

## Finding a better job checklist

Whilst you hopefully are going to receive a salary increase there are 25 things you need to look for in any job change. These aspects need to be verified rather than simply rely on the interviewers' promises. Always remember that the interviewers will have over sold the job. You need to make sure the next organisation is going to be a better fit, or at least part of your proposed career journey.

<b>Finding a better job checklist</b>	Is it covered?
<b>Knowing where your talents lie</b>	
1. Make sure you have undertaken the CliftonStrengthsFinder assessment before any move so you can assess whether the new job is in fact a better fit.	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Does the new position make the best use of your current talents?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Start sorting out your own personal baggage before changing jobs</b>	
3. Complete the exercises in series one. You will not regret it.	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>The company culture</b>	
4. Is this move intended to gain some blue-chip (large and well-run organisation) experience?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Are you going to work under an inspirational CEO?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Can you envisage working in the new organisation for at least three to five years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Does the job have a more attractive office environment than your existing position?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Career growth</b>	
8. Is the opportunity a better fit to your Ikigai (your life's purpose)?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Is the opportunity a better fit to your five-year goal aspirations?	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Are there more learning opportunities in this position?	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Will you have staff reporting to you?	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Does the new organisation offer international job opportunities?	<input type="checkbox"/> Yes <input type="checkbox"/> No
13. Does the new organisation offer a better commitment to training?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Your future manager</b>	
14. Have you asked the person you are replacing, "I am in the process of applying for a job with _____ I understand that you have worked for them in the past is that correct? If I was offered the position should I take it?"	<input type="checkbox"/> Yes <input type="checkbox"/> No
15. Have you enquired from independent sources about the manager you would be working for? Never rely on your impression during the interviews. All managers are on best behaviour during these sessions.	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Work colleagues fit</b>	
16. Does the job have more competent staff reporting to your position? Make sure you have checked this out with someone who is now outside the organisation. You do not want to work with a less competent team than you already have.	<input type="checkbox"/> Yes <input type="checkbox"/> No
17. Does the new company have more competent employees than your current job?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Work life balance</b>	

18. Is the work life balance in the new organisation a good fit with you? You will need to have some casual conversations with the staff in the organisation before you answer this question.	<input type="checkbox"/> Yes <input type="checkbox"/> No
19. Is the organisation's location desirable? Good affordable housing nearby, good life style opportunities, easy commute from existing home if job is in same city?	<input type="checkbox"/> Yes <input type="checkbox"/> No
20. Does the new job fit with your partner's career better than the existing one?	<input type="checkbox"/> Yes <input type="checkbox"/> No
21. Is there an honest set of values and ethics within the new organisation?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Job package</b>	
22. Is your proposed rate of pay in the top quartile for your position and experience?	<input type="checkbox"/> Yes <input type="checkbox"/> No
23. Are the total emoluments of the new job offer more than a 20% increase over existing pay?	<input type="checkbox"/> Yes <input type="checkbox"/> No
24. Does the job offer a bigger employer pension contribution?	<input type="checkbox"/> Yes <input type="checkbox"/> No
25. Does the job offer a better holiday entitlement?	<input type="checkbox"/> Yes <input type="checkbox"/> No