



Create Your Career. You Choose the Path. It Doesn't Choose You.
 Designing Your Next Career Move

Hiring is a two-way street. BOTH the candidate and the employer need to make a good decision.

Often, candidates don't identify their needs or ignore them. Accepting a job that doesn't meet your deal-breaker needs and desires leads to job dissatisfaction and jumping. Become clear about what you REALLY need and want. Allow yourself the time to find a job that meets those needs and desires and you'll make better choices for yourself and the organization for which you work.

Instructions:

1. Identify your criteria for your next RIGHT job. What's listed here is a start. Add anything that is important to you. Take as much space as you need.
2. Be specific. What type of work do you want to do, for whom and where?
 - a. The more specific you are, the easier it is to look for the right job and eliminate opportunities that don't meet your criteria.
3. Check one of the boxes to the right of the criteria.

Criteria	Deal Breaker Must Have	Would Be Nice, but not a deal breaker	Don't Care
Commute – be specific			
Cubicle or office			
Nature of work – be specific			
Travel – locations and amount			
Salary range and other forms of compensation (stock, pension, bonus)			
Time off			
Benefits			
Industry			
Size of organization			
Global or domestic			
Privately held or publicly traded			
Atmosphere			
Manager – type of boss			
Works as a team or independently			
Manages people or individual contributor			
Room for advancement			

People tend to stay in and enjoy jobs in which they do what they like and are good at most of the time. A job that requires you to do things you don't enjoy and are not good at, will not be long-lasting, despite the opportunity for growth and development.

