

Some Job Satisfaction Tips

by: Steve Snelling

It took me a while, but eventually I realized that often I could re-write my job description at most companies. Not necessarily re-written on paper, but if I found an important ISE-type activity that wasn't being done, and just started doing it – eventually management was happy to have that be a major part of my job duties. Industrial & System Engineers are good at seeing the “big picture” and often can see improvements that will help the product or the customer. Rather than ask for permission or get into an argument with management – I would just start doing some of those important activities. Usually if there was any explanation required later, it was always easier once I had accomplished some results.

Another thing I learned eventually, is if you are having trouble with your immediate boss or supervisor, go out of your way to do something important that their boss wants done. If senior management is happy with your results, your immediate boss will often leave you alone (and may even treat you better). Good, ongoing communication with senior management can really help; about once a month I would give an update on some major activity I was doing (or the Team I was leading was doing), and that helped put the activity in perspective. For instance, one time I let a Senior Manager know that one of the projects we had completed, saved as much money for the company as his entire annual budget (people and support services) – he became my champion after that brief conversation and I never had any more trouble with my immediate manager.