

HOW TO DECIDE WHETHER OR NOT TO ACCEPT A JOB: ACCEPT THE JOB OFFER OR WALK AWAY?



So, after sending out countless resumes and enduring many interviews, you've finally conquered the last hurdle of your job search. You have a job offer! Now you will need to make an important decision regarding whether the position is a good career move for you.

There are many things to consider when evaluating a potential job offer. One of the most important things to ask yourself is whether the position is really what you want to do. More and more people are coming to the realization that enjoying their work is very important in their overall happiness. It may be helpful to close your eyes and imagine yourself going to work each day and performing the duties of the position. If you have a hard time imagining this, it may not be a good career move for you. This exercise can be quite a soul-searching experience (and one that can certainly be influenced by how long you have been out of work and your financial situation).

If the position itself appears to be a fit, the next factor to consider is the stability of the company itself. It's a good idea to do some research on the organization's financial standing before you accept a position. If you are dealing with a small company, there is a chance that this information will not be readily available. In general, most small companies have less financial backing than larger ones, but can present great opportunities for career growth as the organization grows. This is a gamble that may work out well for you in the long run.

Another important factor in making your decision is the compensation package offered. In order to evaluate the position's salary, you must find out what other companies are offering their employees for similar positions. Wage surveys can be very helpful in making your comparison. These publications list different types of positions and their average pay rates in your geographical area. Wage surveys are published by state or county agencies and can be found in the reference section of most public libraries. Don't forget to also take into consideration the benefits included in your job offer. A good health insurance plan and extras like tuition reimbursement can really add up in your favor. Non-monetary extras such as vacation time and paid holidays should also be included in your assessment of the compensation package.

There are other, less clear-cut factors that should affect your career decision making. For example, take a look at the potential employer and the new position with your future in mind. Ask questions such as; "Does your organization strive to promote from within?" or, "Is your company in a growth mode that will offer advancement opportunities in the near future?"

Remember to also look into the philosophy of the company itself. Many organizations differ in their stance when it comes to issues such as their employees' family lives, community service, and their overall day-to-day operations. If you have small children, it may be important for you to work for an employer who will understand periodic absences due to family emergencies. If you are interested in getting involved in your community, you may value a company with similar goals. Conversely, an organization that is solely interested in making a profit - at any cost - will probably not make you happy in the long run.