

Career or Job Change?

Whether you're looking for new challenges or more job security, wanting to change careers is quite common in today's marketplace. This three part exercise will help you consider if you're looking for a complete career change or if you would like a new role within the profession/career you're currently in.

To get started, tick the following boxes that match your reasons for wanting to change your work/career.

- | | | | |
|--------------------------|--|--------------------------|--|
| <input type="checkbox"/> | I want to be able to earn more | <input type="checkbox"/> | My current work is unfulfilling |
| <input type="checkbox"/> | I want a better work/life balance | <input type="checkbox"/> | I need more variety my work |
| <input type="checkbox"/> | My current work is not challenging | <input type="checkbox"/> | My superiors are not doing a good job |
| <input type="checkbox"/> | I feel like I'm not recognised enough for my contributions | <input type="checkbox"/> | I want more flexible hours |
| <input type="checkbox"/> | My current job does not offer me enough stability/security | <input type="checkbox"/> | I feel like my work does not have impact |
| <input type="checkbox"/> | I don't get along with my colleagues | <input type="checkbox"/> | I don't agree with the management style at my current workplace |
| <input type="checkbox"/> | I feel burned out | <input type="checkbox"/> | I need more flexibility in my working hours |
| <input type="checkbox"/> | My managers don't respect boundaries | <input type="checkbox"/> | My work is having a negative impact on my health and mental well being |
| <input type="checkbox"/> | I'm not proud of my work | <input type="checkbox"/> | I don't agree with the management style at my current workplace |
| <input type="checkbox"/> | My job feels like a dead end | <input type="checkbox"/> | I feel like there are better opportunities available out there |

If you have other reasons why you're considering a change to your job/career, write them down here:

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Look at the list of reasons you have selected, choose the top three that are causing you to want a change.

Now, rank your top three reasons and reflect on each one with the following prompt questions:

1 Reason:

1. Why is this important to you? What does this tell you about what you need and / or want in your work?

2. Now that you've identified the importance of this need / want, what steps can you take to move towards achieving this?

2 Reason:

1. Why is this important to you? What does this tell you about what you need and / or want in your work?

2. Now that you've identified the importance of this need / want, what steps can you take to move towards achieving this?

3 Reason:

1. Why is this important to you? What does this tell you about what you need and / or want in your work?

2. Now that you've identified the importance of this need / want, what steps can you take to move towards achieving this?

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Use this last section to reflect on your previous answers and reasons for wanting change. These questions will help you determine what kind of changes you would need to make to get closer to what you want from your work.

Looking at the key reasons for wanting change, do you notice any common themes (for example inadequate leadership or lack of autonomy)?

What insights have you gained about your ideal work?

How will these insights help you in the future?