



## Timely Information for Personal Success

# Should I Stay or Should I Go?

By Holly Caplan

Here are some statistics that will give you an indication of how employees view their current companies and jobs: 71% of workers said they are looking to change employers; 37% of engaged employees are looking for jobs or watching for opportunities, as are not surprisingly more than half (56%) of *not* engaged and 73% of actively *disengaged* employees.

So if you are feeling like you need a job change, you are not alone. Here are three signs that maybe it is time to take the leap, and three signs that you should tough it out a bit longer:

### Signs You Should Quit

❖ **Deficit in development:** If you notice that your company isn't doing anything to develop, train, or promote you, it is a sign that it may be time to go. This is two-fold. First, it shows they have little interest in your future and how you contribute to the organization. Second, your professional growth can be hindered if the company does not actively develop or promote. This deficit can create frustration on the employee's behalf and it shows that the company is not invested in their people.

❖ **Getting out of bed:** We all go through periods where our jobs are miserable, or we are just flat bored. Getting out of bed can feel like a chore itself. If you are not mentally engaged in what you are doing for a living, don't wait too long to make a change. Staying in a role you find completely uninspiring will do a

number on your self-worth and will be detected by your manager. When you feel this stagnancy or boredom linger, it is a sign that it is time to go. Give yourself the chance to find something new that will interest and inspire you!

❖ **High turnover:** Employees stay in their jobs if they actually like their work environment. If they have a good boss, work-life balance and consistency, they will stay for a while. But if these components are not present, most people will jump ship. If you see your respected colleagues leaving right and left, know the issues are most likely systemic. This is a signal that it is time to find a new ship that is sailing in the right direction.

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## Healthy Recipe: Egg Sandwich

### INGREDIENTS:

- 2 strips turkey bacon
- 1-1/4 cups egg whites
- 4 slices whole-grain bread, toasted
- 1/2 cup shredded, nonfat cheddar cheese
- 1-1/4 cups diced, seeded tomatoes
- Cooking spray
- Salt and pepper to taste

### NUTRITIONAL VALUE:

- Calories per serving: 338
- Carbohydrates: 47 g.
- Protein: 34 g.
- Fat: 5 g.
- Saturated fat: 1 g.

### DIRECTIONS:

- 1 Microwave turkey bacon strips for 3 minutes or until crisp. Set aside.
- 2 Whisk together the egg whites, salt, and pepper. Coat non-stick skillet with cooking spray and heat skillet.
- 3 Add egg white mixture. Cook and stir about 1-1/2 minutes or until egg whites are set.
- 4 To serve: Spoon egg whites unto the toast. Top with cheese, turkey bacon, and sliced tomatoes.

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 395 Grove St., Iola, WI 54945  
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 Website: [writeitrightllc.com](http://writeitrightllc.com)  
 Email: [mjacquart@writeitrightllc.com](mailto:mjacquart@writeitrightllc.com)

Editor/Publisher: Mike Jacquart

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#### Signs You Should Not Quit

❖ **If you are under 12 months of employment:** This is the sweet spot, 12 months. If you get involved in a job that you don't feel is a right fit or you wish you didn't take, do your best to make it last one year. Leaving at 6-9 months can look questionable to your next employer. Staying 12-18 months, even if you want to go, will show stability and you were dedicated to this period of your career journey.

❖ **Leadership change is coming:** When you see that the people above you are moving on or moving out, hold tight. This could mean a *positive* change for you. Their movement may make room for your advancement, a role change or maybe even just a better work culture. This type of transition can yield professional growth, so watch what happens and then figure out what this can mean for you!

❖ **Look for a job while you have one:** It has been said again and again, it is best to look for a new job while you have a job. Even if you know you want to quit, stick with your current position (barring horrible circumstances) while you are on a job search. Clearly by doing this, you are maintaining your current income, while at the same time you appear more marketable and desirable to your potential employer.

#### Summary

In today's environment, there is a lot more freedom of choice based on social acceptance of job hops, which can work in your favor. If you find you are disengaged or perhaps indifferent, don't waste any more time. Assess your current professional situation and don't be afraid to ask yourself if you should stay or if you should go.

*Holly Caplan is a workplace issues expert, career coach, and author. For more information, visit [www.hollycaplan.com](http://www.hollycaplan.com) or and connect with her on Twitter; @hollymcaplan.*

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