



## Frontline Wellness Program – Coping Club

### Topic: Improving Job Satisfaction

#### Job Satisfaction

Job satisfaction is a positive feeling about a job that can contribute to overall well-being and happiness.

Job satisfaction is associated with higher life satisfaction, fewer mental health challenges, and greater psychological wellbeing.

Things that contribute to job satisfaction:

Job Security  
Relationships  
Career Development

Respect  
Work/life Balance  
Working conditions

Culture  
Compensation and benefits  
Communication/ Recognition  
Opportunities

#### Strategies for improving job satisfaction

##### Engagement

Engage meaningfully in your work, free from distractions.

Practicing mindfulness at work can increase our satisfaction through focusing on the task at hand, the client we are helping, or the role we are currently filling; free from distractions or focus on the past or present

##### Practice Self Awareness

Check in with our emotions

Recognize when we are vulnerable to workplace gossip/politics/drama and how it effects our day and over all outlook

Consider our thinking style - is it helpful? accurate? necessary?

Remind ourselves of the positives/stability this employment affords us and our family

### **Stay Connected**

The more connected you are with your colleagues, and the more genuine relationships you form, the more likely you are to feel a sense of belonging and purpose at work — both of which result in a more positive and engaging experience.

Fostering positive relationships with your coworkers builds trust, cooperation, and respect. Knowing that there are others you can relate to can help you overcome feelings of isolation and stress.

Examples: active listening, asking for feedback, show appreciation  
Being mindful of how our actions contribute positively or negatively to a situation

### **Rediscover your spark**

Remind yourself why you got into the work in the first place

Highlight your successes, even if they're small

Remind yourself of the importance of your work

Engage in mentorship (mentor vs mentee)

Volunteer for initiatives you are passionate about

### **Redesign your routine and thoughts**

Create good work/life balance and boundaries by creating a clear distinction from work and home.

- Allow for 30 minutes at the end of the day to decompress, but be mindful to not allow this to dominate the evening.
- Consider how to optimize your pre-shift routine (Eg. make meals the day before, set out clothes and items the day before)
- Transition to work mindset (eg. positive self-talk and affirmations)