

# Spring Is The Season For Cleaning, Planting... And Job Hunting

It's that time of the year, Spring is here and Q1 is behind us, time is right to begin that job search. As you begin to compile your wish list of what you need to have in a new career, your strong opinions and desires dictate your focus. You have a very defined idea about what you've done, what you want and with whom you want to work. Is your search too focused? Is it fair not to consider all options?

**Case One:** After working many years for a national computer reseller and advancing through the ranks, it's that time to make a career change. You have decided to better your career and advance your marketability by pursuing a position with a "leading manufacturer". You have heard that these companies have a great deal to offer and it certainly appears that working for this company implies national recognition and more personal recognition. Because you are so familiar with the entire process of selling in the channel; you feel you would be an excellent candidate for a Channel Sales Representative. You begin submitting your resume' to the desired manufacturers on your own, through recruiters and former colleagues. Anxiously you wait for the response from the hiring power. **Harsh Reality:** You use every contact that you can think of and still the unwanted answer echoes: "we are hiring those with direct industry experience."

**Case Two:** While reviewing your "year to date goals" you discover that it is time to begin your job search for a management position. Your career as a successful salesman has been great and you feel it time to make the big step into a management role. As you change the objective on your resume' and begin politicking at your current employer, you imagine the transition into management to be very simple. You know that once selected you will embark on numerous management training seminars and will be privy to many big decisions within your organization. Not to mention, that you will now be able to motivate those that work for you and instant results of your management success will be reflected in your monthly paycheck. You meet with Human Resources and listen intently as they describe the key job duties required in the management position. **Harsh Reality:** This job change sounds very interesting as well as challenging until you realize that as a Manager your earning potential can be cut in half if you aren't an effective supervisor.

**Case Three:** After more than 5 years in the same position, you feel it time to improve your base salary, total earning potential and realize that many job perks and benefits can be negotiated for personal career enhancement. As you speak with career consultants, recruiters and human resource representatives you realize that you must take a demanding approach and that asking for a minimum base salary of at least \_\_\_\_\_ with \_\_\_\_\_% stock options, and of course generous health benefits. Is this really the right approach to take? Are you the endearing employee that you once were? And if you fail to obtain these requirements will you decline the job offer or career promotion? What are you really looking for? **Harsh reality:** You might be ruling out the perfect career change or risk being overlooked for the perfect career position because of your "personal demands". See

a pattern? It does appear that the grass is always greener..... Suggestions to follow so that you can make an informed decision for your potential career move. Conduct serious soul searching and decide what you like about the business that you are currently in and why you have been successful. This information can then be compared to the job opportunities you are considering. This is important information to consider and realize at any stage of your career. Is it reasonable to make demands on another employer? Should you change industries? What do you bring to the table to be able to make the change? Investigate all of these options before making the big jump. Decide just what it is that you are looking to change. It might be that you are just looking for reassurance and appreciation within your own corporation.