

ADVICE ON TAKING A NEW JOB

# ***Top 10 Factors to Consider When Offered a New Job*** By: Laura Woodside

In our practice, candidates often ask us what they should think about when weighing a new job offer. While easily measurable factors like compensation and commute are important, we encourage people to think beyond them. Here are our Top 10:

**10. Compensation**: Will this job meet your short and long-term financial needs? What are the mechanisms for pay raises over time?

**9. Commute**: People with shorter commutes (less than 45 minutes total per day) report higher job satisfaction.

**8. Benefits:** If you or your family have specific or expensive benefit requirements, check with HR to make sure that these are covered.

**7. Mission and Purpose**: Candidates who become loyal and happy employees believe in the mission of their company from the start. Are you excited about your potential employer’s mission? Take Shane, a VP of manufacturing in healthcare devices. Shane was a great candidate for a top job at an autonomous vehicles company and was intrigued by the idea of applying her

knowledge in a new area. Ultimately, though, Shane wanted to work on devices that save lives. This is not a debate about what objectively matters more, it is about what subjectively matters more to you.

**6. Culture**: This usually flows from mission and purpose, but it is a separate factor to consider. Is the culture and community a good fit for you? Connected people are happy people. Are you excited to get to know your interviewers and spend more time with them? McKinsey & Company has “the airport test” when interviewing: if you were stuck in an airport waiting for a delayed flight, how would you feel if this person was with you? It’s a simple test, but it can throw into relief many of the mismatches you may have with the company culture or colleagues. Also ask yourself if you were placed on the company’s Culture Committee, what would you seek to preserve and what would you want to change? Does the company have a similar view?

**5. Structure**: Does the role provide the type and amount of structure that is best for you? Many candidates assume that they can adapt to any working structure. Be honest with yourself: do you need the well-defined boundaries and roles that a more established company can offer, or do you prefer the jump-

in-and-get-it-done chaos of a startup? Where have you have performed best in the past? If you do take a role that has more structure than you like, you may feel hobbled; less, you risk feeling adrift.

**4. Your boss**: Your future boss’s working style matters. Ask questions about how your boss likes to work: how quickly will they expect a response to an email during working hours, and what do they consider working hours? Is working weekends the exception or the norm? How do your future peers describe your future boss? Is there high turnover, or do people stay, or is it a mix? If it’s a mix, are the people who stay like you?

**3. Your team:** Where is your team on the spectrum of performance: high performing, functional, a working but uneasy alliance, or dysfunctional and underperforming? If any of the latter, will you have the ability/be in a position to be able to improve matters?

**2. Your personal life**: Will you be able to maintain the personal interests that are vital to your happiness, including family, hobbies, and personal commitments? Family and significant others add several dimensions to this consideration. Can/will your family support you in the way that you will need for this new role? Will the job allow you to meet your family’s needs? Approach this candidly with yourself and those who are on your team outside of work.

And our **No. 1? Your gut**: Don’t ignore yourself. What was your first reaction when you got the offer? Were you excited? Your subconscious can tell you things your logical processing self might want to ignore. Dig deep and take a job you have the potential to love.



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