

## **The associations of rewards and optimism with personal work goals**

This study investigated the contribution of psychosocial rewards at work (esteem, career opportunities, and job security) and optimism on personal work goals among Finnish professionals. In 2012, 303 participants responded to the survey. The participants were 30–42 years old (mean = 37 years) and 85% were male. The participants' personal work goals were classified into seven content categories: competence (28%), well-being (18%), organisational success (15%), job change (12%), progression (12%), finance (9%), and job security (6%). The results showed that the participants who had better career opportunities named more goals related to competence and organisational success. The participants who had fewer career opportunities named more goals related to job change and finance. In addition, better job security was related to naming more financial goals. Good career opportunities can promote personal work goals, which are important for the development of professionals and the organisations they work for