



# Staying happy at work

In a previous column (TGIM: February 2007), I revealed that, Thank Goodness it's Monday?, believe it or not, on average, we are much happier on workdays than we are on weekends or during

the holidays. Unlike our typical use of free time, work provides us with opportunities to use our skills to achieve goals. Even if it is just the goal of making money, work is more satisfying and reinforcing than watching our free time slip away while we are engaged in more passive activities, such as watching television.

you know and like the people you work with, you will look forward to going to work. If you are an employ-

## You'RE NOT ALONE



DR. BRAD KLONTZ

Clinical psychologist

While it may be true that most of us find more fulfillment at work than during our free time, it is also true that some jobs are more satisfying than others. How satisfying is your job? Researchers at the National Opinion Research Center at the University of Chicago found that of the 27,000 people they surveyed, 47% were satisfied and 33% were "very happy" with their jobs. Those who reported the highest levels of satisfaction had jobs that involved helping others. Firefighters, clergy, special education teachers, and physical therapists were among those reporting the highest levels of job satisfaction, while salespeople, food preparers, and packagers reported the least amount of job satisfaction.

But take heart. Whether you are employed in a job that typically provides less satisfaction, or you are an unhappy firefighter, clergy member, special education teacher or physical therapist, you can increase your happiness at work regardless of the characteristics of your particular job tasks. Research has shown that high worker autonomy, more task variety, and a belief that one's work is important are all associated with increased job satisfaction. However, researchers from Michigan State University recently discovered something even more important to job satisfaction- social relationships. They found that workplace friendships, frequency of interactions with others, and emotional support were strong predictors of happiness at work. They even found that the presence of these social supports can make up for lower pay. So if you are an employer or an employee in an industry with lower job satisfaction, or you are unhappy in a job with typical high job satisfaction, consider the following suggestions to help make an unsatisfying job better:

er, support and encourage connections between workers. An employer-sponsored lunch, after hours social, or a weekend barbecue is a great place to start.

2. Find ways to encourage more worker autonomy. No one likes to have someone looking over his or her shoulder, and having choices makes everyone happier.

3. Redesign a job to make it more challenging. This might involve rotating workers through a variety of tasks with increasing responsibility. Even rote tasks can become challenging when workers are encouraged to increase speed or output to earn an added benefit or reward.

4. Identify a clear purpose, mission statement, and value of a particular job. Highlight how the job provides benefit to others, or how it fits into a larger social or industrial picture. Periodically remind employees of their specific positive contribution to the whole.

5. Consider including team-building activities into your regular staff trainings. An afternoon of volunteer work or structured group activity can do wonders to increase morale. For a structured, facilitated, novel team-building activity, consider taking your staff to an adventure course. For example, "Just Live!, Inc" in Puhi has an Outdoor Teambuilding Facility and Ropes Course Challenge designed to assist with corporate teambuilding (www.justlive.org; 808-482-1295).

Even if your job is not all you want it to be, some simple steps can help you feel more satisfied about your work life.

Dr. Brad Klontz is the 2007 President-Elect of the Hawaii Psychological Association and coauthor of The Financial Wisdom of Ebenezer Scrooge. He can be reached by e-mail at brad@klontzcoaching.com. For free, confidential referrals to a psychologist in your area, contact the HPA online at www.hawaiipsych.org or call (808) 521-8995.

1. Encourage social interactions in the workplace. If you are an employee, make a point of getting to know your coworkers. When



## Great Homes on all sides of Kauai

### East Shore Homes

**5116 KALIKA ST., Kawaihau**  
Living Area: 864 sq. ft. 2 Bed, 1 Bath  
Land Area: 4,014 sq. ft. MLS# 186834  
**UNIT #2 OF A 2 UNIT CPR PROJECT CALLED KALIKANANI** is totally renovated better than new! New: 25 year roof, exterior and interior painting, ceiling fans, light fixtures, countertops, tile backsplash, 2" wooden blinds, wood laminate flooring in living/kitchen, plush carpet in bedrooms, and a 24" x 6' lattice arbor for a welcoming entry. \$409,000  
Elaine Schaefer R, GRI, ABR, DR 808-639-2935

**5325 LUANA ST., Hulu Manu S/D**  
Living Area: 1,008 sq. ft. 3 Bed, 3 Bath  
Land Area: 6,000 sq. ft. MLS# 181040  
**DELIGHTFUL**, well maintained home is tucked away in a wonderful neighborhood, includes a large storage shed in the back yard that could easily be a great work shop. There is a patio area in the back and the yard is fully fenced.  
\$525,000  
June M. Crane, RA 808-652-47325

**5490 KALALEA VIEW DRIVE, Aliomanu Estate**  
Living Area: 2,960 sq. ft. 4 Bed, 4.50 Bath  
Land Area: 4.07 ac MLS# 140352  
**ARCHITECTURALLY** designed ocean front (bluff) estate home overlooks Papa'a Bay and Aliomanu Beach with Anahou mountain views. Detached guest quarters and a cabana for large pool and in-ground spa. This elegant home has bamboo flooring, granite kitchen countertops, and premium appliances, 4 bedroom/4.5 bath and covered lanai off of every bedroom. The 3 car garage has a spacious storage loft. The 4-acre grounds are fully landscaped.  
\$3,300,000  
James G. Pycha, PB 808-742-1777

**5269 IHILANI PL., Waialeale**  
Living Area: 1,708 sq. ft. 4 Bed, 3.00 Bath  
Land Area: 6,480 sq. ft. MLS# 187916  
**OPEN FLOOR** plan house on quiet cul de sac location offers spacious living with vaulted ceilings in the living area. Kitchen includes a breakfast bar, and lots of windows throughout for natural lighting. All three bedrooms located upstairs and separate downstairs studio can be used as a fourth bedroom. Oversized garage leads to a large backyard. Front and back are on sprinkler system.  
\$539,000  
Elaine Schaefer R, GRI, ABR, DR 808-639-2935

**5120 KALIKA ST., Kawaihau**  
Living Area: 864 sq. ft. 2 Bed, 1 Bath  
Land Area: 6,361 sq. ft. MLS# 186778  
**HOME SWEET HOME OR A SWEET INVEST-MENT.** Unit #1 of a 2 unit CPR project called Kalikanani. It has a new roof, new exterior paint and mature landscaping. Sellers will fence along the back for privacy. Home Sweet Home or a sweet investment.  
\$409,000  
Elaine Schaefer R, GRI, ABR, DR 808-639-2935

**6206 HELENA LANE**  
Living Area: 1,756 sq. ft. 3 Bed, 2.00 Bath  
Land Area: 24,785 sq. ft. MLS# 189359  
**BEAUTIFULLY UPGRADED HOME** offers an open, flexible floor plan, tile floors and granite countertops in gourmet kitchen and hardwood floor throughout. Ipe deck across the back of the house, accessible to living/dining and master bedroom. \$749,000  
Elaine Schaefer R, GRI, ABR, DR 808-639-2935

**1661 LUAWAI PL., Kapaa Meadow Hm**  
Living Area: 1,104 sq. ft. 3 Bed, 1.50 Bath  
Land Area: 6,482 sq. ft. MLS# 181899  
**SELLER IS VERY MOTIVATED** to sell. This 3 bedroom 1-1/2 bath home is located in the Kapaa Meadows tucked away in a quiet culdesac. Seller will entertain all reasonable offers. \$457,000  
Shelly Kauai Carvalho, RA 808-652-3886

**5328 KAHALA ST., Hulu Manu S/D**  
Living Area: 1,000 sq. ft. 3 Bed, 1.75 Bath  
Land Area: 6,720 sq. ft. MLS# 194233  
**FRESH & CLEAN = JUST MOVE IN!** Chipped-face concrete block exterior, cement composite roof shingles, wood laminate flooring, interior paint, crown molding, granite counters in bathroom and kitchen, large picture windows and bathroom skylight. Super-clean carport with laundry room and 3/4 bathroom, fully fenced with hollow tile and wood fencing for security and privacy.  
\$540,000  
Jimmy Johnson, DR 808-639-9675

**6940 KOKEANU PL., Mt. View Half Ac**  
Living Area: 1,276 sq. ft. 3 Bed, 2 Bath  
Land Area: 34,543 sq. ft. MLS# 196416  
**OVER 3/4 OF AN ACRE OF SERENITY** enough to build another home or just enjoy an expansive yard. Large, mature shade trees provide a park-like setting. The main house features an inviting sun room lined with windows. Two cute bedrooms downstairs, Master Suite upstairs and oversized 2 car garage. \$675,000  
Jimmy Johnson, DR 808-639-9675

**6340 KAAHELE ST., Wailua River Vw**  
Living Area: 1,432 sq. ft. 3 Bed, 2 Bath  
Land Area: 8,785 sq. ft. MLS# 194919  
**INTERIOR FRESHLY** painted and new interior carpet. Plenty room for expansion. Spacious home with large patio off living room. Great neighborhood in Wailua River Estates. \$565,000  
Shelly Kauai Carvalho, RA 808-652-3886

**4580 HALEILIO RD, Wailua Houselets**  
Living Area: 912 sq. ft. 3 Bed, 1.5 Bath  
Land Area: 12,033 sq. ft. MLS# 196279  
**INVEST NOW FOR THE FUTURE!** Commercial zoned property is adjacent to Coco Palms. Qualifies for homes or a duplex; approved for 3 water meters. Look into the future.... \$549,000  
Jimmy Johnson, DR 808-639-9675

**365 MOLO ST., Kauai Gardens**  
Living Area: 1,396 sq. ft. 3 Bed, 2 Bath  
Land Area: 24,901 sq. ft. MLS# 194809  
**SPACIOUS HOME** in a very desirable neighborhood has vaulted ceilings, large appointed kitchen with center island and lots of windows in living area. Master bedroom has large walk in closet, separate entrance and double bathroom vanity. \$550,000  
Susie R. Wood, RA 808-631-9427

**6486 OPAEKAA RD., Wailua Homesteads**  
Living Area: 9,462 sq. ft. 18 Bed, 8 Bath  
Land Area: 24,901 sq. ft. MLS# 195588  
**2 DWELLINGS** with nearly 9,500 sq. ft. of total living area! Lowest priced residential property per square foot on island!  
\$1,700,000  
Mitch K. Lee, RA 808-482-0639

**5693-H KAAPUNI, Kapahi Farm Lots**  
Living Area: 1,850 sq. ft. 3 Bed, 2.5 Bath  
Land Area: 2.16 ac MLS# 198051  
**SPECTACULAR VIEWS** of the ocean and mountains with lots of privacy. Open beam ceilings, custom kitchen, open floor plan, large upstairs master bedroom with Jacuzzi bath & stand alone shower, two large comfortable lanais, & outdoor showers.  
\$1,065,000  
Overton AI - RA, ABR, RA 808-652-8431

**6610 MOLOA'A RD., Moloo'a Bay**  
Living Area: 3,289 sq. ft. 3 Bed, 2.5 Bath  
Land Area: 35,719 sq. ft. MLS# 197505  
**BEAUTIFUL UPGRADED**, air conditioned home and separate ADU adjacent properties available for purchase. Three bedrooms, 3 baths Main House: 2,464 sq. ft. plus 1,300 sq. ft. of decks and lanais Home #2: Approx. 700 sq. ft. with two-car garage underneath. \$4,500,000  
James G. Pyca, PB 808-742-1777

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