

# Staying Longer? Make it Better!

## The Job You Have Could Be the Job You Want

By Beverly Kaye and Sharon Jordan-Evans



If you've ever thought the grass must be greener in another workplace, you're not alone. We've all felt that way at some point in our work lives. In the workplace, these feelings can cause you to head for the door (leave physically), or cause you to stay put but shut down (leave psychologically—turn down your energy, your *oomph*.) Some of us give it a lot of time before we get to the point of departure (sometimes too much). Some of us give it too little time and move on too quickly.

What if there were another option? What if it were possible to achieve or regain satisfaction at work? What if your work were something you looked forward to each day? What if it tapped your enthusiasm? Used your creativity? Made you feel appreciated? What if work could truly deliver the goods?

Work takes the better part of our waking lives. When it is good, we unleash energy, creativity, and commitment. We look forward to the day, to our teammates, the environment, the boss—the whole package. We don't want to press the snooze button. We feel productive. We feel a sense of accomplishment. We learn. *And* we feel satisfied.

Is it really possible to shift *your* satisfaction meter? The answer is YES, if you accept that workplace satisfaction is a two-way street. It demands effort from your manager and from the leaders of your organization. But it also demands initiative and effort from you. Positive change is not only possible, but also well worth the effort.

There are three critical mindsets that are essential to making your current workplace one where you could stay longer.

- ★ **You're in charge:** You are ultimately responsible for your own workplace satisfaction. Don't expect your manager to be a mind reader or your organization to be solely responsible for your happiness. Others do have a role to play. But the bottom line is you're in control, and it's up to you to fix what's wrong or find what's missing.
- ★ **What you want could be found right where you are:** Perhaps all you need to do is get clear about what's missing and go after it. Look inside before you jump outside. Master the art and science of asking for what you want.



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- ★ **Don't Wait:** That “lovin’ feeling” may not find you. You may have to find it! Instead of “settling” for work that *doesn't work* for you, take steps now to improve it. Don't wait for someone else to take the first step.

Too often we leave for greener pastures elsewhere only to find Astroturf. The new workplace may have the same, or different (sometimes even worse) challenges, frustrations, and disappointments. In today's tight economy, too many people “wait it out” and miss the opportunity to change their own status quo. If you are staying longer, why not make your current workplace work better for you.

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*This is an excerpt from Love It, Don't Leave It: 26 Ways to Get What You Want at Work (Berrett-Koehler, 2003) by **Beverly Kaye & Sharon Jordan-Evans**. Bev and Sharon are also co-authors of the best-selling Love 'Em or Lose 'Em: Getting Good People to Stay (Berrett-Koehler, 1999 & 2002). Bev is founder and CEO of Career Systems International, the leader in the field of talent management. Sharon is president of The Jordan-Evans Group, an executive coaching and leadership consulting firm.*

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