

Worksheet 4.33 Gainful Employment Measure (Snyder and Lopez, 2007)

The following measure can be used to help you see what you value most in the workplace and how well your current job fits your value system. If there is a good fit between your workplace values and the reality of your workplace, you are likely to be gainfully employed.

<u>Importance Ratings:</u>	<u>Job Grading Scale:</u>
0 = None	F = 0
1 = Very Little	D = 1
2 = Some	C = 2
3 = Very Much	B = 3
4 = Extremely	A = 4

Components of Gainful Employment	Importance Rating	Job Grade	Importance × Job Grade
Variety in duties performed			
Safe working environment			
Income for self and family			
Deriving purpose in providing a product or service			
Happiness and satisfaction			
Engagement and involvement			
Sense of performing well and meeting goals			
Companionship and loyalty to coworkers and bosses			
Totals	Importance Total = _____		Importance × Job Grade Total = _____
Averages	Average Importance = _____		Average Importance × Job Grade = _____

In the “Importance Rating” column, list how important each of the components of gainful employment are to you based on the rating scale above. Then total your scores in that column. Next, in the “Job Grade” column, rate how well your current job meets each of the criteria of gainful employment using the scale above. Next, multiply your scores in the “Importance Rating” and “Job Grade” columns and put the result in the “Importance \times Job Grade” column. Now, total these scores. You should now have a “Total Importance Score” and a “Total Importance \times Job Grade Score.” To get your “Average Importance Score,” divide your “Total Importance Score” by 8. You should come up with a number between 0 and 4.0. To get your “Average Importance \times Job Grade Score,” divide your “Total Importance \times Job Grade Score” by your “Total Importance Score.” You should end up with a number between 0 and 4.0.

If your “Average Importance \times Job Grade Score” is greater than or equal to your “Average Importance Score”, you are considered to be gainfully employed. Congratulations!

If your “Average Importance \times Job Grade Score” is less than your “Average Importance Score”, you are **not** considered to be gainfully employed. You may find it useful to review the chart above in order to find the areas of greatest mismatch between your values in the workplace and what your job actually provides. Are there ways you can re-craft your work, ask for what you need, or change your way of viewing your work or going about your job in order to find a greater fit? Is there another job or career that you can think of that would be a better match for you? Please discuss these questions with your therapist at your next therapy session.

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