

Mary Jeanne Vincent, Career Talk: Are you considering a change?

By Mary Jeanne Vincent, Monterey Herald

MontereyHerald.com

It is time for a new job? Look for these essentials in your next position:

Opportunities to bring YOU to work. Who you are matters; look for an organization that embraces the best of you. When Loree Van Bebber, SBA financier extraordinaire, was recruited to join Cal Coastal five years ago she knew she found the perfect fit. She happily shares her energy, personality and joie de vie with colleagues and clients alike. A quick scan of her LinkedIn profile and you can easily see that Loree brings all that she is to her work.

Opportunities to stretch and grow. Ready for your next assignment? Seek out a position that requires getting out of your comfort zone. Consider anything less and expect boredom to set in within a few short months. It can be scary to be on the upside of a learning curve but take the leap and your confidence will grow.

One of my clients, an administrator in higher education, has consistently sought out assignments that force her to stretch and grow toward her ultimate goal of becoming president of a university. As a result, she has far more experience than other candidates her age and I would venture to say she is never bored!

Opportunities to bring your natural talents to the job. In addition to having the requisite qualifications and experience, make sure there are ample occasions to contribute your unique expertise. Each of us have gifts that we can't help but share; make sure your contributions will be welcomed and appreciated. One of my young clients works as a financial analyst. He has a knack for using technology to simplify the work. While his job doesn't require these skills, his boss and co-workers value his ability to make their work flow more smoothly.

A sense of connection to the organization's mission and values. Money will only take you so far; beyond that you need to feel a kinship to the company and its products and services or you won't last long. If you aren't a fan of the organization when you are hired, when will you become one? Probably never!

Look for opportunities where you will feel proud to wear the company logo on a sweatshirt in public. This was a "must have" on Judy Fletcher's ideal employer list when she interviewed for the business development manager position with the Monterey County Chamber of Commerce 7 years ago. When you see Judy at chamber functions you can tell that she got her wish.

Advertisement

A sense of purpose; an understanding that your work matters. Regardless of your role in the organization, clarity about why your work is important will help to carry you through the tough times and the inevitable grunt work that is a part of every position. Another client, in her mid 50s, was floundering around after her children headed off to high school. She finally

connected with her purpose, returned to college and will soon be a fully fledged marriage and family therapist. Every day she sees evidence that her work matters.

Mary Jeanne Vincent, career expert and strategist, has a coaching practice in Monterey. She may be reached at 657-9151 or mjv@careercoachmjv.com.



Mary Jeanne Vincent

Mary Jeanne Vincent, career expert and strategist, has a coaching practice in Monterey. She may be reached at 657-9151 or mjv@careercoachmjv.com. Reach the author at mjv@careercoachmjv.com .

- [Full bio and more articles by Mary Jeanne Vincent](#)
- [Back to top](#)