

# Career Decisions

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## Formula for Success for the Young Professional:

Have a 5 and 10 year career plan with goals and objectives

Look at open job requirements you are not yet qualified for to understand what companies are looking for: Experience, Education, Professional Certifications, etc.

Get Promoted! As a young professional you should be looking to get promoted about every 3-5 years if not sooner. This is a good indicator of your value to your current employer, your ability increase your responsibilities, and/or manage other professionals or projects.

When you move from one company to another try to move to a bigger company or a position with more responsibility.



***Always be looking ahead...have a 5 year & 10 year plan and consistently review them.***



When working with a recruiter it is very important they are interested in listening to your career goals and career plans. Don't fall victim to a recruiter selling you on a position if you are not 100% interested in the opportunity. Sage Recruiting, LLC understands when making a career decision is not just about the dollars and cents. Salaries are just one component of why you would consider making a career move; it should not be the only reason.

## Things to Consider When Making a Career Move?

Most career moves will happen during the first 10-15 years of your career. When should you starting thinking about making a career move?

**Remember:** *It's a lot easier to demonstrate the value you add to a future employer if you are successful in your current role or position.*

1. When you have learned all you can in your current role. (Minimum of 2-3 years experience)
2. After you have completed or passed a professional certification.
3. Completing a major project successfully, or receiving an award or accomplishing major

company goals. One (1) to two (2) year after a promotion.

4. When your current role is not in-line with your career goals or plan.

When you are thinking you need to change jobs consider the following when looking at new opportunities.

1. Expand your Overall Experience
2. Accelerated Promotion Cycle
3. Increased Responsibilities
4. Work-life Balance
5. Company: Culture; Size; Industry; and Location
6. Management Background - (Are they a Good Mentor)