



Sanford Rose Associates®
Executive Search

"Finding People Who Make a Difference.®"
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Candidate Chronicles - Change Is NOT a Dirty Word

After two months of interviewing, you are offered the position. What began as a curious whim to give a recruiter five minutes of your time is now about to change our life. Initially, you are excited. However, reality begins to sink in and you find yourself becoming nervous about making the change - even though you know it is a great career move.

Successfully managing change in our careers is a big step - and often a stressful one that involves many emotions. Feelings of insecurity and self-doubt begin to erase the positive thoughts about making the change. You wonder if you can handle the additional responsibilities that coincide with the new title and generous compensation package. You are saddened to leave the friends you've made and more than a little anxious about how you will fit in with your new peers. You realize that even the voice mail system will be new and remember the tumultuous experience of learning all the ins and outs.

Recognizing and discussing your concerns with your Sanford Rose Associates consultant can help minimize anxiety - reinforcing the positives that initially interested you in the new opportunity (for example, supportive management team, more prestigious position with greater responsibilities, higher compensation package, opportunities for advancement within a really great company or the chance to live closer to elderly parents).

To help you reach a rational decision, your Sanford Rose Consultant may suggest that you prepare a list of pluses and minuses for both your current position and the new opportunity. This will help clear the cloud of emotion and give you a more objective perspective from which to make a sound decision. Usually, the pluses outweigh the minuses. After all, you probably never would have pursued the opportunity if you weren't at least a little dissatisfied in your current position - ready for a change.

Once you made a commitment to advance your career, your Sanford Rose Associates consultant will assist you with a resignation letter (see Volume I, Issue IV for a detailed discussion on Resigning Without Regrets), advise you of the perils of counter-offers (see Volume I, Issue III on The Dangerous Allure of Counter-offers) and counsel you through the transition period. New challenges await you, as do new opportunities. Celebrate!

John F. Kennedy once said, "Change is the law of life. And those who look only to the past or present are certain to miss the future."