

“FIVE BLIND SPOTS IN MAKING AN EMPLOYMENT DECISION”



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In making everyday business and life decisions, it is important to arm ourselves with knowledge that will help us avoid making major mistakes, particularly in the important arena of job and career choices. The following blind spots have been known to influence otherwise sound decision-makers during the employment “courting” process:

ACCEPTING THE FIRST OFFER WHICH IS EXTENDED: Many of us were raised with the adage, “A bird in the hand is worth two in the bush.” That thinking can subtly drive us to making premature or shortsighted decisions.

If you find yourself in the pressuresome circumstance of having an offer on the table that is not really a good fit for you, ask yourself the following questions: Can I negotiate an extended decision period to flush out other possible offers? If there are no other strong prospects at this time, is my marketability strong enough to wait for a better fit?

MAKING YOUR DECISION BASED ON ONE PRIMARY RELATIONSHIP: Compatibility with your future manager can be a significant factor in your decision making process, ultimately affecting your job success and satisfaction. But it should not override all the other factors that need to be considered.

For those who tend to be highly relationship oriented there is the potential liability of weighing one single relationship too strongly in the decision-making equation. It is not uncommon to hear of situations where a position was accepted based primarily on a strong “chemistry” with the hiring manager, only to have that person leave the company (voluntarily or involuntarily) within a short period of time.

LETTING THE SALARY DOLLARS SWAY YOUR THINKING: Everyone has bills to pay, and most of us want to have a comfortable life for ourselves and our families. But if the big bucks alone drive you to say “yes” when there are other questionable factors, there could be regret down the road.

It is easy to talk yourself into the fact that you can put up with just about anything if the job pays well enough. The day to day reality that follows, however, can make your life miserable, and have a negative impact upon your physical and emotional well being.

TAKING TOO MUCH AT FACE VALUE: It is a positive attribute to believe in people, look for the best, and have an optimistic approach to your decision making. However, when it comes to an employment decision, it pays to have your optimism balanced with caution. If they want you badly enough, some companies will say or promise almost anything to get you on board.

As a precaution, get those promises in writing to the extent that it is reasonable and possible. In addition, just as companies reference candidates, candidates should reference companies. Ask to speak to some customers and vendors – they will have a valuable perspective about how the company operates.

IGNORING YOUR GUT FEELINGS: If your intuition says that something doesn’t seem quite right, but you can’t narrow it down, don’t ignore those feelings. Chances are you are intuitively reading something and getting signals to be cautious. If possible negotiate some time to further probe and inquire about the job and the company. Listen to your inner voice of caution. In hindsight, it will generally prove to be right.