

# Should I Stay at this Company or Leave?

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I guess I'll finally have to get a subscription to the **Sunday New York Times** if only to read some of the awesome columns. As some of you may know, I searched high and low to find a NYT Sunday edition one September a few years back. Well, I know where to get it now in Northwest Philly (WAWA- Roxborough), and I did the same this year. Always entertaining, I happened upon a column entitled "**I Was Misinformed**" in the Metropolitan section. Although the story was about a waiter's transaction with screaming kids and loud talkers in New York's tightly packed restaurants, I found a connection to today's job seeker who may be frustrated with their current employer.

Have you ever been seated in a new trendy, upscale, of-the-moment Thai French Cuban fusion eatery? The drinks are to die for, and the prices are to cry for! Well sometimes you may get seated next to the super young couple (how do they afford to eat here- oh yea, they make twice as much as YOU) with their two adorable Ralph Lauren-clad toddlers who are causing major havoc throughout the 20-seat establishment. What do you do? We'll get back to that.

In today's job market, sometimes you may feel that you are stuck in a career or at a company with no exit strategy. *No advancement opportunities, no satisfaction and no way out.* Like an annoyed diner in an upscale bistro, you could just leave or complain. But where does that really get you in the office? If you feel that you are in a dead-end job, you do have some choices. You could request a different position or department where you might be a better fit. You could psyche yourself up by making the work (and the people you work with) interesting and exciting. Or you can just quit.

Leaving a job voluntarily takes guts and nerve. It mostly takes a plan, and it is critical that you have one. Having a strategic, well thought out plan is so important that not having one is almost sure to cause frustration and failure. So, what is an exit plan? Here are some things that should be considered before deciding to leave a job.

- Is the job so bad that you can't take it anymore or are you getting sick?
- Have you weighed your options-new position, different department or location, hours or duties
- Have you decided whether it is this job at this company, or is it the type of work you are doing? Maybe Accounting was never in the cards, but it pays well.

After the pre-work is done, it is now time to come up with a serious plan. Let's look first at **Assessment; what is your passion?** How do you reorganize your passion and connect to it a career that you really love? Once you identify your passion and have identified career options, it is time to start **Research. You should research the industry** and ask questions should as what the highs and lows and the current trends are. Is this a growth industry or is it stagnant?

Research positions in that industry and which positions match your unique skill set. Does this position seem like something you would be comfortable doing? Use a career/workforce service like LinkedIn to explain-tasks, duties, routine activities, culture and environment, labor market and career pathways, educational requirements and other critical information. **Get Local!** Once you get the key information about the industry and possible positions and the analyses of all of that, you need to find some companies that are near you. Local **Chambers of Commerce, Trade Associations, Workforce Development and Economic Development organizations** usually provide local company information by industry. Identify those local companies and then use LinkedIn to find out who works there. Connect with them and it would be a good idea to start with the basics-**location, years in business, workforce makeup, products and services**. There are many websites and online publications that can provide this information. Arm yourself with data as this will be necessary as you move into the job search.



So just like **Yelp** and other online review programs let you know about other diners' experiences at the latest gastropub, you too can make intelligent decisions before you hire a sitter, put on dressy clothes and hit the road. There are career choices out there folks. Next time we'll discuss other ways to exam your current state and the possible future state of your career.

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