

# The Stay Checklist



## GETTING STARTED

To truly thrive at work, it's important to reflect on and understand each of the seven elements of job fit: meaning, job role, culture, connection, lifestyle, learning, and financial aspects. Research shows that employees who are genuinely happy and thriving in their roles usually have at least four of these elements working well for them, and none of them causing regular discomfort. This tool will help you and your employer discuss how you can ensure these elements are supporting your success and happiness.

Please rate your current feeling about each of the elements and add up the totals on the last page.

# The 7 elements of workplace Thriving



Think about your current role and select the items that you can answer “heck yes!” to today, totaling the # of checks in each section at the bottom of each list.

## CULTURE



Culture fit exists when your values and beliefs are compatible with the practices of your employer.

- The organization's actions match its values
- My communication style works well here
- I feel fully engaged
- I understand my role and my job
- I am able to be myself
- Processes are consistent and reliable

How many items did you check for Culture \_\_\_\_\_

## MEANING



Meaning fit exists when you feel that what you do matters.

- The things I care about also seem to matter to my company
- I regularly feel sure that I'm contributing to something important
- I am clear about what I contribute
- I am satisfied that what I do makes a difference most of the time
- My job taps into my interests and passions
- I feel pride in working for this company

How many items did you check for Meaning \_\_\_\_\_

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## RELATIONSHIP



Relationship fit exists when you like and respect the people you work with and you receive appropriate support and trust to do your job.

- My boss and I share similar work related values and philosophies
- I generally trust my boss and we communicate well with each other
- I enjoy spending time with my coworkers
- I feel respected and trust my coworkers
- I have good friends at work
- Conflict is healthy and productive here

How many items did you check for Relationship \_\_\_\_\_

## JOB



Job fit exists when the responsibilities of the job align with your talents.

- My job is a good match for my skills, interests, training and talents
- I have opportunities to do what I truly enjoy
- My job makes good use of my experience
- I have the right resources and support to perform my job
- I feel that I learn and grow in my job
- I have the credentials and education needed to do my job well

How many items did you check for Job \_\_\_\_\_

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## FINANCIAL



Financial fit exists when you feel that you are paid fairly and when your overall compensation meets your needs.

- I feel that my pay is fair
- I appreciate my overall compensation package, long and short-term
- There's a good match between my job and my pay
- I can take care of my responsibilities with what I'm paid
- There's room for growth in my pay over time

How many items did you check for Financial \_\_\_\_\_

## LIFESTYLE



Lifestyle fit exists when your life outside of work is supported by your employer's policies and practices.

- I feel that I have the right balance between my job and time outside of work
- I find my work challenging but not overwhelming
- There isn't pressure to work long hours that interferes with my life outside of work
- I feel that I can meet my personal & family needs while also working productively
- My job is flexible in the ways I need it to be
- Travel to and from work is convenient

How many items did you check for Lifestyle \_\_\_\_\_

# The 7 elements of workplace Thriving



## LEARNING



- I feel that I am able to learn new things in my role
- My leader is curious about my career development
- My organization or team support my professional and personal growth
- I have opportunities to try new things in my job
- I feel I can grow here
- I do not feel stuck in one specific job role

How many items did you check for Learning \_\_\_\_\_

## Congratulations

You now have a reasonably good assessment of how you're feeling at the moment about your current work situation.



## ASK YOURSELF

- Which elements had the most items checked, The least?
- What surprises you about your scores?
- Which high scoring areas are you the most appreciative of in your job today?
- In the areas where you have few items checked, what support would be the most helpful from your boss or company?
- What else would you like to discuss in order to stay and to thrive in your current role?

# What Your Scores Might Indicate



After reviewing your scores on the stay conversation checklist, you may see small but impactful adjustments that can be made to enhance both your thriving and engagement at work. This is beneficial for both you and your employer, creating a win-win situation.

## CULTURE



If workplace culture is an area for improvement, share what a positive environment is for you, offering feedback and asking for it. A culture that promotes belonging, respect, and collaboration enhances overall morale. Be honest about your needs and observations to enhance the culture.

## MEANING



If you feel that your work could better align with your personal values and the company's mission, consider discussing how your role impacts the broader goals of the organization. Small changes in how tasks are communicated or aligned with your values can significantly boost your motivation and fulfillment.

## RELATIONSHIP



Strengthening interpersonal relationships at work can foster a greater sense of belonging. You might suggest team activities or more open communication channels to build stronger connections with your colleagues.

## JOB



If there's a mismatch between your skills and interests and your current job responsibilities, think about suggesting adjustments to your tasks or exploring new roles within the company. Ensuring that your job fits your strengths and passions can lead to higher performance and job satisfaction.

## FINANCIAL



Competitive compensation and benefits are fundamental to job satisfaction. Regular reviews and adjustments based on market standards ensure that you feel valued and secure in your role. Be brave and ask for what you need while also acknowledging what the organization needs.

## LIFESTYLE



Balancing work with your personal life is crucial for well-being. If this is an area needing attention, discussing flexible work hours or remote work options with your employer can help achieve better work-life harmony.

## LEARNING



If you're looking for more opportunities for professional growth, consider discussing new assignments, training, projects, or career advancement paths with your employer. Continuous learning keeps you engaged and invested in your development.

By addressing these areas based on your Stay Checklist scores, you and your employer can work together to create a more engaging, satisfying, and productive work environment.