



Reasons for Leaving your Employer

Before you begin the process of searching for a new employer, review this chart.

Reasons 1	Reasons 2	Reasons 3
Higher salary	Better technology	Incompetent or inept boss
Bonuses	Deeper technology exposure	Obstinate or arrogant boss
More benefits	Focus too narrow or generalized	Untrustworthy boss
Stock options/stock ownership	Relocation	Domineering boss
More profit sharing	Responsibility (more or less)	Paranoid boss
Company paid perks	Management (more or less)	Regimented boss
Increased vacation time	Travel (more or less)	'Lost-in-the-fog' technical boss
	Specialization (more or less)	Underutilized
	Performers not rewarded	More work-life balance
	Long hours	Redundancy
	No room for advancement	Career peaked
	Lack of opportunity	No mentors
	Shorter commute	Contributions are not valued
	Same experience year after year	Overqualified
	Deteriorating skills	Intangible environment
	RIFs closer than one year apart	Underemployed
	Technology training	High stress or frustration level
	Lack of company vision	Subtle discrimination
	Performers not rewarded	Limited area of responsibility
	Opposition to new technologies	Climate of mistrust
	Company performing poorly	Personality clashes
		Employee opinions have no value
		Limited resources
		Contentious co-workers
		General work environment
		Competition always wins

COLUMN 1: If most or all of your reasons are from Column 1, you're better off staying at your current company. Consider an internal job change. Negotiate for additional salary. If everything else is in balance (and it's a strictly a financial issue), let them know what you need. If you reach an impasse, then it's time to exit. Never let money be your only motivator - getting the latest technology or management experience is the best long term solution.

Money follows skills.

COLUMN 2: If your primary motivators are in Column 2: you will definitely benefit from a new opportunity. All are strong reasons for beginning a search outside of your current employer.

COLUMN 3: If half of your reasons are in Column 3, that's fine. All valid concerns. The question is: Can your work environment be salvaged by making personal adjustments? Assess your strengths and weaknesses. If you've tried with no success, or obstacles exist that you can't overcome, your answer is to leave - understanding that it is the only viable choice for either advancing your career, or realigning it.

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