**Values** – Do your values match those of your company's? Do you find your organisation's vision and what it's aiming to achieve worthwhile & important? Do you feel motivated to perform well?

Score:

**Control** – Do you feel a sense of control over what you do? Do you have freedom to make choices & take responsibility in the way you need? Are you involved and consulted? Do you have the resources you need to do your job well?

Score:

**Purpose** – Does your job relate to the wider purpose of the organisation; can you see where it fits in and makes a difference?

Score:

**Belonging** – Do you feel a sense of belonging? Do you like the people you work with? Does the company culture match your needs?

Score:

**Goals** - Do you have clear goals? Do you know how you're doing, what you're doing well and how you need to improve?

Score:

**Growth** – Does your job give you opportunity to grow? Are you stretched, challenged and supported, as you'd like? Do you see a bright future ahead?
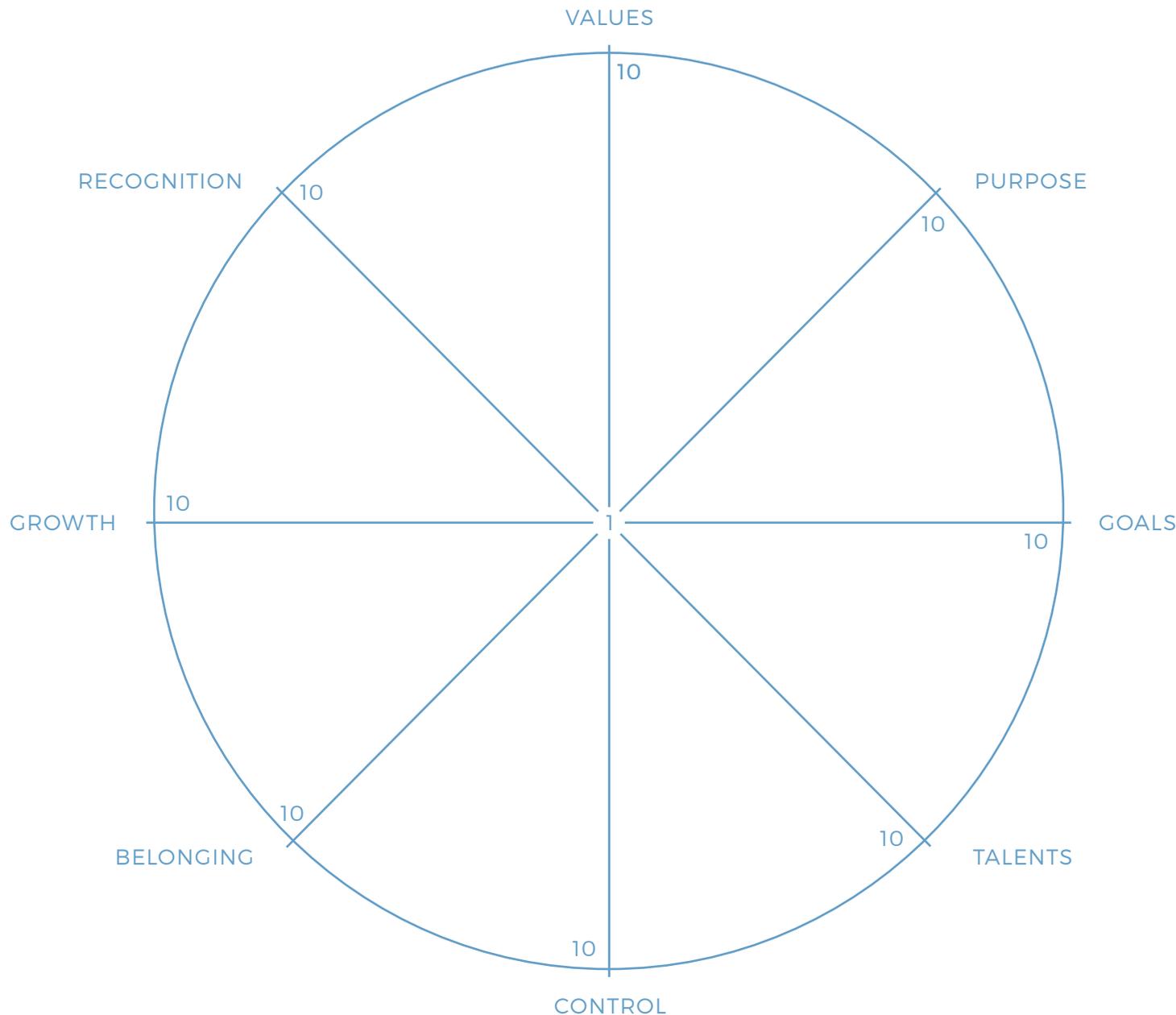
Score:

**Talents** – Do your talents match the work you do? Do you feel competent and confident in your role? Are your talents being fully utilised?

Score:

**Recognition** – Do you feel appreciated? Are your opinions sought and listened to as you would like? Are you paid appropriate to your role & performance?

Score:

**Put a mark on the relevant spoke of the wheel diagram for your score in each section.**

Join the lines together when you're finished.



VALUES

10

PURPOSE

10

RECOGNITION

10

GOALS

10

GROWTH

10

1

10

TALENTS

10

BELONGING

10

CONTROL

10

What are all the things I could do to increase my level of satisfaction score?

What action, which, if I took it, could generate a greater shift for me?

Which action scares me?

If I could be brave and took the action anyway, how might I benefit?

Which action would be the easiest to implement and give me a quick sense of progress?

Where might I need to be cautious?

If I broke some of these actions down into smaller, more manageable steps, what might that look like?

What assumptions might I be making in all of this?

What other ways might there be to look at this?

How do I benefit from not taking any action at all?

What's the action I am dismissing?

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