

WHY WE WORK

WORK AS FULFILLMENT

“Far and away the best prize that life offers is the chance to work hard at work worth doing.”

Theodore Roosevelt, 1903

IS YOUR JOB INTRINSICALLY REWARDING? MANY FACTORS INFLUENCE THE **PERSONAL FULFILLMENT WE DRAW FROM OUR WORK** – THE NATURE OF THE WORK, PERSONAL BELIEFS AND VALUES, RECOGNITION, JOB SECURITY – AND WHAT’S FULFILLING FOR ONE PERSON MAY NOT BE FOR ANOTHER. JOB SATISFACTION CORRELATES TO LOWER AMOUNTS OF ABSENTEEISM, LATENESS, AND TURNOVER, SO FINDING THE RIGHT FIT IS WORTH IT.



Don Kao, a Chinese American LGBT activist, helps a woman fill out paperwork. New York, United States.
Photo by Monica Melton

Volunteering may be unpaid, but it is still work. Volunteers can express their values, foster connections, and experience a sense of belonging and accomplishment while applying their skills and professional expertise for the benefit of others.

F.R.I.E.N.D.S



Monica:
It's so unfair, you don't even like your job!

Chandler:
So, who does?

Phoebe:
Oh, I like my job.

Joey:
I love my job.

Rachel:
Yeah, I can't wait to go back to work.

Ross:
I can't get enough dinosaurs!

Friends Season 9, Episode 10:
“The One with Christmas in Tulsa”
Writ. Doty Abrams. Dir. Kevin Bright.

CIRHR CENTRE FOR INDUSTRIAL RELATIONS AND HUMAN RESOURCES

UNIVERSITY OF TORONTO
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How important is job satisfaction in the workplace?

When seeking employment...



...over **77%** of adults would consider a company's culture



...over **79%** of adults would consider a company's mission and purpose



...over **50%** of adults would place more importance on company culture than salary

The Canadian labour force has one of the highest rates of job satisfaction in the world.



64% of Canadian employees are content with their jobs



24% of Canadian employees would continue their work for free



Only **2%** of Canadian employees would describe work as a necessary evil