

## **Evaluating The Risks Involved In Advancing Your Career**

You've been in your current managerial position for some time, you are proud to be part of this organization, and the success you have experienced has brought you recognition within the company. But it is obvious to you that your boss isn't moving out of his current position (perhaps he is waiting to retire or has resigned himself to complacency) and you see no advancement within the current department.

The soul-searching begins and you start thinking about the goals you set for yourself and how to execute the next move.

Should you make your feelings known to your boss or should you begin looking for opportunities within the organization? Should you play the wait-and-see game? "when he retires I'll be in line for his position." If you have a heart-to-heart with your boss, he may very well be anticipating this conversation or it could come as a complete shock to him that you are no longer challenged since you have assisted him in his success.

When you voice your concerns to him he may jump through hoops to keep you in his camp, i.e. offer you an added week of vacation or other creative incentives. Or he might understand your position and offer to speak to other department heads about your capabilities to see what else you can accomplish within the organization.

What you have to decide for yourself is whether or not you want to make these changes in your career

Do you really want to work in another department or do you really want your boss' position? what is making your current position bland? Do you really want to give up the security of your current position with added incentives?

It all involves risk.

The risk of losing your boss' support. The risk you may take if you move to another department and you don't have the relationship or flexibility with your new boss that you did with your former boss. The risk that you won't even like this position. The risk that if nothing else is available within the organization they know that you will look elsewhere. what drives career moves-stress, boredom or ego?

All of these decisions are difficult if not monumental to make, but each should be thoroughly reviewed. And if it is what you need to obtain your own personal goals than press on, knowing that it was your decision to advance your career.