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## **count the costs**

Changing Jobs. Enhancing your career. These are major life changing events. And yet, how much time does the average job seeker give to weighing all the ramifications involved in accepting a new position? Many times, not enough. Possibly you are unsatisfied with your current employer and assume working anywhere else is better than working where you currently are. Maybe the money a new employer is offering is too good to turn down, but you find out a year into your new job that the company was in trouble a year before they spoke to you...

There are many factors to consider before you say “yes” to a new employer. Sometimes what appears to be great for your professional life may impact your personal life in ways that you never even considered. If you are married, have a family or a significant partner, they need to be consulted in this decision-making process as well. The bottom line is, a job change or career alteration ranks high on the list of the most important decisions you will make in your lifetime. It should receive dedicated and purposeful thought.

How can you ensure that you’ve explored every job element? The Kelly Scientific Resources® Position Comparison Guide can help. This list of job elements to consider comes from nearly 60 years of finding 14 million job seekers the career they were looking for. We hope it will help you weigh all your options before making the right career decision.

**CURRENT JOB / NEW JOB**

(rank on scale 1-10, 10 being best)

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**JOB ELEMENT UNDER CONSIDERATION**

Salary

Benefits

Perks

Compensation other than salary

Future compensation outlook

Position title

Boss work style vs. yours

Supervisory responsibility

Project authority

Decision-making autonomy

Freedom to implement ideas

Freedom to effect change

Promotion potential

Challenge

Ability to meet job expectations

Access to skills training

Professional growth potential

Company/industry growth

Company/industry stability

Commuting/travel required

Compatibility with family/lifestyle

Working environment

Rapport with co-workers

Rapport with management

Comfort with culture

**TOTAL** \_\_\_\_/\_\_\_\_