

THE THREE BIG WHY'S



A recruiter calls you out of the blue telling you that your experience is “very impressive”. You hear about a job opportunity from a friend who says “you would be *perfect* and my company is so great to work for” and “wouldn’t it be great to work together”. Suddenly an opportunity looks all shiny and new and you feel that excitement you did when you started the job you currently have and you start to jump in head first.

But wait! Before you start packing up your desk, you should ask yourself the three big WHY’s. Why *this* job? Why *this* location? Why *now*? Just as employers do not want to hire someone that wants just *any* job, you shouldn’t want just any job. There should always be compelling reasons for you to make such a life changing decision.

Ask yourself some questions ----

Why this job?

- Is this a company that I want to work for?
- Do the company values fit?
- Is the position - team vs individual contributor - what I am looking for?
- Does the company size fit with what I am looking for?
- Is this a management/team/culture that fits?
- Is this a logical step in my career?
- Does this job/company/culture make sense for me?
- Does this position offer me a challenge that I am not getting at my current position?
- Does this offer me advancement opportunities I am looking for?

Why this location?

- What about this location appeals to me?
- Do I have family or other social networks there?
- Have I lived or visited there before?
- Have I researched the cost of living difference from where I am now?
- How will my/my family current social life change in the new location?
- Does the new location have activities we are used to pursuing?
- How will my commute change from what I am used to currently?

Why now?

- Why am I choosing this time to change positions?
- Am I dissatisfied with my current position? Is this a recent or one time occurrence? Have I tried to resolve it?
- Have my personal circumstances changed and now I am able to make a change?
- Are there changes coming at my current company that have me concerned about job stability?
- Is my position/contract ending?

We spend the majority of our waking hours at work. Whether we want to admit or not, our jobs affect every aspect of our lives. If we are going to make a change that will have a ripple effect throughout everything we do, we owe it to ourselves to dig deep and make sure we are doing it for the right reasons. So the next time that shiny new job opportunity falls into your lap ask yourself the three big WHY’s and then if it makes sense - GO FOR IT!