Logo of the University of North Carolina at Chapel Hill, Kenan-Flagler Business School. 

# Motivations for Job Change

## Which of the following are true for you?

|  |  |
| --- | --- |
| I’m no longer challenged in ways I’d like to be |  |
| My job isn’t, or never was, what I signed on for |  |
| My key strengths are not being called upon regularly |  |
| My weak areas are called into play frequently |  |
| There is a mismatch between my work style/approach and the organization’s culture |  |
| My career path has veered from its original course |  |
| I’ve acquired new skills/experiences and my goals have changed |  |
| I’m confident I could contribute more / have a greater impact |  |
| I’m confident I could earn more |  |
| I’d like my work to reflect my values more closely |  |
| ***Total*** |  |

What is your reaction to your score?

Which items were most meaningful or compelling to you?

Have these conditions always been present? If not, what has changed?

New boss?

New job definition?

Promotion or other change in responsibilities?

Merger/acquisition?

New senior leadership?

Market conditions?

What does this tell you about what you need to be satisfied/successful?

**KEY QUESTION: *How likely is it that these conditions will improve?***