

THE AVERY POINT GROUP

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Job Changing Strategy

There are many personal reasons to make a job change. However, from a purely strategic point of view, here are some good reasons to consider a job change to enhance your career and earning potential:

Reason #1:

By changing jobs and companies during your career you will broaden your base of experience and increase your marketability.

Reason #2:

A more varied background can create a greater demand for your skills. Depth of experience will make you more valuable to a larger number of employers. You will not only be familiar with your current company's product, service, procedures, quality programs, inventory system, and so forth; you bring with you the expertise you've gained from your prior employment with other companies.

Reason #3:

Changing jobs can result in an accelerated promotion cycle. Each time you make a change, you can take the opportunity to move up the promotional career ladder. You can, for example, move from plant manager to vice president of manufacturing.

Reason #4:

By moving into a job with more responsibility you can generate greater earning power. A promotion is usually accompanied by a salary increase. Such promotions can accelerate your salary growth at a quicker pace.

Many people view a job change as a way of promoting themselves to a better position. However, do not forget to be sure that your new job offers you the means to satisfy your values. One cannot deny the strategic value of a selective job change for the purpose of career leverage, however, you will want to make sure the path you have chosen will lead you to where you really want to go. For example, there's no reason to change jobs for a few thousand dollars if it'll make you unhappy to the point of distraction. In fact, we have found that money usually has no influence on a career decision unless it materially affects a candidate's lifestyle or self-identity. Remember, the "best" job for you is one in which your values are being satisfied most effectively... whether that be compensation, promotional opportunity, or some other factor that you value the most.