



Business Success Tools LLC

Spotlighting Performance, Change and Growth

Employee Satisfaction Wheel

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**Job match – your talents
match the talents of the job
you are doing.**

**Meaningful work / you make a
difference (Your purpose is clear –
you know how you fit in and
contribute to the overall
performance of the organization)**

**Being recognized, valued and
respected
(You feel like you belong and
are appreciated)**

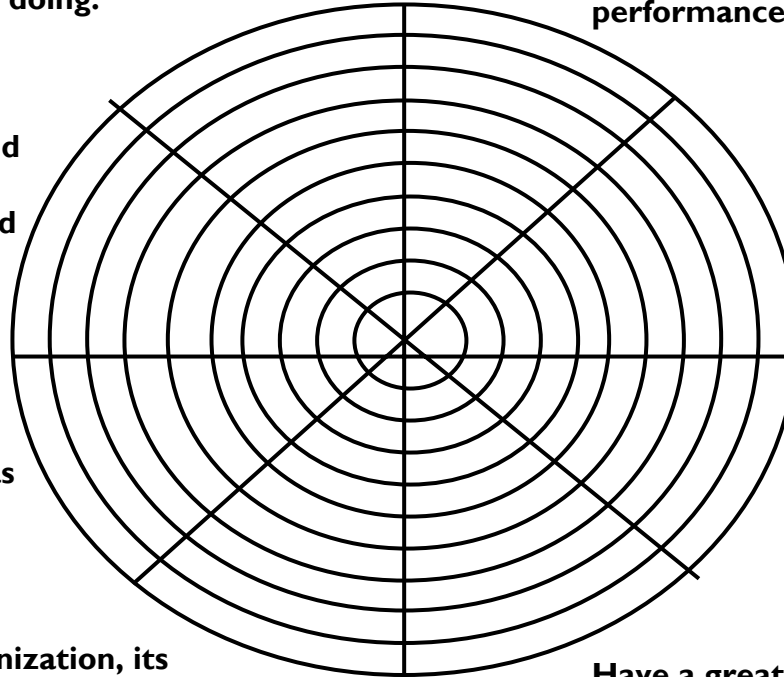
**Career growth/learning/
development (You are
challenged to stretch
and yet feel supported)**

**Great work environment
and culture and you feel as
though there is a future.**

**Fair pay and
benefits**

**Pride in the organization, its
mission / its products and services
(Your values match the values of
the organization)**

**Have a great boss and
supportive management**



How Satisfied Are Your Employees?

How to Use the Employee Satisfaction Wheel:

- **Benefit:** The Employee Satisfaction Wheel is a tool you can use to measure the relative satisfaction of 8 important factors that contribute to an individual's overall employment satisfaction.
- **What does this tool show?** The Employee Satisfaction Wheel is divided into 8 pie-shaped sections. Each section represents an important factor that contributes to worker satisfaction. The center of the wheel represents little (or zero) satisfaction with a particular factor. As you move out from the center of the wheel to the outer perimeter of the Wheel, it indicates greater (the outer most ring represents maximum) satisfaction with a particular factor.
- An individual can rate or rank his or her level of satisfaction by drawing their own perimeter for each factor.
- **Interpreting the results:** A *small, even Wheel* indicates a person is *evenly dissatisfied* with all 8 factors. A *large, even Wheel* indicates a person is *evenly and greatly satisfied* with all 8 factors. A *Wheel with an uneven perimeter* means the person is more satisfied with certain factors than others.
- **Recommended actions:** For the individual and an organization's management to set goals and take actions to increase the size and evenness of the Wheel, in alignment with organizational goals.