

## Career Plan Q & A: What does your next job look like?

Written by Julie Desmond • Plan Your Career  
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You cannot have it all (where would you put it?) but you can have all of what matters most to you in your next position. Where are you willing to compromise and to what degree? Which areas are critical must-haves? Which aspects of work are so important to you that missing these would force you to walk away from a job?

Use this survey to look at nine common work factors; when you're done, go back and rank your answers, one to ten, based on their importance to you. When asked for a response, be specific. For example, part-time is not specific; instead, write "9 to 2" or "flexible, three days per week."

### 1. Urgency?

- I need a job yesterday
- I have time to wait for the right offer

### 2. Altitude?

- Entry level/not a manager
- Management/direct reports
- Executive or owner (decision maker)

### 3. Location (city, zip code or within X miles of a specific place)?

### 4. Hours/schedule?

### 5. Willing to travel?

- No travel
- 10-25% travel (quarterly or monthly)
- 50% or more (basically, on the road all the time)

### 6. Recognition: My success needs to be recognized by:

- Myself only (low recognition value)
- My family/community/peers
- Everyone/ public profile (high recognition value)

### 7. Advancement value: I am willing to stay in one position:

- Indefinitely (low advancement value)
- Until I find something better somewhere else
- A short time; climbing the ladder matters to me (high advancement value)

### 8. Benefits? Choose one or two that rank high on your list (health care, vacation days, corporate jet or paid parking, for example)

### 9. Minimum acceptable salary?

Rank your priorities, one through nine, and then highlight the top two or three. Now you can focus your career plan on positions that meet your needs. You need a job; and, you need a job that you can live with and succeed at long-term.

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