



Career satisfaction





Wouldn't it be good to have a job you loved doing so much that you'd do it for nothing, but which you did so well you were paid handsomely? Confucius

Find that job and you won't have to do another day's work in your life. Buddha

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Career Satisfaction

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PERSONALITY

Wouldn't it be good to find a job that suited your personality?

You may have completed a personality test – like Myers Briggs or 16PF. If you haven't and you'd like to, search on the internet for personality and career choice assessments.

In his personality inventory, 'How People Tick', Adelaide management consultant, Des Hunt has synthesized the Myers Briggs profile down to four birds:

- | | | |
|--|-----------------|--------------|
| • | eagles | - |
| gravitate to positions of influence and leadership | | |
| • | owls | - introverts |
| – solicitors, accountants, computer programmers | | |
| • | peacocks | - |
| showoffs – physed teachers, seminar presenters, entertainers | | |
| • | doves | - |
| supportive people – personal assistants, nurses, counsellors ... | | |

If you find yourself struggling in your job it might be because the job doesn't suit your personality.

If you find it hard to get on with some people it might be because your personalities clash. Peacocks and owls can find it difficult to get on with each other. Doves might find other people climbing all over them, interrupting them.

INTELLIGENCE STRENGTHS

Wouldn't it be good to find a job that suited your intelligence strengths?

There are any number of different intelligences

- | | | |
|----|--------------|------------------------|
| • | | • |
| | mathematical | |
| al | | al – artistic |
| • | literary | • |
| • | verbal | |
| • | physical | al – like working with |
| • | musical | • |
| | | al – like working on |
| | | • |

And there's more – mechanical, financial ...

Traditionally we've been brought up to believe that mathematical and literary intelligence are the only two intelligences that matter. Schools love people with maths ability and who also have a high level in intrapersonal intelligence. They sit down shut up and get on with their work.

On the other hand if you have high levels of physical, musical and artistic intelligence you can come away from school thinking you're a dunce.

(If tennis, swimming, football, athletics, music, playing the drums, telling jokes and acting the goat were year 12 subjects I might have come away with a tertiary entrance score of 90, instead of 33!)

One of the smartest men I know probably didn't exhibit the full extent of his smartness while at school, but he inherited a keen commercial sense from his father and an ability to tune and drive

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cars that was second to none. He won the 1973 Singapore Grand Prix and in 1983 won Le Mans. He became the owner of Steve McQueen's Ferrari in 2010 for \$US10m. Not bad for a Whyalla boy!

So find a job that suits your intelligence strengths.

BEYOND INCOME

Work provides us with more than just the income to support body and life. If

- You enjoy your work and find it interesting
- You're putting in effort and getting out satisfaction
- You have personal mastery over what you do
- Your focus is on learning as well as earning
- You see your role as being important and useful
- You feel you are making a valuable contribution to your community
- You're growing and developing as a human being
- You're moving forward to where you want to be, either inside or outside the organisation you currently work for,

... then chances are it will be reflected in a rich and fulfilling life.

TURBULENCE

The world and organisations are changing rapidly. What was once a safe and secure environment is now a turbulent one? Watch out you don't get dumped! If you're not focused on your career options expect to take whatever comes your way. It could be a tsunami!

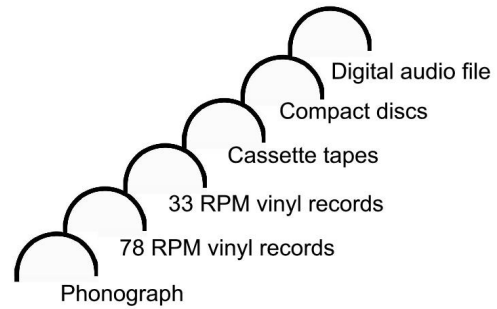
Imagine yourself as a cork. You can choose to cruise on the ocean wave, put up with the turbulence of the surf, or amble up the beach and lie on the banana lounge.



ORGANISATION LIFE CYCLE

Just as products have life cycles, and just as products come and go, so do organisations. In the diagram opposite, each music recording process has been taken over by the next development in technology. The world's biggest companies include Apple, Microsoft, Cisco, Google Amazon and Facebook, leaving in their wake the industrial giants of the past. There wouldn't be much of a future working for a company still making vinyl records.

ORGANISATIONAL LIFE-CYCLE



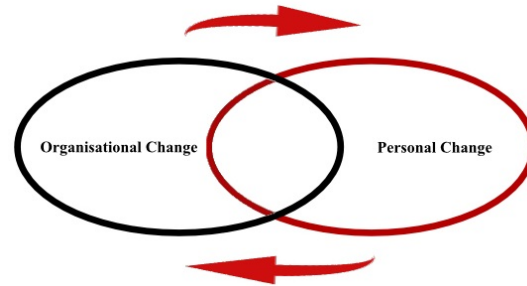
You need to be aware of the life cycle of the organisation you're working for. Is it on the way up, is it stable or on the way down?

If you're looking to maximize your job security you want to go to an organisation that's making products that are increasing in demand and value. It is also quite likely that you'll enjoy your job more if the life cycle of the organisation suits your personality and matches your skill set and your own life cycle.

CHANGE

Personal change precedes and then attends organisational change. Things change when you change. There are no secure jobs, only secure people.

It is difficult to fit into an organisation that's changing if you're not changing.



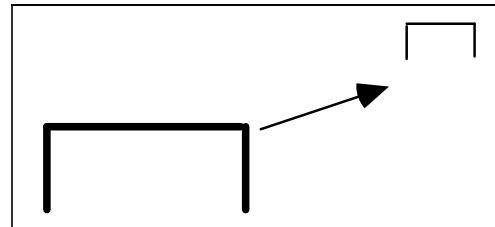
WHERE IS YOUR ORGANISATION GOING?

Organisations have goals which shift and change character.

If you're not aware that change is taking place, or you're not keeping up with the times, you can get left behind.

You'll end up stressed out of your brain.

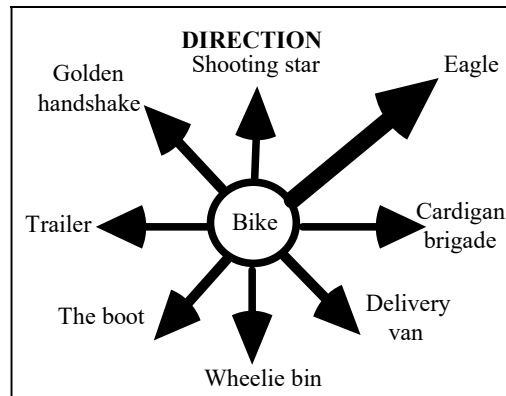
The question is not just where is your organisation going, but where has it gone?



WHICH WAY IS YOUR CAREER GOING?

You've got any number of choices to make about your career. Which way is it going at the moment? Up and out, down and back or standing still. Are you soaring with eagles or are you ready for the boot or the wheelie bin?

Are you standing still. You're like a bike rider who comes to a stop light and balances for a few moment until the light turns green. You can do that for a while, but unless you have very good balance, or you are an experienced rider there is the chance that sooner or later the bike is going to over-balance and you fall off.



Are you a member of the trailer brigade that needs someone to pull them along? Sooner or later, whoever is doing the pulling is going to get tired, unhitch the trailer and leave you to drift further and further into oblivion.

Being a member of the grey cardigan and clip board set may not be a bad thing if the work you do for the organisation is important, rewarding, suits you for now and the benefits outweigh the disadvantages. By all means stay where you are.

The delivery van driver is well meaning but just going in the wrong direction. On every parcel he delivers he loses money. As a manager you'd want to steer him or her in the direction of the eagle quadrant.

There are a few people who the organisation might want to get rid of. They might call it 'downsizing' and make a broadcast call for volunteers. If you're on top of your game and have a new job already in the pipeline, getting the golden handshake could be a game changer – and eminently better than waiting for the final solution!!

The shooting stars have the magic touch. They're good at whatever they do. They're smart, tech-savvy, are good managers and personable. They either end up running their own big companies or other big companies and earning astronomical amounts of money. Think Gates, Jobs, Ellison and Bezos.

But, for most of us, if we're happy with where we are that's all that matters, but be aware the stationary bike might fall over before the light's change

CAREER OR JOB?

Because we spend so much time at it, work plays a central role in our lives. It shapes and develops the way we live in just about every area of our life. We have the capacity to choose for it to make us happy or miserable.

Are you preparing yourself for your next career move, either within the organisation you work for, or out in the big, wide world?

Maybe you're happy where you are. This is it! Congratulations.

A lot of people don't understand the amount of opportunity that lies within the organisation they work for or out in the big wide world.



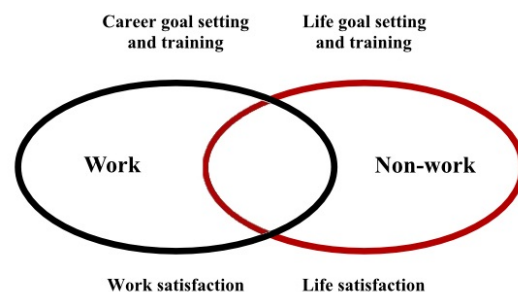
BALANCING THE WORK / NON-WORK EQUATION

Do you have a clear idea of why you're doing the work you do?

Are you seeking the balance between the work and non-work aspects of your life?

Does the organisation you work for believe in developing people through work?

Are you involved in personal development training? Few people are. I'd say lack of personal development training contributes to stress and depression.



STUDY, READ AND WRITE

If you want to keep abreast of the times, keep studying, reading and writing. If the world is standing still maybe you don't need to worry.

If the world is moving forward or passing you by, then you might need to lift your game.

MORALE

Our morale is usually good when my morale is good. Have you ever thought what you could do to improve morale. Something very simple could have a profound effect.

THE ULTIMATE JOB

Wouldn't you like to have a job that you loved doing so much you'd do it for nothing, but which you did so well you'd be paid handsomely?

SECURITY

There are no secure jobs, only secure people. Helen Keller said something to the effect that there is no security in nature. In this day and age, expecting things to stay the same is an irrational thought.

CAREER VISION

Unless you want to end up in a job you don't want, are unsuited for and don't enjoy, you'll need a career vision and a regular and systematic training and appraisal program.

Too many people are like poor snooker players, who pot the ball but don't put the cue ball in position to pot the next ball.

SUITABILITY

When the job you're in doesn't match your interests, intelligence strengths, personality, cognitive style, aptitudes, values and abilities there is great potential for insecurity, stress and anxiety.

Despite the fact that we all volunteer for our jobs, if we aren't aware of what we really want from our work, and if we're not training for the next job, then is often the case that sooner or later something will go wrong.

SOMETHING GOOD FOR NOTHING

If you want something good for nothing you'll get something good for nothing.

CUSTOMER FOCUS

Don't look for a job. Look for a customer?

MANAGEMENT

The four laws of management

1. Manage yourself.
2. Manage up, i.e. manage your boss!
3. Manage out, i.e. manage your relationship with your work colleagues
4. Manage down, i.e. if you're good at the first three, there is a good chance they'll give you some people to manage.

FEEDBACK AND APPRAISAL - One hour per month

In corporate health assessments I often find that the appraisal question is the worst answered question in the book.

If that's the case with you, I suggest *you initiate* a one-hour feedback and appraisal session each month with your supervisor, and/or several other people who act as your management group. This way there is less likelihood that the big annual one will be so forbidding for you or your manager.

Take your manager out for morning tea once a month - and pay for it. It will be one of the best investments you'll ever make. Read 'Maverick' by Richardo Semler and decide whether you want to involve others in your appraisal, as well as you and your manager.

WORK EXPANDS

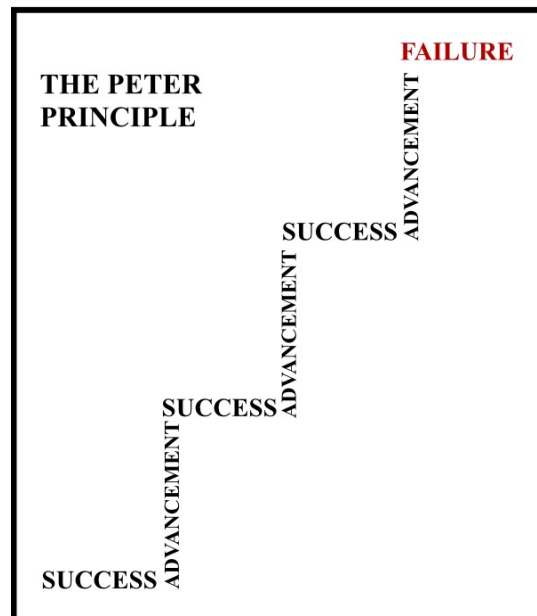
C. Northcote Parkinson said that 'Work expands to meet the time available'. The people I see with the highest stress levels in the workplace are usually people who stay at work too long and who don't take a lunch. Hello!

THE PETER PRINCIPLE

Lawrence Peter observed that in any hierarchy, people tend to rise to their level of incompetence. Thus, as people are promoted, they become progressively less-effective because good performance in one job does not guarantee similar performance in another.

Of course it doesn't apply to all people in all jobs. Some people get to the top of the ladder and make a good fist of the job while they're there.

However it may cause you to pause for a moment and think about whether you'll be successful and happy in your next job if it involves another step up the career ladder.



DISTRACTION

The people I see, who are highly stressed, don't have good distraction strategies. They stay at work too long. They don't look forward to the end of the day with the positive expectation of doing something interesting. They go home, have tea, plonk themselves down in front of TV for three hours, then drag themselves off to bed.

They don't have an exercise program. They don't have hobbies. The only thing they grow in the garden are weeds. They don't go out or have friends around. They stay home for their holidays. They live lives of quiet desperation.

On the other hand, the lack of success of a lot of people is because they're easily distracted!

THE BIG PICTURE

The people I see who are highly stressed have often lost focus on the big picture for their own life.

No-one on their death bed ever said '*I wish I'd spent more time at the office*'



HOLIDAYS

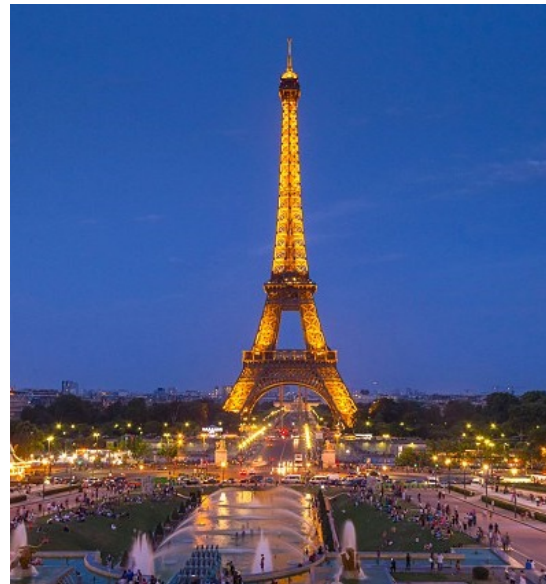
The people I see who are highly stressed often don't take their holidays or long service leave. Imagine the illogic behind saving up your long service leave until you've retired?

GO AWAY

Leonardo Da Vinci probably summed it up best when he said:

Every now and then go away, have a little relaxation, for when you come back to your work your judgment will be surer, since to remain constant at work will cause you to lose power of judgment ... Go some distance away because the work appears smaller.

Paul Pearsal in his book 'Superimmunity' said you need a 21 day away from home holiday every year.



A week is not enough to wind down and recharge your batteries

Your ability to get away is a very good barometer of the effectiveness of your goal setting and planning, particularly that part of it that relates to yourself and your family. Put your self first.

Plan your work around your holidays.

You can look at holidays from a couple of points of view as:

- a reward
- something

positive to look forward to, or more importantly,

- something you've just got to do to take time out, recharge your batteries and restore your 'soul'.

Only when you take time out, when you exclude the hurly burly of the outside world, do you give yourself the chance to put more back into the lives of yourself and your families. The holiday is the key to an increasing state of positiveness, of optimism and well being. It is a fundamental part of the whole process of stress management and involves relaxation, recuperation, revitalization and re-creation.

Einstein said that time is measured not just in minutes, hours or days but in the occurring of an event. When it looks like there's a problem fitting a holiday into the grand scheme of things, just look back and recall how much of your life is anchored to past holidays. Bring back the memories and then get out the atlas.

Most people get a month's paid time off work each year. What an employer doesn't want to see is someone come back from their holiday worn out from slaving round the house or taking a second job. Make it an aim to spend 21 continuous days away from home every 12 months.

If you take your holidays at Christmas you can get in a few bonus days. The rest of the days can then be spread throughout the year. By spending a couple of extra days over Easter and an extra day or two around a long week end, you've maximized your time off. This scheme for taking time off fits in pretty well with our capacity to work in 10 - 12 week bursts.

At the beginning of the year, mark your holidays in on your calendar and then fit your work around them.

'Last time I came to your seminar I was in the mood to change my job. After the session and when I'd had time to think about it I realized that I didn't need to change my job, I needed to change myself. Seminar participant whose career satisfaction score went from 55 to 77.'

HEALTH CLIMATE SURVEY

- print out the survey, complete it and see how you're going -

Body systems are intimately connected. For instance, when we get mentally stressed, the stress registered in the mind is relayed to the body via the autonomic nervous system. Conversely when one of the other body systems becomes stressed, the stress is relayed to the mind. You may not realise how stressed you are until you complete this questionnaire but your body does. The body is incapable of dishonesty!

Circle the number appropriate to the degree to which you experience the symptoms on the left hand side of the page. The greater the symptom, the higher the score. Total the score at the bottom of the page.

much A fair bit None Not
A lot

1. Headaches (including migraines)	0	1	2	3	4	5	6	7	8	9	10
2. Lack of energy and vitality	0	1	2	3	4	5	6	7	8	9	10
3. Candida - jock itch, thrush, tinea, furry tongue	0	1	2	3	4	5	6	7	8	9	10
4. Poor sleep. (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
5. Snoring and/or sleep apnoea (Use gas mask, score 10)	0	1	2	3	4	5	6	7	8	9	10
6. Crook back, sore shoulders, stiff neck, RSI	0	1	2	3	4	5	6	7	8	9	10
7. Frequent colds, flu and sinus	0	1	2	3	4	5	6	7	8	9	10
8. Unsettled stomach, reflux. (If on medication score 10)	0	1	2	3	4	5	6	7	8	9	10
9. Overweight - 1 point for every 2Kg overweight	0	1	2	3	4	5	6	7	8	9	10
10. Irritable bowel, constipation, diarrhoea, piles ...	0	1	2	3	4	5	6	7	8	9	10
11. Shortness of breath from asthma	0	1	2	3	4	5	6	7	8	9	10
12. Low level of fitness*	0	1	2	3	4	5	6	7	8	9	10
13. Chest pain, palpitations	0	1	2	3	4	5	6	7	8	9	10
14. Rashes, zits, skin outbreaks, psoriasis, itchy skin	0	1	2	3	4	5	6	7	8	9	10
15. Mouth ulcers, cold sores ...	0	1	2	3	4	5	6	7	8	9	10
16. Elevated blood pressure (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
17. Elevated blood cholesterol (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
18. Elevated blood glucose (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
19. Shakes, nervous tics and mannerisms	0	1	2	3	4	5	6	7	8	9	10
20. Grinding teeth	0	1	2	3	4	5	6	7	8	9	10
21. Drinking too much alcohol (2 points per drink/day)	0	1	2	3	4	5	6	7	8	9	10
22. Smoking too many cigarettes (1 point per cigarette per day)	0	1	2	3	4	5	6	7	8	9	10
23. Drinking too much caffeine (1 point per cup per day)	0	1	2	3	4	5	6	7	8	9	10
24. Anxious about life, insecure, apprehensive	0	1	2	3	4	5	6	7	8	9	10
25. Are you depressed? (Score 10 if on medication)	0	1	2	3	4	5	6	7	8	9	10
26. Are you in the wrong job?	0	1	2	3	4	5	6	7	8	9	10
27. Do you feel under-appreciated at work?	0	1	2	3	4	5	6	7	8	9	10
28. Do you have a poor work/life balance?	0	1	2	3	4	5	6	7	8	9	10
29. Are you unhappy with your family life?	0	1	2	3	4	5	6	7	8	9	10
30. Are you unhappy with your financial status?	0	1	2	3	4	5	6	7	8	9	10

The score of a normal, fit and healthy human being is less than .(see the next page after you've completed the survey.

TOTAL

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It's not the blowing of the wind, but the set of the sail that determines your destination. James Rohn

HEALTH CLIMATE SURVEY RESULTS



If you scored less than 20 you're in good shape.



If you scored less than 40 that's not bad, but the signs are there that certain parts of your body are not working as well as you'd like. You're starting to exhibit the signs and symptoms of general metabolic dysfunction. A tweak here and there and in 3 months you'll get under 20.



Over 40 the amber light is flashing.

You're probably not as fit as you could be. You need a fitness program. You may be a little overweight, in which case you need a fitness program and the Hourglass Diet.

There's a chance there's evidence of musculo-skeletal dysfunction, in which case you're not strong or flexible enough to keep your body in alignment.

You probably need a holiday or some good distractors that distract you from feeling tired and miserable.



Over 80 and you're getting right into the red zone. It's time to take stock.

You certainly don't want things to get worse, which they will if you don't do something now. You could be in the wrong job or the wrong relationship. There could be something going on in 'the top paddock' that's not right and it's affecting the rest of your body.

If you don't do something now there's a good chance that pretty soon you could end up on the medical hurdy-gurdy.



Over 100 and there are high scores throughout the profile. IT is not unusual to see scores well over 120. It's definitely time for a lifestyle make-over.

The average score of most corporate organisations is over 70. This is not a good state of affairs.

Certainly though, at any score you're not beyond redemption. A lot of people brought themselves back from the brink by becoming fitter, getting themselves in the job and personal relationship they'd really like to be in.

Certainly though, at any score you're not beyond redemption. A lot of people brought themselves back from the brink by becoming fitter, trimming back to their ideal weight, getting themselves the job they'd really love to do and the personal relationship they'd really like to be in.

In three months' time you have the power to halve your score by doing the things fit and healthy people do to keep themselves in good condition. All it takes is a little time, effort and thought - and maybe some money.

... autonomy, compellability (the ability to give factual answers to questions) and a connection between effort and reward – are, most people agree, the three qualities work has to have if it is to be satisfying. It is not how much money we make ... it's whether our work fulfills us.

Malcolm Gladwell

STRESS RISK PROFILE

- print out the survey, complete it and see how you're going -

In this profile a good score is a high score.

1.
manage the stress of your life.
Low

Rate your ability to

Medium

High

0	1	2	3	4	5	6	7	8	9	10

☐

2.
night's **sleep**? Do you get enough sleep, do you get to sleep quickly,
and wake up refreshed in the morning?

Do you get a good

do you sleep like a log

No

0	1	2	3	4	5	6	7	8	9	10

Yes

☐

3. What was the longest number of **consecutive days holiday** you had away from home the last 12 months?

			7			14				21
0	1	2	3	4	5	6	7	8	9	10

☐

4.
yourself **fit and healthy** to the best of your ability?

Are you keeping

No

0	1	2	3	4	5	6	7	8	9	10

Yes

☐

5.
your life? Do you have good **distractors** that switch
busy and miserable and which give you great pleasure?

Is there **balance** in
you off from being

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No

0	1	2	3	4	5	6	7	8	9	10

6. at lunch time to get away from your desk and get some fresh air?
exercise with vigor at lunch time.

Yes

☐

Do you **take time off**

Score high if you

No

0	1	2	3	4	5	6	7	8	9	10

7. number of **hours you work** each week - include work-work and
particularly if you have young children?

	65		60		55		50		<45	
0	1	2	3	4	5	6	7	8	9	10

8. Are you good at giving back to your *Self*? Do you spend time thinking about your 'Self'. Do you give your *Self* the time and attention it is craving?

Yes

☐

What is the average
domestic work,

☐

No

0	1	2	3	4	5	6	7	8	9	10

9. week do you **meditate**, for 10 minutes or more?

0		1		2		3		4		5
0	1	2	3	4	5	6	7	8	9	10

10. your **family** (and romantic) **life**?

Yes

☐

How many times a

☐

Are you happy with

Career Satisfaction

Not at all

0	1	2	3	4	5	6	7	8	9	10

Very

☐

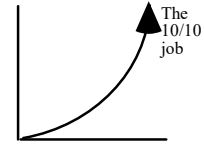
To better manage your stress, do the things that unstressed people do!

TOTAL

☐

If you scored more than 70 there is a good chance that you're doing a good job at looking after your Self. If you scored less than 70 take a good look at those items for which you scored less than 7 and resolve to improve the score over the next few months. If you scored less than 40, give serious consideration to going and having a chat with a counsellor. Life is meant to be better.

Just getting yourself fit might make a huge difference to the way you feel. Taking a holiday will probably do the same, but make it at least 21 days away from home. The people who meditate and keep themselves fit usually score highest on this profile.



CAREER SATISFACTION PROFILE

- print out the survey, complete it and see how you're going -

In this profile a good score is a high score.

This profile is based on the habits of people who are in the right job and love their work.

1. How close are you to doing **the job you'd really love to be doing**? This is the job you'd love to do so much you'd do it for nothing, but which you did so well you'd be paid handsomely.

Miles away.

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

2. **job for now?** Do you enjoy your work?
No

I'm there

--

Are you in the right

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

3. find your job. Is it giving you life or sucking life out

Absolutely

--

How stressful do you
of you?
Sucking

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

4. your **career options** or are you leaving them to

Giving

--

Are you focused on
chance?
Unfocussed

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0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

5.
feedback from your manager?

Focused

--

Do you get good

No

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

6.
appropriate **financial reward** for the work you do?

Yes

--

Do you receive an

No

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

7.
and your work are **valued** and **appreciated**?

Yes

--

Do you feel that you

No

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

8.
organisation that **cares** about people, including yourself?

Yes

--

Do you work for an

Career Satisfaction

No

0	1	2	3	4	5	6	7	8	9	10

9.
company of the people with whom you work?

Yes

--

Do you **enjoy the**

No

0	1	2	3	4	5	6	7	8	9	10

10.
morale like in your work group?

Yes

--

What's the level of

Dreadful

0	1	2	3	4	5	6	7	8	9	10

If you want to enjoy your work, do what people who enjoy their work do. **TOTAL**

Fantastic

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If you scored more than 70 there is a good chance that you're in the right job. In my experience people who score 69 or less, when asked, 'Are you in the right job?' will usually say 'No'. 70 appears to be the tipping point. But looking through the ten questions, there are things we can tweak to make our job more enjoyable. If there aren't, brush up your resume and look for greener fields.

GUNNADO

1. **what do you need to do to make your job more enjoyable?**

2. **What would you really like to be doing?**

- 3 **What do you need to do to get the job you'd really love to be doing?**

A person who achieves a short-term goal but neglects to build the systems and strategies needed for sustained success is like the snooker player who pockets a ball but doesn't set up the cue ball for next shot.

Career Satisfaction

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