



BITE-SIZED CAREER STRATEGIES

Are YOU Thinking About Being Part of the Great Resignation?

You may have heard of the "great resignation;" the trend of employees quitting their jobs as the country moves through COVID-19 pandemic. According to the Bureau of Labor Statistic, 4 million Americans quit their jobs in July 2021! Monster has reported that 95% of employees are considering changing jobs.

The bulk of the resignations are among mid-career employees, and in the technology and health care industries. If you are thinking about joining the trend, here are some things to think about:

- **Do you have enough money to keep you going for a while?** If not, you may want to wait until you have adequate savings — finding another job or becoming an entrepreneur may take longer than you think.
- **What is important to you in your next position?** Are you looking for work-life balance? If so, what does that look like to you? Do you want work that is strictly remote? If so, how likely is that in your field? Are you looking to change fields? If so, what do you need to do so? Education? Skills? Something else?
- **What might you give up by resigning?** Benefits? Regular income? Stability? Identity? Make sure you understand the implications of your decision.
- **Is it possible to make it work where I am?** Have you explored your options to stay? What is your employer's plan for return to the office? Are they open to some level of flexibility that you can live with? Have you asked?
- **Are there personal adjustments you could make** to create a more tolerable work situation? Perhaps change your hours? Ask for a hybrid work situation? Invest more time in your family / friends / hobbies?
- **Are you being realistic about what's available?** How much it might pay? What it might require? The work environment is undergoing a systemic shift — it's not really clear (in my view what the future might look like. We've all heard the expression, "When you love what you'll do, you'll never work a day in your life." There is no perfect job — anywhere, ever. Even working for yourself is far from perfect. Consider whether your expectations for your next employment opportunity — or entrepreneurial effort — are realistic.
- **Is your resume ready to go? How about your LinkedIn?** If not, get working on updating your documents. And reach out to your network.

You may still decide that leaving is the right thing for you. Just go into it with your eyes wide open.



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