

## Discussing the Results of the Job Satisfaction Profile

Addressing issues relating to job satisfaction underscores the importance of creating early care and education environments that not only inspire the learning and socialization of young children, but also encourage the optimum development of adults. Early childhood administrators who respect teachers' need for a work environment that provides clarity and harmony in roles and expectations, rather than conflict and ambiguity, go a long way in promoting teacher confidence, competence, and overall commitment to pedagogical tasks.

After employees have completed the Early Childhood Job Satisfaction Survey (ECJSS) and created a profile, it is often helpful to meet with their mentor or supervisor to review the results. The individual completing the survey should determine the degree of disclosure he/she feels comfortable with when sharing the profile.

Here are some questions mentors and supervisors can use to help structure the conversation:

- After completing the survey and creating your Job Satisfaction Profile, what insights do you have about the factors that contribute most to your job satisfaction? How can we help ensure that these factors remain strong and vital in your job?
- What aspects of your current position are most frustrating and contribute to any job stress you may be experiencing? Are these aspects of your job related to things that could be changed, given the current resources of the program?
- How does your current position tap into the three values that you identified as being most important to you? Is there any way your current position could be strengthened to support the job values that are most important to you?
- If you could design your ideal job for the future, what would it look like? What additional skills and experiences would you need to achieve that ideal job?