

August 2016: Defining your Employment Objectives

Whether you're seeking to secure a job in a new industry or taking your skills and experience to a new position in another organization, you need to know what it is you're looking for. What are your objectives? What are the outcomes you want this new position to provide for your life?

As you prepare your resume and begin your job search, make sure to consider these key points:

Salary: What salary level are you seeking and what industries? What positions and geographic regions can you realistically expect to secure your desired salary? Be sure to consider the total compensation package, including benefits and bonuses, when comparing current compensation.

Opportunity: What do you know about the future of an industry or company? What are the career paths within a company? Are the opportunities for advancement worth the additional responsibility, pressure and time? Is a change of position the next logical step toward reaching your long-term goal?

Experience: Will a particular job enable you to gain the kind of professional experience that will lead you toward your career goal?

Location: Are there opportunities within your commuting area? Is relocating a possibility? What would relocation cost in terms of your family's jobs, schools, housing, cost of living and club memberships?

Work Environment: Will you be working with compatible people (above you and below you) in a comfortable setting? Does the company believe in teamwork, or do they foster an entrepreneurial or competitive atmosphere? Is it the company's style to be nurturing or hands-off, supportive or indifferent?

Job Content and Satisfaction: Will you be able to do what you want to do on a daily basis? Will you be able to make a meaningful contribution to the company? Are you philosophically in tune with the company's goals?

Size and Type of Company: There are advantages and disadvantages to both the small and large companies. Is a company privately or publicly held? Will you be a big fish in a small pond, with lots of influence but little chance to learn and develop as a person? Will you be a small fish in a big pond, with less power but more opportunity to grow? How stable is the company?

There are many other elements to consider in determining the kind of job to go after. Look for a position that matches most of your objectives and requires most of your skills. The way to find such a job is through a good deal of research and a great many personal contacts.

*Are you concerned about starting
out on your new career?*

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