



## CLAMPS

When looking for a new career, regardless of what industry you work in, whether it's Manufacturing, Banking, IT, Construction, Sales - whatever! CLAMPS is the acronym you need to consider when looking for the ideal role and the important aspects of what makes you happy in your career.

**C – Challenge of the job:** Does the job advertised present exciting and challenging opportunities or has the direction of the department, or management, caused your work environment to become stagnant?

**L – Location of your workplace / office:** Will you be staring at your windshield for 45 minutes in the morning and evening? How will you get there? Is it commutable by public transport if your car breaks down? Is it close to home – or possibly remote?

**A – Advancement / growth at your company:** Have you been able to get your annual (or even bi-annual) performance raise? Or have you been getting constant excuses and neglect for not getting that promotion, or pay bump?

**M – Money / benefits:** Are you currently being paid market-value? Are you being underpaid? Do you know what the current market is paying for someone with your skills? Are your current employment benefits lame (or expensive)?

**P – People:** Do you enjoy coming into the office every Monday or being able to go out after work with your co-workers and grabbing a drink or a bite to eat? Does your current team have unbearable people that you dread having to see every day?

**S – Stability or job security:** Are you comfortable and stress-free with the long term outlook of your situation? Is there the constant worry of a re-organisation or possible merger down the road that is stressing you out?

These 6 areas are what 99% of people consider when making a career move. If you aren't currently meeting at least four out of six of these points – I would encourage you to reach out to a recruiting professional to help identify companies that can give you those missing qualities in your professional life. Whilst using a *recruiter* is not favourable for everyone – if you're currently spending 20 hours or more a week looking / searching then you can save yourself at least 15 hours to concentrate on other things like researching companies, preparing interview questions, checking Glassdoor, checking LinkedIn, and all of the other work that goes into researching new opportunities.