

# YES! NO!

## MAKING A GREAT DECISION - SAYING YES OR NO TO THE JOB OFFER

*It is a big decision. Career expert, Jo Mills, gives pointers on things to consider before you sign on the dotted line – or turn down the offer.*

**A**s part of our work, we often support our individual clients as they make a decision about whether to accept a role offer. Negotiating salary is daunting enough, but how do you know if you should say yes or no to the role?

### Consider the dollars

To most of us 'monetising' our value is unusual or uncomfortable. We hope that the organisation will offer us a high enough amount so that we don't even

However, if the salary package isn't quite what you were hoping, take a big breath and ask for what you want. You will need to know your facts about your market value (look up salary surveys, talk to recruiters) and how this 'price' will be reflected in the value you will add to the organisation. It is easier to get a better package now, than to try and get a salary increase when you are already in the role.

If moving on salary is impossible, then the employer might be willing to grant you an additional five days paid

or pay for that degree that you have always wanted to start. A car-park may make your life a lot easier. Work out the monetary value of the perk so that you know that you are negotiating about.

Most companies have some additional benefits, so it is worth giving it your best shot. If you don't ask, you don't get!

### Consider the personal benefits

It is tempting to focus solely on the dollars when assessing a job offer. However, the role may offer you personal rewards that add a great deal more weight to its value. If this role helps you achieve your personal goals, fits in with your lifestyle and values, or gives you exposure to mentors or training, the salary may only be part of the equation.

### 'Love the painting'

Saying yes to a new job is a bit like investing in a painting. There is an adage that says you should love a painting when you buy it – so if it never goes up in value, you still have a work of art that you love hanging in your home.

A lot of promises are made as part of 'wooing' you to join your future employer, and some of these might be about your future prospects, for example a direct line to the general manager role, a promotion in 12 months when the business expands and so on. This is exciting and heady stuff, and might happen even more quickly than you anticipate. But it might never eventuate.

Therefore it is a good idea to 'love the painting' while you wait for it to increase in value. By this we mean, make sure the actual job you are saying yes to is a good fit for you right now, and will still be a great decision even if the promised promotion never happens.

### Think about the fit of the role

Status, money and the fact that you finally got offered a job, can all cloud your decision making. However, before you leap to say yes, take some time to weigh up the following:

- How does the role compare to your ideal job?
- How does the role fit in with your career vision? Does it take you closer or move you onto a different path?

from the company? Do you want to spend a huge chunk of your day with them?

- Do you respect the person who would be your manager?

### Listen to your instincts

If you have a bad feeling about the opportunity, sit down and ask yourself why until you come up with a reason. Your subconscious could be trying to tell you something important. Do some more research until you have the information you need.

### Put your business hat on

This is a professional business decision, and you need to treat it as such. If you still have further questions for the employer, now is the time to ask them. Find out as much information as you need, and then make your decision, weighing up the pros and cons, finances and personal factors so you know the decision is a sound one.

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