Figure 1:

Job Satisfaction Theoretical Framework

Causal Conditions

AUTONOMY

- · Self-advocacy
- · Strength awareness

COMPETENCE

- · Positive firm contributions
- · Ideas are valued
- · Meaningful work
- · Responsible for client acquisition

RELATEDNESS

- · Female presence
- · Firm focused on client retention
- · Credible and trusted coworkers
- · Included in decisions

Intrinsic Motivation

- · Meaningful work
- · Positive emotion
- · Sense of achievement
- · High engagement
- · Positive relationships

Job Satisfaction

- · Happy at the job
- · Desire to stay at firm
- · Desire to stay in the industry