

PART **6**

**LOST YOUR JOB?
LOOKING FOR A NEW
JOB? STRATEGIES
TO MAKE YOU
SUCCESSFUL!**

CHAPTER 33

TIME TO CHANGE JOBS OR STAY

Long before people are fired or laid off there are indicators that it is time to change jobs. Some of these indicators are obvious and some are very hard to recognize [1–3]. In this chapter, we explore what these indicators are so that you can assess your situation to determine if it is time to change jobs or stay put.

Changing jobs does not necessarily mean that you have to leave your present employer. Changing jobs can mean simply doing a different job in your department or moving to another department in the company with better opportunity. In fact, it is a good career move to stay with your current employer if better positions are available within the company. Let's start with some of the more obvious indicators that it's time to change jobs and then move to the less obvious ones.

INDICATORS THAT IT'S TIME TO CHANGE JOBS

Poor Ratings and/or on Probation. If you are receiving poor ratings and/or your performance has degraded to the point where the company has put you on probation or official notice, then it is time to change jobs. The next step in either case is normally termination of employment. It will take a super human amount of work to turn this situation around and at least three years of significant continuous improvement before your next raise or promotion. If this is the situation you are in, it is best if you immediately look for a change of employment.

Hate What You Are Doing. If you hate your work and even dread going to work in the morning, this is another clear indication that it's time to change jobs. Your work should be exciting for you, and getting up and going to work should not be something you dread doing. Left unchanged, your feelings and attitude are eventually going to start manifesting themselves in the quality of

your work. It is only going to be a matter of time before your performance starts to deteriorate and ratings start to decline.

You Have Stopped Learning and Growing. When your work becomes very routine or monotonous, it is another indicator that it's time to change. If your job has become very routine to the point there is no more learning or improving your job skills, then you have hit a stagnation point. Without continuous training and improvement for your next job, you are setting yourself up to be eliminated once the job has been completed.

Your Role in the Organization Has Significantly Diminished. If your role in the organization has diminished to the point you are only kept abreast of information after the fact, whereas before you were part of the team making the decisions, then it is time to change jobs.

Others Want to Hire You. Do other departments or other companies want to hire you but your boss thinks you barely qualify for a raise? Does it seem like others are impressed with what you do, but your present department barely knows you exist? If this is the case, then it is time to talk seriously to these companies about better opportunities for you.

No Respect and Trust. Are others in your department distrustful of you and you feel like your work is not respected? There is clearly something wrong with this situation since the key ingredients for successful teamwork are respect and trust.

Always Disagreeing with Boss. If you continually find yourself disagreeing or on the opposite side of the table as the boss then it's time to change jobs. Disagreeing once in a while is good, but constantly disagreeing is a clear indicator that the relationship is not a good one for you or your career. Managers simply do not promote people they cannot get along with and are constantly fighting with.

Working for a Department that Can Be Easily Outsourced. Do you work for a department that is considered a support group to the main organization and management is considering budget cutting measures? If so, you are not on solid ground with your career since the whole department's work can be easily outsourced to contractors to save money.

Bad Economy Is Hurting Your Company. In a downturn economy companies are laying off, job anxiety significantly increases, and the common question asked: is it time to look for a new job? [4,5]. If your company has announced a round of cost cutting measures and workforce reductions, this is another good indicator it is a good time to evaluate whether to stay or not.

All these indicators clearly signal that trouble is ahead for you and maybe considering a change in jobs is a great career move for you.

INDICATORS WHEN TO STAY

Correspondingly, there are indicators when it is time to stay put at your present job. These indicators are signals that the present course you are on is a

good one and to keep up the good work. It will be only a matter of time before career advancement happens for you.

Being Asked to Work on the More Challenging Assignments. If your boss and others are constantly seeking out your help for the new and challenging assignments, then you may want to stay put. Opportunity is seeking you out and this is exactly the spot you want to be in.

You Are Receiving Awards. Your manager is taking the time to submit you for awards and special recognition in the company. Your work is being appreciated and rewarded.

You Are Sent for Special Training. If your company or manager is sending you for specialized training to enhance your skills, this is very positive. Training costs are very high and managers like to send only the people who will benefit the company the most and be here in the future—hopefully in leadership roles.

Consistently High Performance Ratings. If you are consistently receiving high performance ratings review after review, then it is time to stay put. Your management obviously appreciates your work and is doing something about it.

Profits and Stock Prices Are Rising. The signs that your company is healthy and growing are increasing stock value and large profits. Management can easily justify promotions and raises when the company is doing great. Correspondingly, it is very difficult to justify promotions and raises when the company stock is dropping and profits are falling.

You and Your Boss Hit It Off. The boss agrees most of the time with you on how to accomplish work and is pleased with your results. The boss trusts you enough to completely turn the assignment over to you and let you run with it. This is a time to stay put.

All these indicators clearly signal good things are happening for your career so staying put is probably best.

SUMMARY

If you are wondering whether or not to change jobs or stay, there are indicators to help you in this decision. Some of these indicators are obvious and some are very hard to recognize. The indicators that it is time to change your job include such things as poor ratings, your role in the organization has significantly diminished, constantly disagreeing with the boss, and the business outlook is not good. If you feel it is time to change, then changing jobs does not necessarily mean you have to leave your present employer. Changing jobs, can mean simply doing a different job in your department or moving to another department with better opportunities. If these do not work, then the next option is to seek employment with a new company.

There are also indicators that clearly signal good things are happening for your career and staying put is probably best. These include such things as being asked to work on the more challenging assignments, you are receiving awards, consistently high performance ratings and profits and stock prices are rising.

Have you identified any career actions you want to take as a result of reading this chapter? If so, please make sure to capture these ideas before you forget by recording them in the notes section at the back of the book.

ASSIGNMENTS AND DISCUSSION TOPICS

- 1 How fast do the indicators change and how long should you monitor them before making a change or decision?
- 2 Name three indicators that it is time to change.
- 3 Name three indicators that it is better to stay.

REFERENCES

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