

Research Article

Doing Better but Feeling Worse

Looking for the “Best” Job Undermines Satisfaction

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ABSTRACT—Expanding upon Simon’s (1955) seminal theory, this investigation compared the choice-making strategies of maximizers and satisficers, finding that maximizing tendencies, although positively correlated with objectively better decision outcomes, are also associated with more negative subjective evaluations of these decision outcomes. Specifically, in the fall of their final year in school, students were administered a scale that measured maximizing tendencies and were then followed over the course of the year as they searched for jobs. Students with high maximizing tendencies secured jobs with 20% higher starting salaries than did students with low maximizing tendencies. However, maximizers were less satisfied than satisficers with the jobs they obtained, and experienced more negative affect throughout the job-search process. These effects were mediated by maximizers’ greater reliance on external sources of information and their fixation on realized and unrealized options during the search and selection process.

Success is getting what you want. Happiness is wanting what you get.

—American proverb

Half a century ago, Simon (1955, 1956, 1957) introduced an important distinction between maximizing and satisficing as choice-making strategies. To maximize is to seek the best and requires an exhaustive search of all possibilities. To satisfice is to seek “good enough,” searching until encountering an option that crosses the threshold of acceptability. For example, compare the strategies of a maximizer versus a satisficer selecting a television show from choices available on 400 cable channels. The maximizer would channel-surf, exploring all the channels,

spending so much time deciding on a show that little time would be left for viewing. The satisficer would most likely channel-surf until he or she encountered the first acceptable show, put down the remote control, and actually watch the show. Simon based his distinction on the idea that the limited information-processing capacities of organisms make maximizing impossible. In the modern world of almost unimaginable choice, this distinction is even more pertinent (see Iyengar & Lepper, 2000; Schwartz, 2004a, 2004b).

Expanding on Simon’s classic theory, Schwartz et al. (2002) recently compared the decision-making processes of maximizers and satisficers, finding that people who exhibit maximizing tendencies, like the channel surfer just described, were less satisfied with their decision outcomes than their satisficing counterparts. The researchers asked participants about recent purchasing decisions and used a “maximization scale” to measure individual differences in maximizing tendencies. Their findings suggested that the experiences of maximizers differed from those of satisficers during the decision-making process and also later, when they evaluated their final decision outcome. Specifically, compared with satisficers, maximizers were more likely to engage in an exhaustive search of all available options and to compare their decisions with those of other people. Even though maximizers invested more time and effort during the decision process and explored more options than satisficers—presumably in order to achieve greater satisfaction—they nonetheless felt worse about the outcomes that they achieved. Results showed that maximizing tendencies were positively correlated with regret, depression, and decision difficulty, and negatively correlated with happiness, life satisfaction, optimism, and satisfaction with decision outcomes.

Such differences in the subjective choice-making experiences of maximizers and satisficers are attributed to the fact that maximizers create a more onerous choice-making process for themselves. Initially, maximizers focus on increasing their choice sets by exploring multiple options, presumably because expanded choice sets allow for greater possibilities to seek out and find the elusive “best.” Yet, as the number of options

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