

CAREER COUNSELLING

You don't need to job hop to build a successful career

You could leave your job and put your energy into creating a job you love somewhere else. But career coach Ben Fanning suggests it may be smarter to capitalise on opportunities where you already are.

1. KEEP AN OPEN MIND

Through a lot of introspection (and a few great mentors), Fanning discovered that he had power over his own destiny. He could recreate himself while reinventing and rejuvenating within his current job. 'I didn't give up the hour-and-a-half train ride each way and I didn't give up the 80-hour workweek,' says Fanning, who mistakenly thought his stress-induced chest pains in the middle of the night were from a heart attack. 'What I gave up was my approach.'

2. FIND THE MIDDLE GROUND

Staying in a situation that's not working for you leads to disengagement, but quitting could mean missing out on benefits and future opportunities where you are. That is why Fanning suggests a more helpful middle ground most people always seem to miss. 'Other opportunities frequently look better than staying where you are, but once you arrive at the new place, you will discover the same problems, or even worse than what you left behind,' he says. 'You might be better off just doubling down on the investment you've made in the job you currently have.'

3. THINK THINGS THROUGH

Fanning has channelled all his experiences into his book *The Quit Alternative*, which gives guiding principles that can be used

to create the job you love without quitting. In many of the individual chapters, he breaks it down into easy steps. While the book focuses on the positive, Fanning is not suggesting you stay in a job that makes you miserable. The main message is to think things through before you walk out the door and never look back.

4. TAKE BACK YOUR POWER

Maybe you feel that you have grown as much as you can in your current position, and you are not sure what to do next. Maybe you know what you like most about your current job, but you are not sure how this translates into your next step within your company. Perhaps you are feeling a bit discouraged with how your career is turning out, and you feel powerless to control your own destiny at work. Whatever your situation may be, you need to take back your power. Instead of sitting around, complaining that things aren't fair (a popular pastime for many people who spend their lives posting angry comments online), do something about it. It may mean fixing what you have got or even moving on to something else.

5. TAKE ACTION

Only you can know what's right for you. So think about the timing of your decision, the benefits you may forfeit, your bargaining power with another company, being seen as a job hopper to future employers, and if something else exists to keep you financially afloat. Then, it's just a case of following your gut. In other words, what matters most is that you take action. **Man**

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