

Is It Time to Change Jobs?

Daralee Schulman, a New York career counselor, devised the following list of questions to help clients decide whether a job change might be needed.

1. Have you been in your current position for more than three years?
2. Have you failed to gain new responsibilities lately?
3. Have you learned no new skills in the past six months?
4. Are your work day's routine?
5. Are you in a dead-end job?
6. Have you recently been passed over for a new project assignment or promotion?
7. Is your workload too demanding or not demanding enough?
8. Are you feeling overwhelmed, anxious or tense? Do you hate to get up in the morning?
9. Has your salary been frozen, or have you had difficulty getting raises even though you have taken on more work or added responsibilities?
10. Are you feeling apathetic, and do you not care whether you are producing good work?
11. Do you find that values that used to be important to you are not as important now?
12. Have you taken on more work because there has been a reduction in staff, and do you dislike this work?
13. Do you have difficulty getting along with your supervisor because she/he doesn't like your work style or has a different philosophy?
14. Are you working for a workaholic who wants you to be one too?
15. Does your supervisor give only negative feedback and fails to praise you when you have done well?
16. Do you find that you can't talk to your supervisor when you don't understand something or need help?
17. Are others being given more interesting work than you?
18. Do you have a hard time getting co-workers to cooperate with you?
19. Do you sense that you are being left out of the informal political structure?
20. Do you have a pattern of staying in one place too long, even if you are not happy?

Reference: Small, Linda Lee, "Uncertain About Your Job's Future? Ask Yourself These Questions." *The Kansas City Star*, Thursday, September 4, 1984, 1B.

