

Member's Quarterly

Fall 2020 Edition

Perspective

Career Shift: Don't Jump Ship Too Quickly

Consider all options before making your next move

Is it time for you to make a career move? Here are few things to think about before you jump ship and one big piece of advice. Don't burn any bridges behind you. It will be much easier for you in your new job and you never know if you may want to go back to your old employer.

If you have been thinking about it, you are probably ready to take on another role, maybe even another career. There are a few telltale signs that you are ready to move on. If you're not enjoying your work or you're bored most of the time, it's a good indication that you need a new challenge. We spend way too much of our lives at work not to feel like we're making a contribution or that our efforts make a difference.

If you feel stuck in your job and can't see a path to promotion or advancement, that's not good either. If you think you have more to offer and would like to grow and develop your career, you may have to start looking outside. There could be dozens of other factors to consider including the current work location, turmoil in the industry or just bad management. All of these are good reasons to look for another job. You might just be ready for a change.

Before you start plotting your departure, you should ask yourself a couple of key questions. Are you running away? If you are in an abusive work environment or don't feel that you have the support you need, then by all means get out quickly. However, you should keep in mind that wherever you go, you bring yourself with you. Leave for your reasons- the right reasons and you will likely be successful. If you only want out because of one person or one project or because you feel uncomfortable, those very same situations or people may show up at your next job.

Secondly, is the timing right for a move? There are many considerations on this front. What is the status of any company pension? Do you have bonuses coming due soon? What is happening with the economy and in your industry? Take a few moments to scan the current environment and your own personal situation. Can you afford to leave right now or would it be better to wait until next year? Make a list and check it twice.

Are you ready? Now you need a plan. It should start with sharpening your focus. There are too many options and too many rabbit holes to fall into when it comes to online job searching. Find a couple that specialize in your area and stick with them. Get back to work on building your personal brand. Freshen up your LinkedIn profile and other professional sites. Reach out to your connections and give them a heads-up.

Make a short list of the organizations that truly interest you. Check out their websites and sign up for their newsletters or social media feeds. That way you'll know when there are active job openings. Before you submit any applications, make sure your resume is clean and up to date. Add all your latest experience and don't forget to include your volunteer or extracurricular activities. They all count.

If you do everything right, you will likely get that job offer. When this happens, remember that you still have a choice. You can take it and move on or take a few days to reflect on it. Are you really ready to move or can you renegotiate the conditions of your current job to make it attractive enough to stay? That choice is always yours.

Nathaly Pinchuk is Executive Director of IPM [Institute of Professional Management].



Nathaly Pinchuk
RPR, CMP
Executive Director