How Do You Know When It's Time to Quit?

A recent poll found that more than half of workers are either "enduring" their current jobs or actively hating them.

In another poll, more than 50 percent of employees surveyed said a disagreeable boss was their number-one reason to pack up and leave.

(https://www.vitalsmarts.com/resource-center/research/)

Question:

How many people do you know, or in the general public, that would say:
" I love my job".
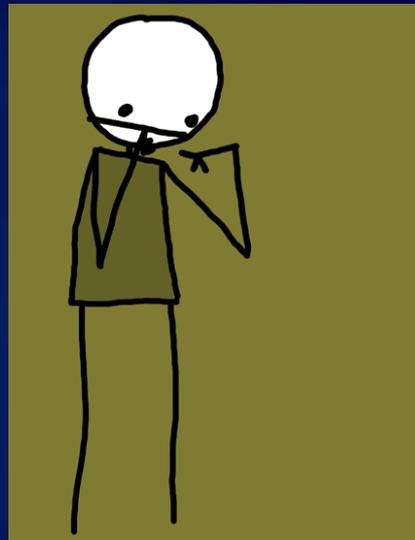
Many who reported that they chose to leave a toxic workplace and then stated that they didn't realize how bad their situation was until *after* they left.

"I can't believe I didn't see how bad it was sooner!"

What can we do?

Ask a series of questions

- *How Many Problem Behaviors Are There?*

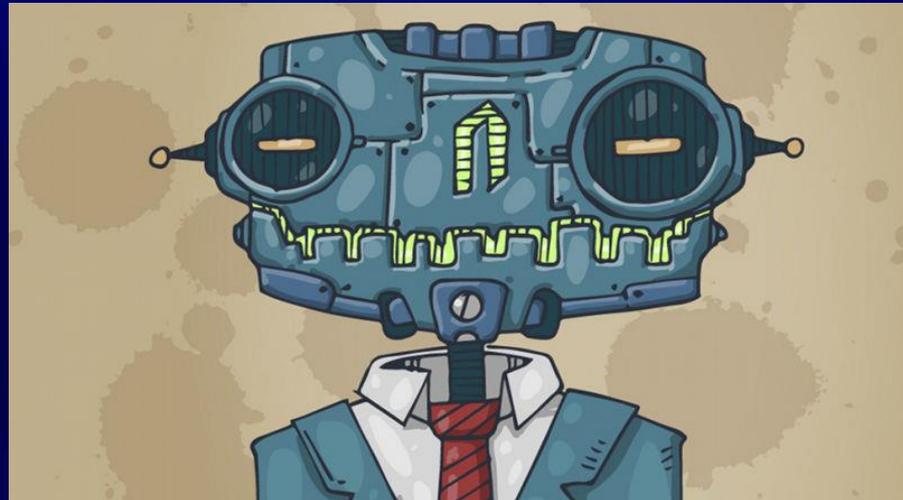One or two? 10 or more? Too many to count?

- *What Has Been the Duration of the Problem Behaviors?*

How long have they existed? Are they new or have they been there as long as you have worked there or possibly longer?

- *What Is the Frequency of the Negative Behaviors?*

How often do they occur? Daily? Weekly? Quarterly?

- *What Is the Intensity of the Behaviors?*

For example: Is your supervisor using a stern tone with you or is your supervisor swearing at you?

- *How Many People Regularly Display the Behaviors?*
Is it primarily your supervisor or one colleague? Are the behaviors rampant and at multiple levels?

- *What Solutions Have Been Tried, if any, by You or Others?*
What results have occurred in response to the actions? If nothing has been tried, why not?

- *How Do the Negative Behaviors and Characteristics Impact the Organization?*

Is the overall culture of the workplace negative? Is the organization functioning as it should (positive impact, goals achieved)?

- *How Do the Negative Behaviors and Characteristics Impact You?*

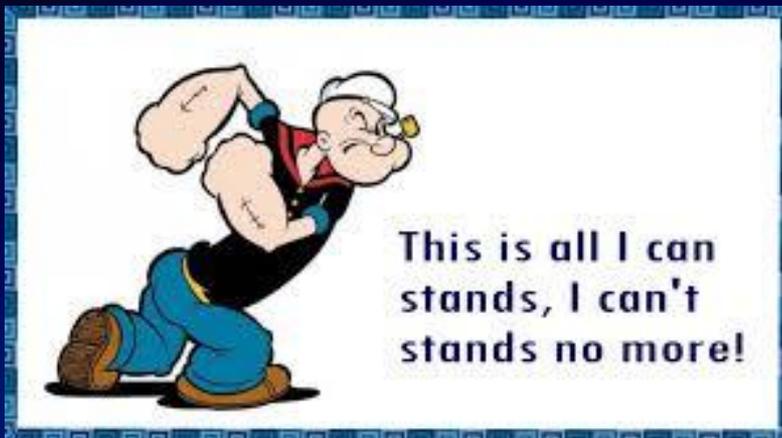The behaviors may affect your physical and emotional health, relationships, and behaviors.

We Have Choices

- Stay where you are

- "Take this job and shove it!"

This is all I can stands, I can't stands no more!

- Begin an employment search

If you decide to stay:

- Identify what you need to do for you. You need to take care of yourself; if you don't, no one else will.

- Determine what action steps you can take to help make the workplace healthier. Actively and respectfully attempt to implement them.

- Set a time frame by which you will reevaluate the situation (3-6 months?).

Are you able to manage the stress from work (ask those around you). Be honest with yourself: Has the situation gotten worse, or has it improved?

If you believe you need to leave:

Seek counsel to make sure you are thinking clearly and haven't overlooked something important.

Take steps to prepare: Get your resume in order, start looking for job opportunities, discreetly put the word out that you're open to new work, and start saving money to help you during the transition.

Develop a plan for finding your next job and implement it.

Continue to implement the plan over time. Determine when "enough is enough."

Finally, avoid getting into a position of being desperate.

If possible, keep working while you look for another job. Keep your expenses low.

Consider taking a "fill in the gap" job just for cash flow while you look for another job in your field of expertise.

- Assume that finding a job will take at least two times longer than you think it will.

Adapted from "How to Decide When to Leave Your Job" by Dr. Paul White.

http://shop.appreciationatwork.com/collections/books-accessories/products/pamphlet-how-to-decide-when-its-time-to-quit-your-job-paperback