Moving your career forward

Whether you’re just embarking on your career, or you’re at a career crossroads, it can be hard to decide on your next career move. Here are our tips on deciding when – and how – to make that next all-important career decision.

When should you take the next step?

There’s no right or wrong answer here – there are many reasons why you may want to take the next step, career-wise: boredom, lack of job security, too much stress, or maybe you’ve come across a new opportunity that’s simply too good to miss.

The important thing is to make a carefully considered and confident choice, not a snap decision. Ask yourself:

Does the career move I’m considering excite me? Does the role interest me?

What are the pros and cons of moving on, in the short term and the long term?

Weighing up your next job offer

It can be difficult to remain objective about a job offer, particularly if you’re keen to move on from your current role. However, it’s important to assess a job offer objectively. You need to consider:

Money. It’s not the only factor, but it’s obviously important. Are you being offered the salary you deserve?

Benefits. What else is included in your remuneration or incentive package? Do the benefits compensate for a slightly lower salary?

Time. Do the hours suit your lifestyle? How long will your commute be? Will your hours and travelling times affect your lifestyle?

Culture. What’s the company’s culture like? Does the organisational culture and team environment suit your personality?

The counter-offer. What if your current employer makes a counter-offer? Do you definitely want to leave, or can your current employer persuade you to stay? If so, what do they need to offer you?

Fed up and want to switch careers?

If you’re fed up or frustrated at work, maybe it’s time for a change – lots of people choose to make a career switch. But how do you choose a new, more enjoyable career path? Why not start by thinking about:

Your dream job. What do you really want to do or achieve with a new career?

Your transferrable skills. Do your natural abilities, interests and skills lend themselves to a new career in a different field or sector?

Your hobbies and passions. What do you enjoy doing in your free time? Perhaps the solution to your career quandary is right under your nose.

How can transferrable skills help with positive career moves?

Once we embark on a career path, we tend to specialise. We develop greater and greater expertise in a specific area. However, when it comes to developing or diversifying your career, you need to think about broader, transferrable skills.

Transferrable skills can be gained anywhere: at work, through hobbies, or through volunteer work. They are useful in almost any profession, so they are the key to staying employable.

For instance, if you’re a whiz at planning parties, you have proven organisational or event planning skills – highly transferrable skills. Or, say you manage a sports team – you obviously enjoy working with and motivating people, which are also very transferrable skills.

So take a moment to step back and think about what you enjoy and what comes naturally – it could hold the key to your next career move.