

Q&A Column

Author: Mark Swartz, MBA, M.Ed.

Email Subject Line: Should You Spring Into a New Job?

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Headline: With Spring Here, Is It Time to Move On?

Summary:

I have been frustrated in my job for at least a year now. Although I like the kind of work that I do, I can't help but feel I'd be more appreciated somewhere else. Now that spring is here do you think that I should leave, or is it better to hang in and see if things get better where I am?

Derek Y., London, Ontario

Landing Page copy

Headline: With Spring Here, Is It Time to Move On?

Dear Mark,

I have been frustrated in my job for at least a year now. It seems that no matter how hard I try, my boss barely knows I'm there. Other people keep getting promoted ahead of me. Also I received a really small raise this year even though I believe I deserved more. Although I like the kind of work that I do, I can't help but feel I'd be more appreciated somewhere else. Now that spring is here do you think that I should leave, or is it better to hang in and see if things get better where I am?

Derek Y., London, Ontario

Dear Derek,

It sure seems like your satisfaction level is dropping in your current job. Let me start by suggesting you try not to let this disillusionment show too openly: if you are considering a move to another employer, you'll want to make sure you keep your position steady where you are right now so you have time to look around properly.

But before you start searching, you might want to examine your options with your existing employer. For instance, are there other departments in your company where you might be happier? Does it look like your boss is going to be around for a while, or might he or she get moved out soon, thereby removing a source of your dissatisfaction?

You indicate that your boss doesn't fully appreciate the efforts you've been making as an employee. A question I would have for you is this: have you made it easy for your boss to know about all the contributions you've been producing? Many people are shy when it comes to marketing themselves at work. Don't assume that just because you're aware of the value you add that everyone else is. A periodic e-mail or note to your boss reminding them of your achievements can go a long way.

If you are feeling that there is little hope of improving in your current situation, it might well be time to look externally. Spring is a great season to job hunt. Business is humming along and you don't have to slog around in slush on your way to interviews. Keep in mind that the most popular reasons for resigning are as follows:

Your work (or workplace) is making you ill

You feel totally blocked in your progress up the ranks

You believe you can earn substantially more somewhere else

You just aren't getting along with the boss or your colleagues

Your work/life balance is completely out of whack

Your next employer may want to know not only why you are leaving your current job, but what you did while there to investigate your alternatives before jumping ship. That's because no one wants to hire someone they believe will quit at the first sign of trouble. In your case you can position your waning to move as a desire to grow in terms of responsibility and title, and to be rewarded based on performance. That's a story that potential employers like to hear.



Mark Swartz, MBA, M.Ed., is a [speaker](#), [career coach](#) and [author](#). He can be reached via his website, www.careeractivist.com. The above article may contain material not included in the edited version.

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