

Ask the experienced rather than the learned
- Arabian Proverb

Evaluating Your Motivations

Understanding your own motivations is the 1st step in discerning if a new opportunity offers the improvements you seek

What are your motivations to considering a change?

Are there frustrations in your current organization which impedes your ability to perform?
Are you looking for better learning opportunities, a new platform to stretch your capabilities, a foray into a new segment?

What is the attraction of the new role?

What are the challenges and benefits that the new opportunity can offer to your career?
Does this new role fit into your longer term career objectives?

To what extent do you fit the role? Where are the gaps?

Unlike new entrants, a mid career executive has to weigh the opportunity costs and risks associated with moving from the current company versus the potential benefits that a new organisation or role might offer.

Hence taking stock of the experience and capabilities you can leverage on, and evaluating it against the anticipated learning curve you will have to embark on, is a good starting point.

Is this the right time, personally and professionally to embark on a change?

Are there heavy commitments at this time in your life that will impede your ability to effectively embark on a new career? An MBA, a new addition to the family, a recent change in your spouse's career?

Whilst these personal or family issues are rarely the first thing that comes to mind in considering a change, they may become a challenge especially if the new role requires a heavy commitment in time or travelling. Ensure you have the commitment and support to take on the change.

All things considered if the opportunity has the prospect of fulfilling the aspirations you seek, then exploring the opportunity is an investment worth making.