



Overview of Full GAIS Questionnaire Version 2021

Job Satisfaction

Your overall job satisfaction shows the extent to which you enjoy your job, feel motivated to work and have a positive perception of your workplace.

Do you feel happy in your work?

Do you feel motivated to get up and go to work?

Generally speaking, is your workplace a nice place to work?

Did you enjoy your most recent working day?

Are you looking forward to going to work again?

Influence

Influence is about feeling included and having influence on your work. Do you feel that you have freedom and the opportunity to affect and structure your work?

Do you feel you have an appropriate level of influence at work?

Do you feel you have an appropriate level of influence on important decisions that are of significance to your work?

Do you feel you have an appropriate level of influence on how you do your work?

Do you feel that there is an appropriate balance between freedom of choice and supervision at your place of work?



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Purpose

Purpose is about the feeling of using your working life for something meaningful. About whether projects are meaningful in themselves, about contributing to something bigger or feeling that you enjoy your role.

Do you feel that your work is meaningful?

Do you feel that you perform an important function at your place of work?

Do you believe that your work contributes positively to the lives of others?

Do you feel that you are contributing to a greater purpose in your work?

Does your current job meet your requirements for your working life?

Do you see purpose in the decisions being made at your place of work?

Mastery

Mastery is about the feeling of being able to master the situations you face. About feeling adequate and competent in your encounter with your day-to-day work and about personal development.

Do you feel that your work gives you professional satisfaction?

Do you feel that the work you do matches your skills?

Do you feel that you are developing your skills?

Do you feel that you would be able to handle changes in your work?



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Achievements

Results are about feeling that you are making progress and generating specific results in your work. About whether clear-cut goals have been set for your work and about whether it is clear when you have achieved your goals and subsidiary goals.

Do you have a sense of achievement during your working day?

Do you feel that you are making progress in your work?

Do you create specific results at work?

Do you feel that there are clear, well-defined goals for your work?

Leadership

The leadership factor shows different aspects of your experience of your immediate manager. Do you feel that your manager is a good manager? Do you feel that trust and a good relationship are in place and what are your manager's social and professional skills?

Do you feel that your immediate superior is a good leader?

Do you feel that your immediate superior has good professional skills?

Do you feel that your immediate superior has good social skills?

Do you have trust in your immediate superior?

Do you feel that you have a good relationship with your immediate superior?

Do you feel that your immediate superior appreciates you and your work?



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Colleagues

The colleague factor is about how things are going with your colleagues. About whether you trust your colleagues and get on well with them both professionally and socially.

Do you have a good relationship with your colleagues?

Do you find it easy being part of the social community at your place of work?

Do you trust your colleagues?

Do you have a good professional relationship with your colleagues?

Are you and your colleagues good at expressing appreciation for each other?

Balance

Balance is about equilibrium. This applies both to work, where a balance must be found between work and time, and the balance between work and homelife.

Do you feel that there is an appropriate balance between your professional and personal life?

Do you feel that you have sufficient time to deliver work at the quality desired at your place of work?

Do you feel that you have sufficient time to resolve tasks at work?



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Which factors are the most important to your job satisfaction?

Drag and re-arrange the factors from most important to less important.

Which factors are the most important to your job satisfaction?

Drag and re-arrange the factors from most important to less important.



 Influence	1	Most important
 Colleagues	2	
 Purpose	3	
 Mastery	4	
 Balance	5	
 Leadership	6	
 Achievements	7	Least important

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