

THE EXTRA POINT

BY JERRY ROBERTS



1241 Is There a “Right Time” to Quit Your Job?

The job market is an up-and-down, expanding and contracting sort of beast, and constantly in motion. The people who win the game — and this is both on the employer and employee sides — take time to learn the rules and use them to their advantage. There’s a lot to break out here, so we’ll take it a story at a time. I’m Jerry Roberts and today, when is the right time to quit your job and move on? That’s next, on The Extra Point.

Every year in Guam, a few thousand jobs are vacated. I can’t give you an exact number, but that’s a reasonable guess. Some are as a result of termination, and others involve the worker making a conscious decision that 1) “I don’t want to be work here anymore,” or 2) “I have a better opportunity waiting for me, so off I go.”

In the nearly five years of doing The Extra Point, we’ve never done a dedicated program on the topic of leaving a job — and picking the best time to do that.

The job market in Guam is different from the overall United States. A large number of our jobs are tied to tourism, and that will take a while to rebuild. There are opportunities here, but our size is a limiting factor, along with relatively low wages.

On the mainland it’s a mixed bag. The tech sector is laying off masses of workers, while other industries can’t fill jobs. With The Great Resignation, there are millions of unfilled positions across the country.

A few companies have come to Guam for their staffing needs, and that includes United Airlines. United advertised that they had 1,800 openings. I don’t know how many of those they filled in Guam, but there were a bunch.

It stands to reason that most of those hired by United were probably employed, and decided to leave their job for what they felt was a good opportunity to advance their career. This is one of the key reasons for quitting a job.

For a moment, let’s set this aside and focus on the others. Health and family reasons often bring forth the need to leave. Negative issues with a current employer also play a part.

Maybe there’s no way to advance with your company. Maybe your boss has no interest in helping you grow. Maybe the relationship with the boss isn’t good. Maybe what you’re doing now doesn’t allow you to utilize your talents. Maybe you’re bored out of your skull. If any or all of this is your reality, leaving might be best.

Or, you find yourself with a legitimate chance to grab onto an opportunity that could change your life, whether or not it changes your zip code.

In my opinion, the way to approach the job market is to learn how it works, and to make it a goal to continuously improve the skills that attract potential employers. Doing that, you create a market for you, regardless of how the general market is performing.

Let me close with some personal advice. If you’re thinking of leaving your current job, let the CEO or top manager know why. They may have something else to offer you. There’s no harm in trying.

If you want to change jobs, let everybody in your personal network know. They may have inside info on job openings, weeks ahead of recruitment ads and postings.

Maybe you want to start building your skills now, with the thought of moving forward in a year or two. Make a plan and follow it. Don’t just talk about it.

Here’s one more. If United Airlines siphoned off a considerable number of workers from Guam’s ranks, well, those jobs will now have to be filled by somebody — right? Your next opportunity may be right here.

(Con’t.)

A career is a marvelous thing, but it has to be managed if you want to make the most of it.

Grow those skills, work that plan, expand that network, build a powerful image and reputation that will attract any employer in any job market. It won't happen overnight, but you can do it if that's what you really want.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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