

THINGS TO CONSIDER BEFORE SWITCHING JOBS

Submitted by Beth Braccio Hering on Thu, 12/26/2013 - 9:00am

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The end of the year is a popular time for disgruntled workers to reflect upon their current employment situation and consider new possibilities. But while gathering the motivation to make a move is admirable, watch out for hasty decisions just because you've concluded something needs to be done. Rush too quickly out of one unhappy situation and you may find yourself stuck in another with the exact same problems. Instead, take some time to pinpoint what is bothering you where you are now and what would make things better.

"Many people don't take the time to think through the kind of job they want; instead, they send out their résumé to any and every company with open positions," says career coach Lisa Quast, author of *Your Career, Your Way*. To avoid disappointment, she suggests reflecting on questions such as:

- What is my definition of success?
- How would I describe my "perfect job"?
- With what kind of people would I be working?
- What kind of work would I be doing?

As you begin to evaluate what it is you truly want, you can determine how your current job stacks up to your ultimate goals. You also can see what actions you may need to take to get there. For example, if your dream job involves a higher level of education, you may want to grin and bear your current situation for a paycheck while taking classes towards a degree. If you like your work but can't stand your co-workers, a change of environment may be helpful, but you also might want to examine if this is a recurring problem in your career and what adjustments you might be able to make to get along with others.

Whether you end up staying or going, reflection can help you feel confident in your decision. As Quast notes, "Take time to think about and search for the kind of job you want and great things will begin happening. As Confucius once said, 'Choose a job you love and you will never have to work a day in your life.'"

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