



CAREER REFLECTION

Returning to the workforce after an end of year break is often a time of career reflection and for some, the time to commence a search for a new position.

As with any major life decision when you consider a job change you need to ensure that you have thoroughly researched and planned your move to ensure the best possible outcome. Don't end up making a hasty or ill-informed decision but rather, spend some time devising a strategy that will maximise the chances of a successful move.

So let's look at what you should consider as part of any assessment and planning process.

- 1 List the positive and negative aspects of your current position. Look at things such as daily responsibilities, team environment, management style, career progression and achievement to date, training opportunities, company culture and values, location, salary, etc. Then

- 2 reflect on what changes you would seek in your next role with respect to these criteria.
- 2 Consider your recent behaviour at work for any signs that you might need a job change: are you bored or anxious, feel unappreciated or trapped, experiencing a lack of challenge or focus, had a poor performance review, or been overlooked for a promotion or special project?
- 3 Ask yourself whether your desire for change is directly related to your work circumstances or are personal issues at play. Attempt to identify what it is in your life that is making you feel dissatisfied and how this is impacting on your work and career.
- 4 Consider whether the problems with your current role can be resolved by discussing your concerns with management. Is it about getting that pay rise you were promised, increasing your knowledge through further training, expanding your responsibilities or changing roles so your work is more challenging and rewarding? Also, ask yourself whether you are likely to experience the same problems with a new employer or will a move improve your current situation?
- 5 Spend time reflecting on what overall talents you possess, what you enjoy doing at work, what you are excited or passionate about outside of work. You need to consider how your natural abilities, personality, skills, experience and lifestyle will fit with your next role.
- 6 Understand what experience you possess that will be sought after in your next role and what skills you have that can lead to a successful transition to another position (e.g.

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interpersonal and negotiation skills, organisational skills, leadership ability, computer expertise, client relationship skills, etc.)

- 7 Consider more general career objectives relating to what you want in a new employer – size of the organisation, immediate team structure, management style and approach, hours of work and flexibility, traveling time, etc.
- 8 Assess any potential skills shortfall that you might have in achieving your ideal role and investigate relevant training that will address these issues over time.
- 9 Reflect on the broader aspects of your life and how your job might impact on these. For example, are you seeking a greater work life balance and the capacity to spend more time with your family, etc., or perhaps you are single and your career is your primary focus at this stage of your life.
- 10 Look at present economic conditions and whether a move is prudent (or available) currently. Also assess the financial outlook of any prospective employer. Try and obtain a snapshot of their sales, market share and employee numbers and whether these are on the rise.

The more effort you put into this process the more likely you will find yourself in a job which is both satisfying and rewarding, (whether that is negotiated with your current employer or a new employer altogether) and one that will hopefully offer you long-term career potential. **m**

Contact John Hackett at Event Recruitment on (02) 9279 2019 or mail@eventrecruitment.com.au.



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