

IS IT TIME TO LOOK FOR A NEW JOB?

Tips on how to identify whether it's time to start looking for a new job.

**NEW
CHAPTER**
OUR PROMISE • YOUR FUTURE

INTRODUCTION

OUR LATEST RESEARCH - [PULSE 2016](#) IDENTIFIES WHICH FACTORS WITHIN THE WORKPLACE MATTER THE MOST TO FMCG PROFESSIONALS.

READING THROUGH THE RESEARCH, IT MAY GET YOU THINKING – HOW DO YOU KNOW IT'S TIME TO LOOK FOR A NEW JOB?

Do you feel depressed, undervalued and overworked? If there are no signs of this changing and your talent is being overlooked, then you're definitely in need for a change.

Your work should be meaningful to you and somewhere you can make a difference. So how can you be certain that moving into a new role is a positive step?

The following five reasons will help you assess your current role and whether it's the right time to take that leap.



1: THE SUNDAY NIGHT DREAD!

You fear the thought of getting up for work in the morning and when you finally get yourself into work, you struggle to concentrate. Even with a long to do list, you can't seem to focus.

Often finding yourself day dreaming or putting things off, doesn't just make your list longer, it affects your personal skills. In fact, our latest research - [Pulse 2016](#) actually shows that 29% of people don't want to go to work more often than they do want to.

2: YOUR POTENTIAL IS NOT VALUED

You must always value yourself and never doubt the work you do. Our research showed that a disappointing 45% of people said they rarely or never feel valued at work. Your employer needs to be aware of your capabilities and allow you to share your ideas.

If your talent is not valued, then this affects your confidence. In any job, you should manage the development of your talent and demonstrate your potential.

3: LOSS OF PURPOSE & PASSION

If you no longer believe in what you do, aren't challenging yourself and you're only in it for the money, then you might as well give up now. Financial benefits and other incentives are not enough, you need to sense some sort of excitement and significance in what you are doing in order to pursue your long term career goals.

As a leader, your manager should bring out the best in you, as well as inspire and motivate you to deliver. Results show that 37% of people rarely or never feel inspired by their managers - so, does your manager inspire you?

4: LACK OF PROGRESSION

Your workplace must invest in your professional development and aid both personal and financial growth. If there are no opportunities then how will you be able to grow and advance in your career?

Our survey shows that, Personal Development is ranked as the most important thing that people value from work. You need to be in a role where if you want to challenge yourself and grow further, the support is available.

5: INSUFFICIENT REWARDS

You need to identify and make clear the rewards you want. In today's competitive market nearly every company offers a good benefits package, such as bonuses, professional development, incentives, flexible working hours and social outings.

If you're unsure what to expect, spend some time researching what's being rewarded according to industry standards - take a look at our [Pulse 2016](#) research. Rankings from the research show that basic salary only ranked 3rd as most important and commissions and bonuses were ranked at 6th. The most important factors were personal development, recognition and being valued.

