

THE EXTRA POINT

BY JERRY ROBERTS



1247 Thinking of Jumping to a New Job?

I caught some numbers from a job survey a few days ago, and I think some of the results are worth sharing — particularly if you're of a mind to quit your job for another position. I'm Jerry Roberts, and we'll get to that next on The Extra Point.

There's a lot of information these days on the condition of the U.S. job market. While most of the data has no direct relevance to Guam's employment conditions, it's worthwhile to keep an eye on current trends and attitudes.

Recent layoffs in the U.S. tech sector has made all the headlines, but you don't hear much about other industries still trying to fill open jobs.

These industries include e-commerce, cloud computing, artificial intelligence, healthcare (with special emphasis on mental health), hospitality, manufacturing, construction, transportation and shipping, food, and more.

The survey was put out by Joblist, a job search platform, and they got feedback from 30,000 workers across the country. There's a lot to chew on here, so I'm going to jump around a bit to find items of relevance.

Going into 2023, job seekers felt rosy about the market. On the heels of the tech layoffs, Republicans and Democrats are set to fight over raising the debt ceiling and perhaps causing an even higher wave of inflation, so it's anyone's guess whether those polled would still have such high hopes.

Among the respondents, 52% believed they, not employers, have the upper hand in the job search, while 78% believed they stand to make more if they change jobs.

Here's where it gets interesting, even for us in Guam. A fair chunk of those people who did quit their job — 22 percent — ended up regretting it.

49% said it was harder to find a job than they

expected. This immediately grabbed my attention, as it violates Roberts Rule # 1 when think of leaving a job: Never leave a job until you have a deal and a commitment for a better one.

20% reported the new job was not what they had hoped it would be. This can be several factors. Job facilities and conditions are bad. The boss is mean. Coworkers aren't friendly, and you can go on from there. This brings up Roberts Rule # 2 when thinking of leaving a job: Do your research before signing on. Who do you know who knows somebody who knows somebody else who works there?

That leads to the next two, 14% said their old job was better than they realized, and 13% missed their former coworkers. Now, Roberts Rule # 3 when thinking of leaving a job: Look around, a long look around, and appreciate what you have. It might be best to stay.

While 53% of employees received a raise in 2022, over 80% of these raises were less than 10%; and 65% were less than 5%. 65% of the people who asked for a raise cited cost of living as their reason. That's why the majority got such a small raise. Citing cost of living for why you want more money offers zero value to your employer.

Roberts Rule # 4 states that the best way to approach your boss for a raise is to show how you overdelivered value in the past six months or year (you did, didn't you?). and you're ready to even better in the year to come. No talk that if you don't get the raise, you'll start looking around for another job.

If you can prove your case and your request is fair, your boss should be willing to negotiate. That said, before you ask, you should be aware of the current financial condition of the company. Are they in a position to pay more? If not, maybe wait for a better time. If they can afford more but refuse to consider it, you'll have to decide your next move. (Con't.)

All things being considered, if you're happy where you are but your employer won't consider a raise, I'd take another run at it three months down the road, or maybe six. The answer might be different.

If not, you can always test the market and see what's out there.

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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