### Early Childhood Job Satisfaction Survey

**Part 2: Developing a Job Satisfaction Profile**

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**Step #1.** Assign points (1, 2, 3, 4, or 5) to each statement in Part I of the survey according to the following formula:

**Co-worker relations (questions 1–10)**  
Score questions #1, 2, 3, 8, 10: 1 (strongly disagree) to 5 (strongly agree)  
Score questions #4, 5, 6, 7, 9: 5 (strongly disagree) to 1 (strongly agree)

**Supervisor relations (questions 11–20)**  
Score questions #11, 14, 15, 16, 18: 1 (strongly disagree) to 5 (strongly agree)  
Score questions #12, 13, 17, 19, 20: 5 (strongly disagree) to 1 (strongly agree)

**The nature of the work itself (questions 21–30)**  
Score questions #21, 22, 26, 28, 30: 1 (strongly disagree) to 5 (strongly agree)  
Score questions #23, 24, 25, 27, 29: 5 (strongly disagree) to 1 (strongly agree)

**Working conditions (questions 31–40)**  
Score questions #31, 32, 33, 37, 40: 1 (strongly disagree) to 5 (strongly agree)  
Score questions #34, 35, 36, 38, 39: 5 (strongly disagree) to 1 (strongly agree)

**Pay and promotion opportunities (questions 41–50)**  
Score questions #41, 42, 43, 47, 50: 1 (strongly disagree) to 5 (strongly agree)  
Score questions #44, 45, 46, 48, 49: 5 (strongly disagree) to 1 (strongly agree)

**Step #2.** Add up the scores above in each category in Part I. These job satisfaction facet scores will range from 10 to 50.  
- Co-worker relations: total score = _____  
- Supervisor relations: total score = _____  
- The nature of the work itself: total score = _____  
- Working conditions: total score = _____  
- Pay and promotion opportunities: total score = _____

**Step #3.** Plot your job satisfaction facet scores from Step #2 on the profile in Part I.

**Step #4.** Add up the total number of points for Part II:  
Total congruence with ideal = _____ (score will range from 5 to 25)

**Step #5.** Plot your congruence with ideal score from Step #4 on the profile in Part II.

**Step #6.** Transfer the information from Part III and Part IV to the corresponding spaces on the profile.

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Step #7. To score Part V of the survey, assign 1 point for each positive statement checked (items 1, 4, 5, 6, 8).
   (a) =

Assign 1 point for each negative statement checked (items 2, 3, 7, 9, 10)
   (b) =

Subtract (b) from (a) and add 5 (total score will range from 0 to 10)
   (a) − (b) + 5 =

Plot your commitment to the center score on the profile in Part V.

Step #8. Plot your commitment to the profession score on the profile. This will be the numeral you circled in the second section of Part V.

Job Satisfaction Profile for

PART I. Facets of Job Satisfaction

<table>
<thead>
<tr>
<th>High</th>
<th>Low</th>
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<tbody>
<tr>
<td>50</td>
<td>10</td>
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<tr>
<td>40</td>
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Co-worker relations | Supervisor relations | Work itself | Working conditions | Pay/promotion opportunities

PART II. Congruence with Ideal

- My ideal
- Somewhat like my ideal
- Not like my ideal
- Not like my ideal at all

PART III. Satisfactions and Frustrations

**Satisfactions**
1. 
2. 

**Frustrations**
1. 
2. 

PART IV. Occupational Values

1. 
2. 
3. 

PART V. Commitment

Very committed | Committed | Not committed
10 | 8 | 6 | 4 | 2
To the center | To the profession