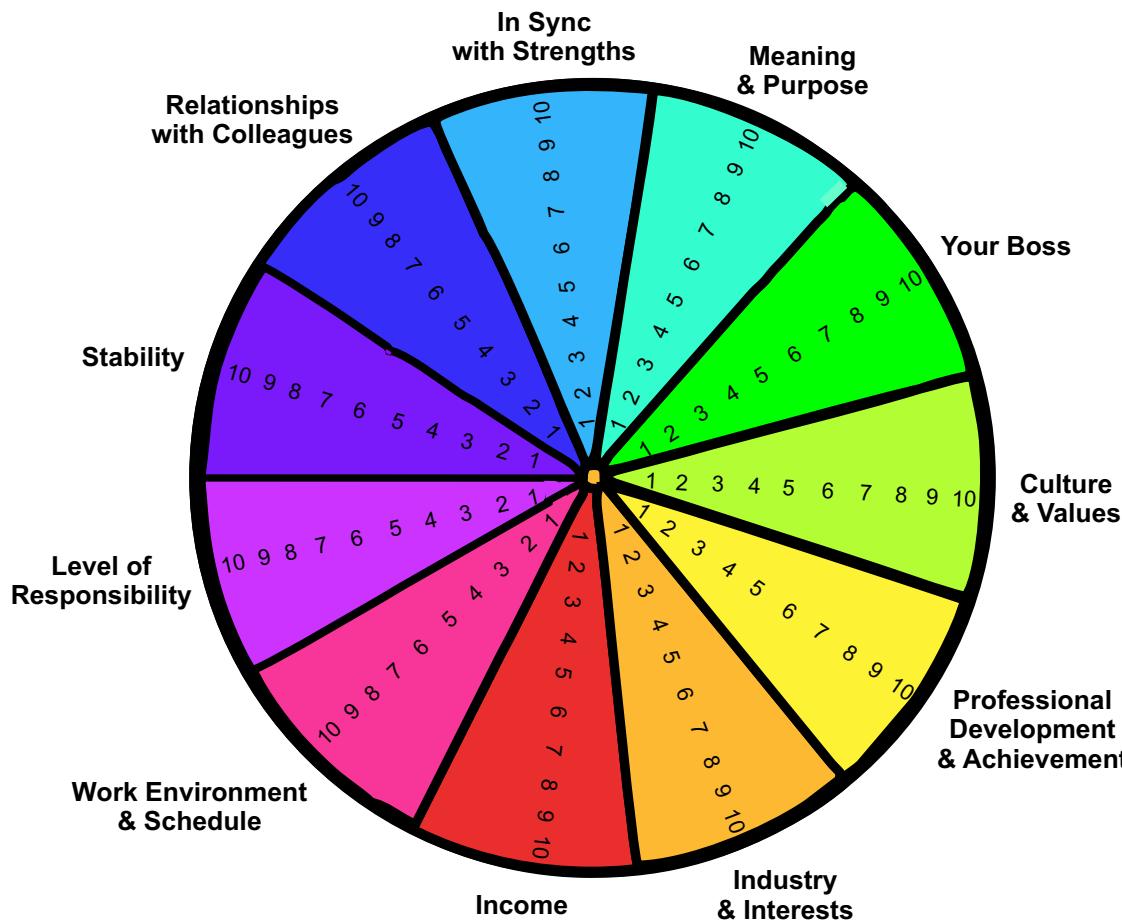


# Career Satisfaction Assessment

Welcome! Please rate each category<sup>1</sup> based on your current role. If you are in a career transition, please answer based on your most recent role.

Rate your satisfaction with each category by circling the number that reflects your level of satisfaction, with 1 being “completely dissatisfied” and 10 being “highly satisfied.” Connect the circled numbers with lines to see where any imbalances lie.



**In Sync with Strengths:** Your role allows you to use your strengths, natural talents, and favorite skills most of the time.

**Meaning & Purpose:** You receive internal fulfillment from meaningful work. Your career contributes to your life goals.

**Your Boss:** You and your boss have a productive relationship, which includes mutual respect. Your boss is fair, supports your development, and recognizes your contributions.

---

<sup>1</sup> Career categories inspired by The Academies for Coaching, Inc. Used with permission.

**Culture & Values:** Your values and your employer's values are aligned. Your employer has integrity and is transparent with key business decisions. Your employer treats employees and customers with respect.

**Professional Development & Achievement:** You have acquired new skills over the past year. You have opportunities to grow and increase your ability to contribute to the company. You are satisfied with the results you achieve.

**Industry & Interests:** You have a genuine interest in your professional field. You like the products or services your organization brings to market.

**Income:** Your financial needs are met, and your income supports your desired lifestyle. Your compensation is appropriate for the work you do. You are comfortable with the mix of compensation across base salary, incentive compensation, and equity.

**Work Environment & Schedule:** Your work schedule allows you time for a balanced life. Your work location and physical surroundings are acceptable. The balance of working remotely versus in the office suits you.

**Level of Responsibility:** You have the responsibility, authority, and flexibility you want. There aren't excessive pressures or demands placed on you.

**Stability:** You aren't concerned about your employer's financial viability. You don't feel that your position is threatened. The company benefits provide stability for you and your loved ones.

**Relationships with Colleagues:** You and your colleagues work collaboratively to achieve results. You enjoy many of the people you work with.

### Career Satisfaction – Identify Gaps and Solutions

Some categories might be more important to you than others. Not every category needs to be rated a 10 for you to be satisfied with that particular category of your career.

With this in mind, choose the top three gaps you are most concerned about.

For each of the three top gaps, enter your current rating from the Career Satisfaction assessment as well as what you would like this rating to be in the future.

Document what makes you dissatisfied with each category and note some initial possible solutions.

Career Category	Current Rating	Desired Rating	Dissatisfiers and Possible Solutions?
Concern #1:			

Concern #2:			
Concern #3:			

Some questions to consider:

- What do you want in these areas of your career?
- What's in the way?
- What are the consequences if you do nothing?
- What is the upside if you do something?

Taking time for self-reflection helps you make sense of where you are--and what's no longer serving you.

Awareness is the first step.

Turning this insight into action is where real change begins.

**If you're ready to address the three concerns you identified above, here are two ways to move forward:**

- Schedule a complimentary 20-minute consultation with Julia Stegman to explore how personalized 1:1 career consulting can help you clarify your direction, build a focused career plan, and accelerate action.  
email: [Julia@DiscoverMeaningfulWork.com](mailto:Julia@DiscoverMeaningfulWork.com)
- Dive into the workbook Discover Meaningful Work: A Career Transition Workbook for Professionals in the Tech Industry, available on Amazon.

This step-by-step guide will help you gain clarity, design a meaningful career path, and take practical action at your own pace.

Amazon: <https://www.amazon.com/dp/B0DXSSBXT3>