

## Thinking About Quitting?

### Here's How Prospective Employers Look at Your Reasons for Quitting Your Previous Job

During the interview process, how will a prospective employer see your reason for quitting your previous job? Will they consider your reasons justifiable or will the reasons you give them cause concern and maybe spoil your chance to be hired?

#### Normally Justifiable Reasons:

*Better opportunity* – taking a chance to move up, advance or just work for a bigger, more well known or better company.

*Higher pay* – the possibility of getting a significant increase in pay. Normally this is 10 percent if moving to another company within the same metropolitan area and higher if it requires moving to another city.

*Job Security* – with all the layoffs and reorganizations from buyouts going on, your fear of having your position eliminated.

*Obtaining more education or training* – taking time off from regular work to improve your knowledge and training within your particular field of work.

*Moving because your spouse is being transferred* – military or civilian business requirements

of the spouse and the subsequent move to keep the family together.

*Starting your own business* – taking a chance on doing it yourself and not just moving into another job. This ties in well with obtaining better education.

#### Reasons that may cause concern in the prospective employer:

*Too demanding a position* – you spent too many hours doing your job, had too much stress and had unreasonable demands placed upon you.

*Personality conflicts* – you had some problems getting along with your co-workers or your boss.

*Burnout* – your job demands simply wore you out and you could no longer cope with the requirements of the position.

*Fast track job-hopping* – you have moved from job to job to advance more quickly.

*Personal Problems* – you had a divorce, major illness, family problems or mental problems that forced you to quit.

*Protesting company policy* – you left by yourself or with other employees to protest unfair policies in the company. If there

was a lawsuit involved this could make the concern even worse.

Remember, if you quit your last job, the best thing to do is not to mention it to the prospective employer unless asked. Then, put the answer into the best possible light with the fewest details. Use the above list to turn the potential negative answer in to a positive one.

For instance, even though you quit because you were “burned out”, you can always tell the prospective employer you decided to look for a better opportunity with a larger/better/more prestigious company.

In this case you are telling the truth, just not mentioning a phrase that would be a negative during the interview. Review this list and make sure that, whatever your reasons for quitting, the reasons you give to another possible employers are always positive (and, of course, always truthful).

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