

JOB SATISFACTION FOR THE NEW YEAR *

At this time of year, jobs that used to be exciting may seem lackluster. The following is offered to help you have a better start for the New Year.

"Even the best job palls after a while. There are, of course periodic resurgences of energy: promotions, new assignments, raises, job moves. Every job, day-in-and-day-out, is mostly the steady accumulation of accomplishments that you expect will set you up for those rewards and exciting changes.

So how do you maintain your professional enthusiasm if you're in between motivational payoffs? And perhaps even more important, how do you keep job burnout from creeping up on you?

1. Set up a project for yourself that really means something to you.

The project should be close to your heart while also fitting your employer's plans. The main value to you is that it will reconnect you to the reason you entered your field in the first place. Job satisfaction increases when the job fits your unique personality, both in terms of your life values and the maximum use of your greatest talents and abilities.

2. Take new initiative in communicating with your boss.

A good relationship with a boss is a two way street. You need to let the other person know how things are going, where the problems are, what your achievements have been, and what your short- and long-term objectives are. The more your boss knows about what you do the more your boss will value what you do.

3. Repair a bad relationship.

Just about everyone had had to work closely with someone who's a pain. The trick is to make friends with your nemesis or perhaps to find a way to communicate in an easy-going, friendly sort of way. It helps to find some common ground. Identify that common cause, and make it the basis for a harmonious working relationship.

4. Give some work away.

Let go of some of what is driving you crazy. Delegate. There is probably someone in your organization for whom the task is a chance to excel, to show off, to shine. Decide what you're going to lop off. Then do it.

5. Ask for feedback.

If you feel undernoticed and underrecognized for all that you've been knocking yourself out doing, there's a very simple solution: Go ask. Just say that you want to check in to make sure your efforts are on course and you want to know what your boss thinks of what you've done so far. Assuming you really have been knocking yourself out, the praise could be deafening.

6. Get one unpleasant task out of the way, and throw one irrelevant task away.

It helps to do these two in tandem: Take one of your least-favorite tasks on your To Do list and get it over with, no matter what. Come in early and stay late if you have to. Just get it out of your life. At the same time pick out some thing that's really low priority and of such little consequence that if it goes undone no one will notice. Toss that in the trash.

7. Let yourself play now and then.

Technically, it's called executive recreation. It looks like an interruption, but in fact it's calculated whimsy. When the executive recess is over you'll easily make up for any lost time by being more productive because you will be refreshed and relaxed.

8. Collaborate more.

Team up with a co-worker on a project, or get together with a group and brainstorm. Cut out time spent with disgruntled co-workers complaining about how miserable all of you are. Enthusiasm loves company as much as misery. The chance to bounce ideas back and forth will almost always give a tired job new vigor. The real reason two heads are better than one is that someone's always there to laugh at your jokes and vice versa.

9. Take care of your body.

Eat right. Exercise regularly. Get enough sleep. You can't feel good about your job if you feel crummy all of the time.

10. Have something else important to do with your life.

There are many causes and commitments that justifiably claim people's time and attention. People who have competing interests tend to have a better perspective on their work lives. What we do on our own time adds at least as much to the meaning of our lives as does our job. You can love a job more when it makes possible doing other things that you love."

*Abstracted from "Ten Ways to Fall Back in Love With Your Job." Working Woman. pp. 136-137. Nov. 1985.

The next edition of CROSSFIRE will focus on the topic: "Getting it all done--management of your time."



Noël

NOTES

Dr. Jim Nicholson and Darlene Pline of the Counseling Center have agreed to give another stress management workshop in January. A year ago Dr. Nicholson gave an introductory stress management workshop that was well received by all who attended. He has agreed to give another one. This session will review what was covered last time and then go into more detail, possibly actually practicing some relaxation techniques.

The workshop will be given twice so all can attend, although they would like to know in advance about how many to expect each session. The date is Wednesday, January 8th in the EMS showroom from 10:00 to 12:00 and from 1:30 to 3:30. Janet Strong will have a sign-up sheet in her office.

Anne Matjeka has been appointed to the State Textbook Adoption Committee. She will represent BSU and the Teacher Education Department. This appointment allows CRC to continue to receive gifts of textbooks each year.

PAST & PRESENT

CRC now has two half-inch VHS video set-ups available plus the older three-quarter machine. People who have missed a section of one of the telecourses are the primary users.

New shelving which arrived sometime ago has been installed on both fourth and second floors. Books have been shifted to fill the new space. Shelving for phono-records and documents has not yet been installed.

Elementary and secondary reading and literature textbooks are on the adoption cycle this year. Since the reading adoption is such a large one the display shelves are severely overcrowded. Some of the new text-books have been placed on an adjacent table. Old editions are available at CRC on a first come, first serve basis. Selections from these discarded books may be made from the wooden shelves in the corner near the record collection.

The Second floor of the Library continues to wait patiently for the arrival of our long awaited photocopier. The newest wrinkle causing delay is the temporary unavailability of a coin-opt mechanism.

This year the BSU Library is again keeping what is rapidly becoming a Christmas tradition -- the social committee is collecting food, toys and possibly clothing for a needy family. There will be a box back by the mailboxes in Technical Services to collect such items. Delivery is planned for Thursday, Dec. 19th. The family this year consists of a single mother and four children--all girls, ages 8, 5, 3, and 2.

Social Work Students Library Survey:

During the third week in October, a library survey was taken of students currently enrolled in Social Work classes at BSU. A total of 159 questionnaires were completed and returned during the class period. Of the respondents, 27.8% were freshmen; 27.8% were sophomores; 29.74% were juniors, and 14.55% were seniors. It is important to remember that most of the social work students fall into the 'non-traditional' category.

A high percentage of these students seem to use the Library regularly. 43% reported visiting the Library at least several times per week. 66% said they had used the Library at least once in the last month. Only 5% indicated that they seldom or never used the Library, and the two 'nevers' both felt obligated to append notes explaining why: "I've never needed books." and "To date, I haven't felt the need to research a topic." Interestingly, both of them went on to answer all the other questions about the Library!

The single most common reason for using the Library was to study. Over 18% said this was 'mostly' why they came to the Library. The runner-up category was "use of periodicals," which 16% indicated as their primary reason. However, in another question we asked how many of the library services/collections the student had used during the past year: 81% said they had used Reference; 59% had used the photocopiers; 47% had used Reserves; 37.7% had used newspapers; 29.5% used group study; and 23.8% had used browsing books. Twenty percent of the respondents had used CRC; 19% had used documents; 18% had used the typewriters; and 10% had used maps. Only 6.9% had availed themselves of a computer search, and .037% had tried inter-library loan.

The group was mostly satisfied (around 90%) with the Library hours. Of those who asked for other or additional hours, the majority wanted later night hours, to midnight or 1 AM. Hours the Library was already open received the second highest number of votes, and Sunday morning came in third.

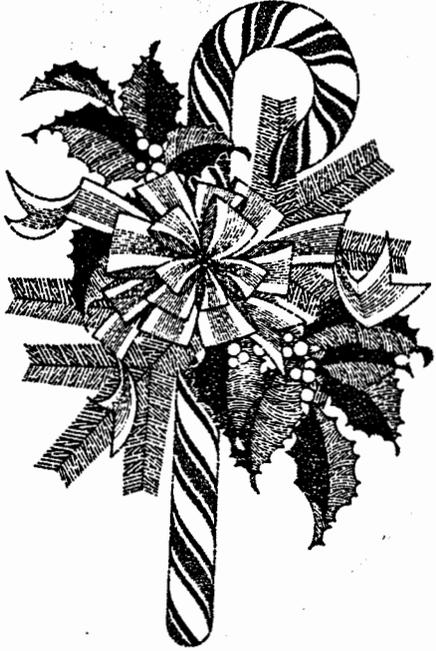
Three quarters of the students surveyed said the Library usually owns the books they need for their social work classes. Almost 75% said they knew how to use COM. 78% said the Library usually has the periodicals they need but a third reported not being able to use the periodicals holdings lists, and only 35.9% of them knew how to use their discipline's major indexing tool: Social Work Research and Abstracts. (BSU owns approximately half of the titles indexed there).

94% of the social work students reported that they could find books in the stacks without difficulty, and over 90% of them said they would ask for help if they couldn't find things in the Library. However, half said that they "often" found the books they needed were already checked out, and almost 70% agreed that a tour of the Library early in the semester would have been helpful to them (Social Work students are seldom brought to the Library for tours).

Efforts were made to correlate library use with grade-point, class standing, and plans for graduate school, which over 66% of them saw in their future. No correlations were found. (submitted by BAM)

PERSONNEL

Debra Hardy is the newest addition to the Monograph Department. She is a native of Hailey, Idaho and attended college at Idaho State University, Tulane University and Santa Fe Community College. Debra has worked in libraries in Santa Fe and Pullman. She and her husband, Rick, are parents of two boys, Matthew and Jason.



CONTEST OF THE MONTH:

Suggestions for Adrien's "Reward"

1. A necktie made of old issues of the newsletter. It could be monogrammed for a very yuppie touch.
2. An autographed photograph of big bad Pat Buchannon who was such a presence on the TV show "Crossfire."
3. A gift membership in the NRA. According to their new advertising campaign, the membership includes shooter's insurance, which might come in real handy for a reference librarian on the Monday night shift.
4. A toy gun.
5. A bullet to bite, when the next year's allocations are announced. Again.
6. A bottle of Chateau Symmes, '85 -- for a shot in the dark after an evening of questions he doesn't know the answers to.
7. A fully paid Caribbean cruise using the end of year cushion we are all anxiously anticipating.

HELP WANTED

For a number of years the Maps and Special Collections Department has handled the Baker & Taylor staff account as a service to the Library. This account has allowed many of you to purchase books from Baker & Taylor at substantial discounts. The time has come for someone else to have the opportunity to perform this valued service. Another department or individual willing to handle this job is needed by January 2. Training and orientation will be provided.

STAFF CHRISTMAS PARTY

The annual Christmas Party will be held on Thursday, Dec. 19th from 10:00 am until 11:30 am in the EMS showroom. Library staff, EMS staff and Maintenance personnel are all invited to come and to bring something to contribute to the party.

TO ALL OF YOU: THE VERY BEST DURING THIS HOLIDAY SEASON!