



Strategies to Increase Job Satisfaction

Upon completion of your Organizational Assessment, you will identify areas requiring your attention. This paper will assist you with strategies to increase Job Satisfaction.

How Job Satisfaction is measured on the DEOCS:

1. I like my current job.
 2. I feel satisfied with my current job.
 3. I am happy with my current job.
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Strategies

Focus on increasing positive aspects of the core job dimensions related to job satisfaction, including:

- Allow personnel to experience autonomy in their job and daily work life.
- Create situations where individuals can accomplish tasks alone or in teams if they desire.
- Promote the use of collaboration but recognize some individuals will prefer to complete tasks on an individual basis.
- Clearly communicate to your unit that you trust every individual on the team.

Create opportunities for personnel to experience variety in job task.

- Ensure individuals use their skills and abilities in their everyday work tasks. Underused employees often become dissatisfied in their current role.
- Provide opportunities for members to shadow peers and supervisors, and offer mentorship programs from senior personnel.
- Allow individuals to continue their education and receive training when possible.
- Allow individuals to consider other occupations when opportunities arise.

Build trust between leadership and units.

- Clearly communicate work expectations to subordinates.
- Provide continuous feedback on tasks as a means for professional development.
- When possible share survey results with unit to build trust and encourage transparency.
- Improve trust by being open to new ideas that could improve work processes.
- Recognize members for a job well done when work is completed to expectations or improvement ideas they provide are implemented
- Attend training events and participate in discussions.

Reduce factors that create stress within the job.

- Ensure all individuals have the resources they need to perform their job.
- Ensure administrative items are in order and not preventing individuals from doing their work.
- Make sure individuals have the best technology possible to complete assigned work.
- Make sure individuals receive support from leadership when needed to complete work assignments.

Additional Resources:

Army: AR 600-20
Marine Corps: MCO 1000.9A

Navy: SECNAVINST 5300.26D
Air Force: AFI 36-2706



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