



BUL 1109

# Holistic Financial Well-Being: Occupational Well-Being

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## **Introduction**

OCCUPATIONAL WELL-BEING INVOLVES finding meaning, satisfaction, and fulfillment in one's work or chosen career while maintaining balance with other areas of life. It encompasses finding purpose in professional pursuits, fostering positive relationships at work, and contributing to a cause that aligns with one's personal values—all while earning enough money to cover your needs and many of your wants. This dimension of well-being emphasizes cultivating useful skills that improve job performance and satisfaction, navigating career transitions with resilience, and creating a healthy and sustainable work-life balance (Arieli, Sagiv, and Roccas 2020).

A commitment to occupational well-being encourages individuals to get in touch with their values, interests, and passions and to seek environments that support growth and alignment. It improves self-confidence and personal and professional productivity possibly leading to higher incomes and greater financial stability.

## **Symbiotic Dimensions of Occupational Well-Being**

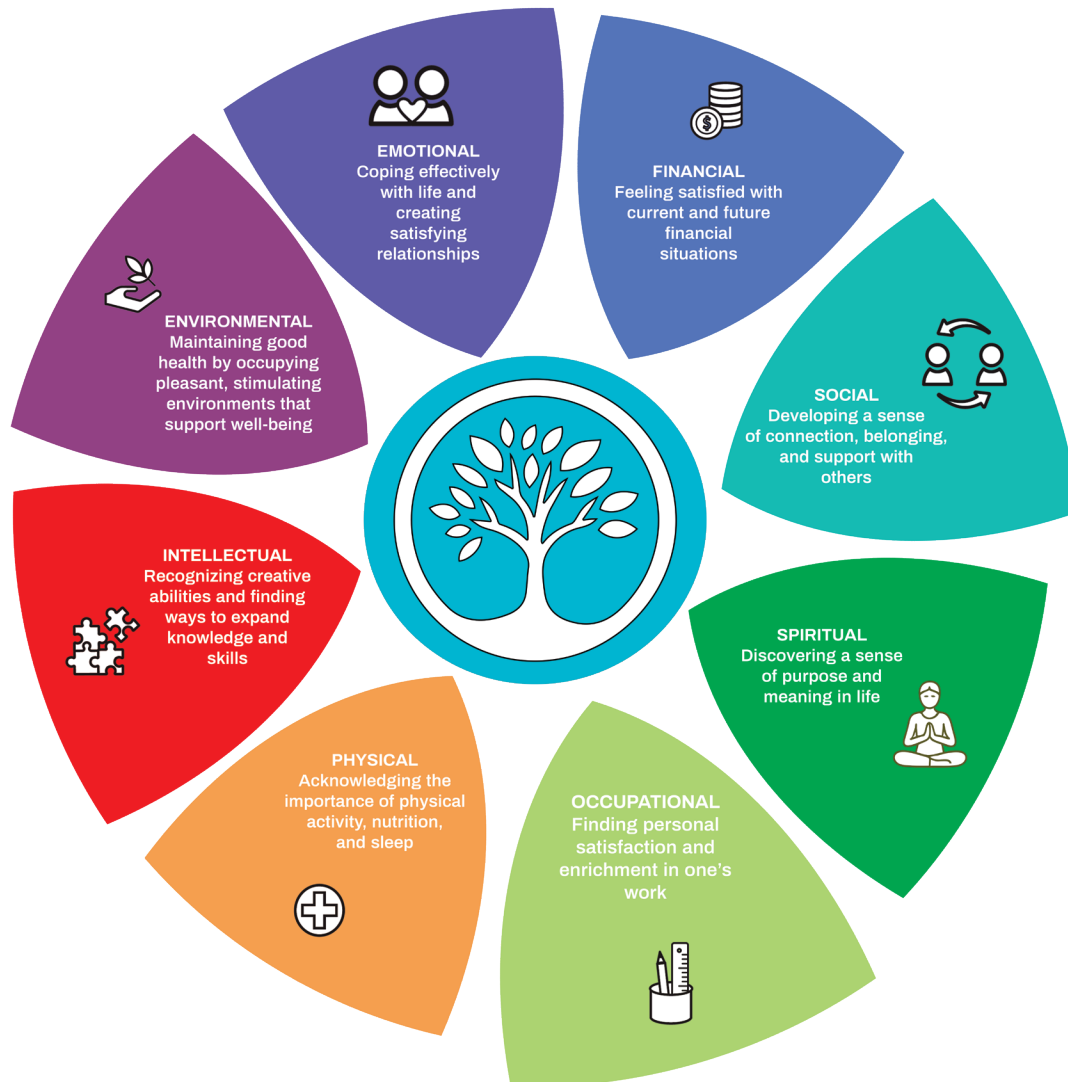
Occupational well-being is innately connected to other dimensions of well-being. Emotional well-being, for example, significantly improves when individuals find joy and meaning in their work. A fulfilling career reduces stress and fosters a sense of purpose, which positively impacts mental health (Herr et al. 2023). An unsatisfying work environment, however, contributes to burnout, anxiety, and feelings of meaninglessness and apathy.

Social well-being is another closely related dimension. Building positive relationships with colleagues, participating



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# 8 Dimensions of Wellness



**Figure 1.** A model of holistic well-being.

in team projects, and contributing to a collaborative workplace culture fosters camaraderie and a sense of belonging. Supportive professional networks extend beyond the workplace, enriching one's personal life and providing emotional and practical resources during challenging times.

Occupational well-being also plays a role in intellectual growth. Engaging in a dynamic, intellectually stimulating profession encourages continuous learning and skill development. Whether it involves problem-solving, creative thinking, or adapting to new technologies, these activities enhance intellectual well-being and contribute to job satisfaction.

Physical well-being can also be influenced by occupational habits. Jobs that prioritize safety, ergonomics, provide opportunities for movement, or promote well-being initiatives help employees maintain their physical health. Sedentary jobs and those with high physical demands negatively affect well-being without appropriate interventions.

## Financial and Occupational Well-Being

Occupational well-being and financial well-being share a close symbiotic relationship (Ozyuksel 2022). A career that aligns with one's skills, passions, and values not only enhances job satisfaction but

also increases earning potential, which contributes to long-term financial stability.

However, financial well-being also supports occupational growth. Individuals with sound financial habits, such as budgeting and saving, are often better equipped to pursue career changes, invest in additional training, or take calculated risks, such as starting a business. Financial security provides the flexibility to make intentional career choices without being overly constrained by monetary concerns.

At the same time, neglecting occupational well-being hinders the attainment of financial goals. For example, job dissatisfaction or burnout may lead to decreased productivity or frequent job changes, which disrupts financial stability. A focus on aligning professional pursuits with personal goals ensures that both occupational and financial well-being are sustained.

## Practical Tips for Boosting Occupational and Financial Well-Being

- 1. Pursue Professional Growth:** Invest in training, certifications, or mentorship programs to enhance your skills and career prospects. Plan financially for these opportunities to maximize their long-term value.
- 2. Foster Positive Relationships:** Build strong connections with colleagues and mentors to create a supportive professional network that offers guidance and opportunities.
- 3. Seek Balance:** Establish boundaries between work and personal life to prevent burnout and maintain overall well-being. Managing your time effectively leads to improved productivity and financial efficiency.

**4. Align Work with Values:** Reflect on your career goals and ensure they align with your personal values and long-term aspirations. This alignment often leads to greater job satisfaction and financial stability.

**5. Monitor Financial Impact:** Regularly evaluate how your occupational choices affect your financial situation, such as the cost of commuting, potential relocation expenses, or job benefits.

## Final Thoughts

Occupational well-being is a cornerstone of holistic well-being, influencing emotional, social, and financial health. By aligning career goals with personal values, fostering positive workplace relationships, and maintaining balance, individuals achieve greater job satisfaction and overall fulfillment. Investing in occupational well-being not only enhances professional success but also supports long-term financial stability and personal growth, creating a well-rounded and sustainable approach to life.

## Further Reading

- Arieli, S., L. Sagiv, and S. Roccas. 2020. "Values at Work: The Impact of Personal Values in Organisations." *Applied Psychology* 69(2): 230–75.
- Herr, R. M., L. Brokmeier, B. N. Baron, D. Mauss, and J. E. Fischer. 2023. "The Longitudinal Directional Associations of Meaningful Work with Mental Well-Being—Initial Findings from an Exploratory Investigation." *BMC Psychology*: 11(1): 325.
- Ozyuksel, S. 2022. "Financial Stress Relationship with Work Life and Financial Well-Being." *European Scientific Journal* 18(6): 87.

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