

12 SIGNALS TO LEAVE YOUR JOB ASSESSMENT

"I just need to try harder in my job" may not be the answer to your job concerns. If you've taken positive steps to improve your job situation and nothing has changed, it may be time to look elsewhere. By completing this assessment and reviewing your scores, you will get a better sense of what actions you need to take to improve your work situation.

Instructions: Circle each item that is true for you.

1. You continue to get turned down for promotional opportunities without any clear rationale.
2. You aren't receiving the same perks as your peers (E.g. best offices, national conferences, plum assignments, opportunities to be with upper management)
3. Your boss shows favoritism to employees who possess certain characteristics you don't possess (E.g., young, Caucasian, male, good-looking).
4. You spend most of your break time complaining about your job situation.
5. On Sundays, you get a sick feeling about going to work on Mondays.
6. Your boss doesn't appear to value your talents, strengths, and expertise.
7. Your last performance rating was low and inconsistent with your work accomplishments and behaviors.
8. You're feeling isolated from the mainstream of activity (E.g. not getting invited to important meetings, being successfully bypassed, little airtime with your boss).
9. Your highest-level responsibilities have been (or are being) assigned to someone else.
10. Your work achievements go unnoticed while your boss turns your mistakes into major ordeals.
11. Another employee seems to be sabotaging you and no one's halting that destructive behavior, despite confronting this person and alerting your boss.
12. Your boss is emotionally or verbally abusive toward you (E.g. yells, demeans, harasses, unreasonably denies vacation requests).

Response Analysis: Read the following sections to gain further insight about your current job situation. Note which section had the most items circled. Also, note the total number of circled items. The greater the total number of circled items, the more important it is for you to take positive action to find a job that you're more suited to and with better working conditions.

Green Signal: A-OK

You didn't circle any of the items in the assessment.

Blue Signal: No Advancement Here

1. You continue to get turned down for promotional opportunities without any clear rationale
2. You aren't receiving the same perks as your peers
3. Your boss shows favoritism to employees who possess certain characteristics you don't possess

Note: If you checked these items, you are not likely to go anywhere working for your current boss. Your boss may be biased against persons who don't possess certain characteristics. If you don't possess characteristics your boss values, it might be smart to seek out other opportunities in your current company or elsewhere.

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Yellow Signal: Poor Fit

4. You spend most of your break time complaining about your job situation
5. On Sundays, you get a sick feeling about going to work on Mondays
6. Your boss doesn't appear value your talents, strengths, and expertise

Note: If you circled items 4, 5, or 6, you're probably not in the right job or organization. If you're not using your greatest talents and strengths, you can't show your true value. Your work dissatisfaction will likely cause you to be less motivated and productive. Over time, your work dissatisfaction may impact your self-esteem and spill over into other aspects of your life. Take action now to find a place where you can display your talents and be appreciated for your good work.

Orange Signal: Job in Jeopardy

7. Your last performance rating was low and inconsistent with your work accomplishments and behaviors
8. You're feeling isolated from the mainstream of activity
9. Your highest-level responsibilities have been (or are being given) to someone else

Note: If you circled items 7, 8, or 9, your job may be in jeopardy. It's likely your boss has decided you are not the person for the job and is setting the stage to shelf, demote, or fire you. At this time, it's unlikely that you'll be able to change your boss' view of you. So, take quick action to transfer to another job within the company or find a job elsewhere.

Red Signal: Dangerous Work Environment

10. Your work achievements go unnoticed while your boss turns your mistakes into major ordeals
11. Another employee seems to be sabotaging you and no one's halting that destructive behavior, despite confronting this person and alerting your boss
12. Your boss is emotionally or verbally abusive toward you

Note: If you circled items 10, 11, and/or 12, your reputation, self-esteem, and mental health are in danger. Your chances of changing your situation are slim. Oftentimes, the longer you stay in this sort of situation, the more difficult it becomes to leave. So, it may be best to cut your losses and move on.

Disclaimer: This assessment is designed to heighten your self-awareness about your current job and working conditions. It is recommended that you do not make a decision to leave your job, based solely on your assessment results. You are encouraged to seek out other resources for career advice, e.g., human resource staff, employee assistance counselor, and career coach.

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