

Prepare For What You *Really* Want

You have decided to begin the job search process; have you pondered why you are unhappy? Perhaps you are unhappy in your current position and don't see it going anywhere, or you see a drastic difference in management style and don't agree with upper management or you feel you aren't making as much money as you had anticipated.

The interviewing process begins, verbal and written offers are presented and now it is time to make the decision. Are you really looking and interviewing for the wrong reasons? Are you looking for leverage to approach your current employer for more money or more responsibility? Or are you ready for career advancement? Be honest with yourself as you prepare to resign.

Scenario A: You are leaving your current employer because you feel grossly underpaid for what you do. You meet with your manager to resign and he/she decides to match or increase your job offer. They respond with a significant salary increase and now you really don't know what to do. If you have been with this company for some time (2 - 3 years) and this is the first time they have declared their willingness to match or exceed your current salary (because you feel underpaid, haven't they been getting a bargain for the last couple of years!). If attached to this increase are strict requirements i.e. lengthy non-compete contract or employment contract, unattainable sales quotas or goals, then rethink this option very carefully as you are entering into a "Hostage" situation with your current employer.

Scenario B: You are leaving your current employer to advance your career and will accept a position with a company that is offering not only more money but additional responsibilities as well as a management title. This should be a clear cut decision and one that you can easily make if this is the true reason you are looking to leave your current employer. Stand firm with your current employer as you resign, as they haven't offered this type of career advancement to you until you tendered your resignation.

Scenario C: You are having a difficult time making a decision now that you have announced your resignation. Your current employer has proposed a dynamic counter offer and the other company is pressing you for any answer..... How long should it take you to make a decision? If you string your current employer or the hiring company along, will you be viewed as a deal maker?

Ask yourself : "Is the short term gain worth compromising your long term career goals to accept the counter offer?" Don't prolong this decision more than one week as either your current employer or your potential new employer might question your abilities to make a decision and withdraw the offer or might even walk you out the door.