

DECISION FACTORS AND PERSPECTIVES ON A CAREER MOVE:

OUR PERSPECTIVE AND EXPERIENCE:

We view our role at *Quality Search* as primarily “Messengers of Opportunities”. We do not feel that we should try to “sell” you on any particular job, but rather to help you see it in a true objective perspective. This should include important and relevant factors, both personal and professional, that will help you attain and meet your goals, needs and aspirations for success and happiness! We recognize that a properly timed and well thought out job change can be very instrumental in advancing your career.

PRIMARY FACTORS:

Usually there are four (4) primary factors that most people consider when contemplating new employment opportunities and they are:

- **Company & Where it is Headed**
- **The Actual Job Itself**
- **Geographical Location**
- **Salary or Compensation**

Company and Where it is Headed is very, very important. This could include the company being financially stable or having sound and realistic business goals and directions. It also could include the company “Culture” and styles of leadership and management. It is important to know and understand whether the company allows for individuals to take ownership of their jobs and to be individual contributors. Is there a career path that is attainable; are targets and goals clear and realistically attainable? Is there a company “Mission Statement” and is it adhered to?

The Actual Job Itself must be right or it will be difficult to stay focused on and involved with long term. A satisfying job must allow you to grow professionally, developing and utilizing personal qualities and attributes such as your skills, abilities and natural talents.

The *Geographical Location* of the job. Location affects many factors relating to the others already mentioned. Location affects the cost of living and housing, which relates to compensation. It relates to the quality of life in terms of issues such as commuting time, pollution indexes, weather norms, and recreational as well educational opportunities. Proximity to relatives such as parents and grandparents comes in to play and is often of great importance later in your career.

Finally if all the above are in order, we then examine the *Salary or Compensation* which is what we equate our time is worth. It is what a prospective employer thinks you are worth as well, and more importantly what they will pay to attract you. As mentioned before, strategic career moves do positively affect this component. However money isn’t everything and it does not offset for long the drudgery of enduring an unfulfilling job. Finally it comes down to a combination of the above factors and the relevant importance of each item to you, the candidate. In summary, you are unique, and you best can decide what is right for you at any particular point in your career.

Sincerely, *Jeff Wolfe*