

# Work: Fulfillment from Day One

"You will never feel truly satisfied by work until you are satisfied by life."

— Heather Schuck

## INTRODUCTION

Hiring the right person is only the beginning. This guide explores strategies to help new hires build meaningful connections, excel in their roles, and integrate their work and personal lives in a way that supports long-term fulfillment.

## PROJECT - DAY ONE

The first day at a new job significantly shapes a new employee's perceptions of the organization, their role, and their future within the company. They need to feel a sense of purpose and connection to affirm they made the right decision. Avoid the mistake of onboarding them with company videos or simply getting them comfortable at their workstation. Instead, craft a plan that keeps them actively engaged with their new colleagues while showcasing core values in action!

## RETHINK WORK/LIFE BALANCE

How often have you heard companies grappling with work/life balance? The concept implies two distinct personas competing for time. Instead, shift the narrative to achieving harmony, where work and personal life coexist seamlessly. Encourage employees to communicate their priorities, plan for flexibility, and set boundaries. Support them in managing their time and energy in ways that holistically align with their goals.

## BEWARE THE MISERABLE JOB

Many people are unhappy in their jobs, yet this dissatisfaction often has little to do with the actual work involved. In his book *The Three Signs of a Miserable Job*, Patrick Lencioni identifies three critical factors that are often overlooked in organizations:

**Anonymity:** People cannot find fulfillment in their work if they feel unknown. Every individual needs to be recognized and valued for their unique qualities by someone in a position of authority. Those who feel invisible or generic are unlikely to love their jobs, regardless of their responsibilities.

**Irrelevance:** Employees need to see that their work matters to someone—anyone. Without a clear connection between their efforts and the impact on others, employees struggle to find purpose and satisfaction.

**Immeasurement:** Employees must have a way to measure their progress and contributions independently. When success relies solely on the subjective opinions of others, motivation dwindles, and employees feel powerless to influence their outcomes.

Addressing these three factors fosters engagement, satisfaction, and productivity. The challenge for managers is to recognize the signs and address obstacles before they become issues.

### COACH FOR SUCCESS

The best performing humans employ coaches in every industry, not just sports. Why do most companies completely overlook this? Incorporating coaching into your organization's culture isn't a luxury—it's a strategy for success. Coaching provides the following benefits:

**Objective Feedback:** A coach imparts unbiased insights, helping workers identify blind spots and areas for growth without the influence of office politics.

**Accountability & Motivation:** Coaches offer external support to set goals, track progress, and maintain motivation, ensuring employees stay on track and reach their potential.

**Skill Development & Growth:** Coaches bring specialized knowledge to accelerate skill-building and foster both short- and long-term growth, helping employees stay competitive and reach their professional goals.

### A FINAL NOTE ABOUT WORK FULFILLMENT

While financial compensation, recognition, and other rewards are gratifying outcomes of hard work, true fulfillment comes from finding purpose and meaning in what you do.

Visit [www.deepdishacademy.com](http://www.deepdishacademy.com) to see a sample Project - Day One and discover more ways to make work meaningful!