

6 questions to ask before making a job move

In squiggly careers, change increases choice but can create confusion when thinking about the moves you want to make.

Questions can increase perspective over your progression and act as a useful filter for your career decisions.

Thinking of making a move? Asking questions helps you to look beyond titles and explore where your talents could take you.

Have a move in mind? Questions help you consider all the factors that lead to a role being a good fit for your development.

Coach yourself question

How do you know when it's the right time for you to make a move?



Thinking of making a move

1. What are your move makers and breakers?

This question helps you to create a useful criteria for your career moves.

When you look at opportunities, look back at your list and make sure you are conscious of any compromises you might be making.

🔗 *Don't expect every move to feel 100% right!*

2. What experiences are you looking for and what expertise do you want to take with you?

Thinking about experiences helps you to be more open about your opportunities and reduces the risk of ladder-like career thinking.

Reflecting on the expertise you have developed will help you to prioritise future possibilities that have the best fit.

3. What might your move look like?

Visualising your move helps to make it more real to you and more understandable for others. This is important when you're asking for help and support with your development.

Using other people's career moves or advertised roles to map potential moves can give you a good idea of different areas of opportunity.

Have a move in mind

1. Does the move pass the squiggly stress test?

Answer yes/no/don't know to the questions below:

- 🔗 *Do you think you can be you?*
- 🔗 *Does the role need what you want to be known for?*
- 🔗 *Do you believe you can do the job?*
- 🔗 *Do you have the network you need?*
- 🔗 *Will it increase your possibilities?*

2. If something changed about the move how would it impact your decision?

There are many factors which influence our decision to make a move:

- 🔗 *Manager* 🔗 *Salary* 🔗 *Team*
- 🔗 *Brand* 🔗 *Title* 🔗 *Location*

Understanding which factors you are influenced by helps you to be more balanced about your choice.

3. If you move and it doesn't work out what options do you have?

Worrying about the worst case scenario isn't that useful, however planning for it is.

Thinking ahead about what you would do if the move wasn't what you wanted, means that you can recover more quickly and feel more in control of the situation.

Recommended resources



How to know when to leave - watch a short video from Helen talking through a helpful matrix



A practical guide to help you design your progression written by previous Squiggly Careers podcast guests **Bill Burnett and Dave Evans**



Helen and Sarah share talk through **How to leave well** in episode #50 of Squiggly Careers.