



We Help People Thrive in Their Careers

Career Power Moves: 5 Gems to Help You Decide if it's Time for a Change

I get asked all the time "How do I know if it's time to go?" Wouldn't it be great if someone else could make the hard decisions for us in our career? In fact, this is a personal question that only you are uniquely qualified to answer. This guide provides a series of targeted questions to ask yourself to help determine if it's time to make a change in your career. No matter what career stage you're in this guide is for you.

1. Am I feeling the current vibe?

The vibe is determined by the large and small interactions you have with the people you work with. Check with yourself at the beginning of every day as you are logging in or arriving at work to have clarity on how you feel relative to in the current environment. Take the time to notice how **your body feels** as you transition into your day. Are you relaxed or tense? Are you interested in the work that's ahead of you or are you over it? Your natural **intuition** will tell you things that your "practical mind" may miss.

2. Have I accomplished my objective for taking the role?

Use an objective driven framework for your career. **Start with the end in mind** by establishing an overall objective for yourself 10 years out, then work backwards creating smaller objectives. An objective driven framework transforms each job into an opportunity for you to **get you closer to the overall objective**. Each time you take a new job or assignment identify what smaller objective you want to accomplish during the time in the role. Only when you have defined your objective do you know if you accomplished it otherwise, there is a risk of a holding pattern. Holding patterns happen when you are not moving toward anything in particular.

3. Am I learning?

Work should be a **mutually beneficial relationship** in which you give your time and talents to the company and in return you are compensated and given resources to learn and grow. Take the time to think about the last 6 – 12 months to **evaluate** if you have learned a new **skill or been introduced to a new way of doing something**.

4. Do I see opportunity for career growth?

Career growth does not just happen, it's planned for and if done well, designed as a **win-win for you and the organization**. Look for signals from the organization that you are an asset to the company signals like conversations about your career potential and what you want to do next.

5. Am I valued?

Feeling valued is a result of a combination of things here are just a few ... **A.** your opinion is solicited and respected **B.** you are recognized for your contributions **C.** you are fairly compensated. Deciding what's next is personal, working with career coach provides expert guidance through your unique process.

Ready to work with a career coach to build a customized plan to get you where you want to be? Reach out to gemsforthejourney.org for an expert developed **Objective Driven Framework** for your career.

www.gemsforthejourney.org