

A Special Supplement to:

Herald Independent
The Boscobel Dial

Observer The Platteville Journal
JOURNAL
Crawford County Independent

## CAREER CONNECTIONS FEATURED EMPLOYERS



















**5B** 

Viroqua food coop

LANDS' END









6B



5A

Pine Valley
Community Village



6B



Cedar Grove CHEESE

**2B** 













6A



**3B** 





6A

5A

**TRUVANT 3B** 



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- Be prepared with examples of your work
- Practice your answers to common interview questions
- Plan your interview attire the night before
- Study the job description
- Prepare smart questions for your interviews
- Answer questions using the STAR method
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- Tie your answers back to your skills and accomplishments

Source: Indeed Career Guide

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## AVERAGE JOB SATISFACTION IN THE US

With millions of people looking for new jobs in the wake of a shaken economy, it may be surprising to hear that most Americans are satisfied with their work.

However, there is also a crucial difference between having satisfaction in your work, and being passionate about your work. So, to find out more about how Americans feel about their jobs, this article will address everything you need to know about job satisfaction.

## After extensive research, our data analysis team concluded:

- 65% of U.S. workers are happy with their job.
- But only 20% are passionate about their jobs.
- Likewise, only 49% of American workers report being "very satisfied with their work,"
- While 30% are merely "somewhat satisfied."
- Over 100 million U.S. workers are at least somewhat satisfied with their work.



- The top reason Americans are unsatisfied with their jobs is income
- Only 28% of those making less than \$24,000 annually say they're in good jobs.
- Remote workers report higher levels of job satisfaction than in-office workers, at a difference of 57% to 50%.
- At least 26% of American employees want to leave their current jobs.
   Source: https://www.zippia.com/advice/job-satisfaction-statistics/

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## Imagine the lives you have yet to touch.

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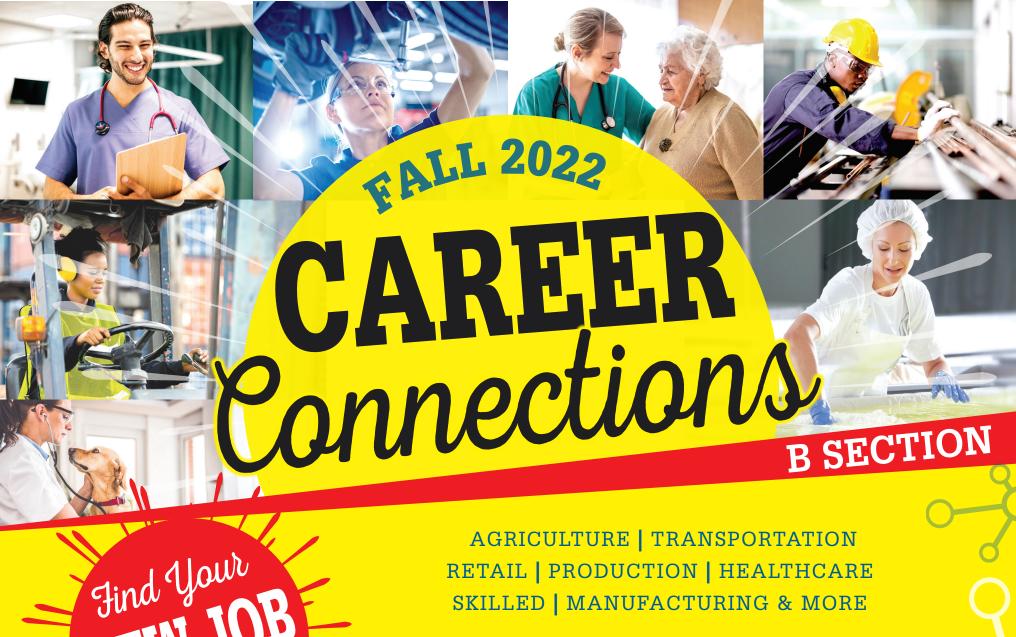


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## LANDS' ENDA

landsend.com/jobs

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Reddy Ag Service, Inc. and Ross Soil Service, LLC. are looking to hire a qualified Feed Delivery Driver to work out of the Mineral Point, WI location. The ability to obtain a Commercial Drivers License (CDL) and lift up to 50 lbs is required.

This person will be responsible for delivering bagged product to customers in the Mineral Point trade area. This includes coordinating delivery route, building orders and staging product for delivery, taking orders as they come in and communicating quantities needed for customers, unloading trucks as they come in, adequately accounting for everything in and out, and loading out

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This is a full-time hourly position with overtime; also includes health and dental insurance, paid life insurance, paid time off, 401k, and profit sharing.

To apply, please email a resume and letter of interest ASAP to:



#### **HEATHER MCLEAN**

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#### SEPTEMBER 15, 2022

# JOB SATISFACTION BY PROFESSION

In addition to income, the type of job someone has can also have a major impact on their job satisfaction. Despite income, many jobs in public service or humanities have high satisfaction rates. These rates seem at least somewhat linked with Americans finding "meaning" in their work. Here's the breakdown:













#### Only 20% of Americans describe being truly passionate about their work.

Despite job satisfaction rates, there's a lack of workplace passion in the U.S.

#### The jobs that employees consider most meaningful are often in Healthcare or Humanities.

Positions where over 90% of employees report high meaning: Clergy, English Language and Literature Teacher, Surgeons, Elementary Education Administrators, Radiation Therapists, Chiropractors. Psychiatrists, Anesthesiologists, Rehabilitation Counselors, Occupational Therapists, Kindergarten Teachers, and Epidemiologists.

#### The two main factors for high job satisfaction are "high meaning" and income.

All of the jobs with high job satisfaction provide either a high salary or high meaning. Here are all of the jobs where over 85% of employees report job satisfaction: Clergy, Education Administrators, Radiation Therapists, Pediatricians, Cartographers and Photogrammetrists, Rotary Drill Operators, Emergency Management Specialists, and Chief Executives.

#### Pediatricians and chief executives likely receive satisfaction from income.

Though several other jobs have greater high meaning rates than Pediatricians (88%) and Chief Executives (74%), they still have job satisfaction rates higher than 85%. This can likely be attributed to higher than average incomes, with Pediatricians making \$149,000 per year and Chief Executives \$126,000.

#### Those in the clergy have the highest rate of job satisfaction (90%).

Higher meaning really pays off for those in this position, as 90% of employees report having job satisfaction.

#### 1/3 of people who make less than \$25,000 have a job satisfaction rate below 50%.

Low income can cause less job satisfaction. Those who make less than \$25,000 per year tend to report lower job satisfaction rates, with over 1/3 of jobs in this category

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**Medical Lab Tech -** Full-time (36 hours/week) evenings

Paramedic - Casual

**RN- ED -** Part-time (24 hours/week) nights

RN- House Supervisor - Full-time (36 hours/week) nights

RN- OR - Full-time (36 hours/week) days

RN- SBS - Part-time (24 hours/week) nights or PRN

Surgical Tech - Part or full-time days

To learn more about Southwest Health's job opportunities and to apply, please visit www.southwesthealth.org

having job satisfaction rates below 50%.

These are the jobs with lower incomes that have job satisfaction rates of 50% or less: Hand Packers and Packagers, Fast Food Cooks, Cashiers, Photographic Processing Machine Operators, Short Order Cooks, Parking Lot Attendants, Dishwashers, Cafeteria Attendants, and Dry-Cleaning Workers.

#### Employees dislike having a lack of meaning.

Of the positions where less than 30% of employees report their job having high meaning, very few have job satisfaction rates above 70%. In fact, out of the 22 jobs with high meaning rates of less than 30%, 16 of them report job satisfaction levels below 60%.

#### Parking lot attendants have it rough.

With an average income of only \$19,700 and high meaning rates of only 5%, it's no surprise that Parking Lot Attendants have a meager job satisfaction rating of 41%.

#### Cafeteria attendants and dry-cleaning workers have the lowest levels of job satisfaction.

Both of these jobs have an incredibly low job satisfaction rate of only 39%.

Source: https://www.zippia.com/ advice/job-satisfaction-statistics/



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#### SEPTEMBER 15, 2022

## **HOW TO AVOID BURNOUT**

Source: https://www.indeed com/career-advice/careerdevelopment/how-to-avoid-

By understanding the causes of burnout, you may be able to avoid it altogether. Here are some suggested steps to reduce stress and symptoms of burnout:

**5B** 

#### 1. UNDERSTAND THE SIGNS AND SYMPTOMS OF BURNOUT

The first step in combating burnout is to understand the physical and mental symptoms. Burnout is often a very gradual process that increases over time. Here are some of the most common symptoms of burnout:

Physical signs: Physical signs of burnout may include frequent tiredness, headaches and body aches.

Emotional signs: Burnout may affect your emotions by severely reducing feelings of accomplishment, fulfillment and self-approval. It may cause a decrease in motivation, optimism and positivity.

Behavioral signs: Behavioral changes may include a lack of desire to socialize at work or increased procrastination. It might also include a decrease in punctuality and responsibility.

#### 2. USE YOUR PAID TIME OFF

If you're a full-time employee, you likely accumulate paid time off for vacation and sick days. Consider scheduling a vacation to break away from work for at least a few days and enjoy your time by yourself or with loved ones. Plan time away to someplace new or just take the time to stay home and relax or finish a personal project you haven't had time for.

If you aren't feeling well one day, you may want to use your paid sick time to take the day off rather than pushing yourself too hard and showing up at work.

#### 3. PRACTICE SELF-CARE

Self-care can get you in the right state of mind to avoid burnout.

#### Self-care can include:

- Exercising regularly: Exercising helps reduce stress by releasing endorphins, which improve mood and bring about a feeling of general well-being. Even a short 15-minute walk each day can help.
- Getting enough sleep: Being well-rested can increase focus and rational thinking, which contributes to more positive interactions and productivity

in the workplace. Getting enough sleep can also increase positivity and motivation.

- Meditating: Practice breathing and relaxation techniques and other meditative routines to help you calm yourself and enter a state of restfulness.
- Pursuing a hobby: Finding a passion can help reduce stress and give you a break from the demands of the work week. Boosting your creativity outside of work can help increase your productivity at work and make you feel more fulfilled.

#### 4. FIND PURPOSE IN YOUR WORK

Sometimes it takes some rediscovery of your purpose and the deeper impact of your work to improve your outlook. Think about how your work improves the lives of others and ways you could increase your impact to add more meaning to your daily responsibilities. Also, focus on what aspects of the job you enjoy, like talking to your coworkers. If you have a passion you truly want to pursue, you may decide to change jobs or careers to feel fulfilled.

#### **5. DEVELOP HOBBIES**

Having hobbies can give you a way to take your mind off of work and focus on something that interests you. Think about joining a book club and reading during work breaks or spending your weekends taking painting classes. This can be especially helpful if you have a monotonous job and feel the need to develop your creativity skills.

#### 6. REACH OUT TO THOSE CLOSE TO YOU FOR SUPPORT

If you experience symptoms of stress or burnout, reach out to friends and family to receive support. Sometimes just talking with other people can reduce stress and loved ones may offer advice or help you take action to improve your situation if you want help. Also, trying to develop closer relationships with coworkers may improve how you feel about your job and help you feel more connected.



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**Human Resources** The Richland Hospital, Inc. 333 E 2nd St, Richland Center, WI 53581 608-647-6321 **Equal Opprotunity Employer** 





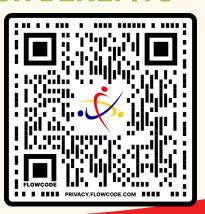
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#### **BEHAVIORAL HEALTH SERVICES MANAGER:**

Seeking an experienced, licensed professional responsible for planning, developing, and administering mental health and substance abuse services. Duties include the overall management of a Mental Health Outpatient Clinic, coordination of client services, development of policies and practices that are compliant with State and Federal requirements, budget creation and monitoring, and supervising clinical staff and programs.

Master's Degree in Social Work or related field is required with five years experience in a human services setting and three years of administrative/supervisory experience. Current Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, or Licensed Professional Counselor certification in the State of Wisconsin is required. The wage range is \$32.95-\$34.45 per hour.

#### **CCS SUPERVISOR:**

This position will provide direct supervision and support to Comprehensive Community Services (CCS) programmatic staff. Duties include offering clinical supervision and collaboration to all internal staff and contracted providers, assigning caseloads, maintaining standards, and fulfilling all CCS mental health professional functions.

Master's Degree in Social Work or related field is required. Current Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, or Licensed Professional Counselor certification in the State of Wisconsin is required. Three years post-license clinical experience preferred. The wage range is \$31.15-\$32.56 per hour.

#### MENTAL HEALTH THERAPIST:

This position will provide mental health treatment service facilitation in a community setting. Duties include maintaining a consumer treatment caseload, clinical crisis assessment, and coordination of mental health treatment services via the Chapter 51 system.

Master's Degree in Social Work or related field is required with the appropriate number of hours of supervised clinical experience preferred. Current Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, or Licensed Professional Counselor certification in the State of Wisconsin is preferred. The wage range for a licensed position is \$27.54-\$28.80 per hour. (Starting wage for non-licensed applicant is \$25.75 per hour which increases to \$26.33-\$26.91 after probation)

#### SUBSTANCE ABUSE COUNSELOR:

This position will provide substance abuse treatment services in a community mental health setting. Duties include conducting assessments, treatment planning, individual and group counseling, case management, court work, and crisis intervention.

Current State of Wisconsin Substance Abuse Counselor certification is required. Applicants with Substance Abuse Counselor training credential will also be considered. Ability to fulfill all of the requirements as stipulated in DHS 75 and SPS 160. The wage range is \$23.94-\$25.03 per hour.

#### **ADULT PROTECTIVE SERVICES WORKER:**

This position will conduct Elder Abuse and Adult-at-Risk investigations and related reporting in order to maintain guardianship/protective placement programming. The APS Worker shall receive and respond to reports of abuse, neglect, self-neglect and financial exploitation.

Bachelor's Degree in Social Work or related field is required along with State Social Work certification or eligibility. The wage range for a certified Social Worker is **\$22.14-\$23.14 per hour** (wage range for a non-certified applicant is \$20.33-\$21.25 per hour).



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