

Career Strategies -----

Job Stability Assessment Instrument

Please put a check in the YES or NO column for each statement below.

I. MY EMPLOYER 'S STABILITY	YES	NO
1. A merger or acquisition involving my company has taken place.	_____	_____
2. Company management is criticized in the newspaper.	_____	_____
3. People express concern about the stock price either inside or outside the company.	_____	_____
4. Earnings drop precipitously with little hope for early improvement.	_____	_____
5. The company is continually losing market share.	_____	_____
6. The company does not develop new products or services.	_____	_____
7. Outsiders are hired into management positions and begin to bring in their own friends.	_____	_____
8. A number of respected performers leave the company voluntarily.	_____	_____
9. Severe cost cutting measures are implemented with little notice.	_____	_____
10. Restrictions are placed on previously sanctioned activities.	_____	_____
11. My mentor has left the organization or has fallen into disfavor.	_____	_____
12. I can't predict promotions or top performers.	_____	_____
13. People's productivity is down because the amount of gossip is up.	_____	_____
14. People openly express anger at the company.	_____	_____
15. There is talk of the company selling off profitable businesses.	_____	_____
TOTAL	_____	_____

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II. MY PERSONAL PREPARATION TO TAKE

CHARGE OF MY CAREER

YES NO

1. I know what parts of my company are expanding and have friends who work there.	_____	_____
2. I have a job or can get a job in an essential function at my current employer.	_____	_____
3. I know what I'd like as a next job with my current employer.	_____	_____
4. I know what I want to learn next.	_____	_____
5. I've interviewed for another job inside or outside of my company within the last year.	_____	_____
6. I belong to the right professional organizations.	_____	_____
7. I have contacts in another industry.	_____	_____
8. I have a strong professional network.	_____	_____
9. I have kept in touch with people who have left this organization.	_____	_____
10. I am aware of what jobs in my field are advertised in the newspapers.	_____	_____
11. I know what the next technical challenge will be in my field.	_____	_____
12. I know what the hot topic is in my field at conventions or association meetings.	_____	_____
13. I've attended a career-enhancing workshop or training program within the last year.	_____	_____
14. I have a resume that's less than a year old.	_____	_____
15. I have spent my own money to enhance my career or expand my knowledge in the last year.	_____	_____
TOTAL	_____	_____

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III. THE MATCH BETWEEN ME AND MY JOB	YES	NO
1. My bonuses or raises are no longer above average.	_____	_____
2. My boss circumvents me to deal directly with my subordinates or peers.	_____	_____
3. I am not invited to attend important meetings, management courses or seminars.	_____	_____
4. I am no longer invited for lunch or for a drink with my peers.	_____	_____
5. I no longer hear the gossip early.	_____	_____
6. I hate the thought of going to work in the morning.	_____	_____
7. I feel tired all the time.	_____	_____
8. I'm doing things I disagree with.	_____	_____
9. I'm making dumb mistakes all the time, and I can't figure out why they're happening.	_____	_____
10. I start to tense up Sunday night anticipating the week.	_____	_____
11. My sleeping or eating patterns have changed for the worse.	_____	_____
12. I believe I have to conceal what I really think at work.	_____	_____
13. My family and friends complain about how I look and act.	_____	_____
14. I keep getting colds.	_____	_____
15. I feel trapped in my job or my industry.	_____	_____
TOTAL	_____	_____

How to evaluate your responses to this instrument:

I. Employer's Stability

If you have more than six "yes" answers in this category, you should build options for a transition to a career in another organization.

II. My Personal Preparation to Take Charge of My Career

If you have more than eight "no" answers, you need coaching in the skills you need to take charge of your career.

III. The Match Between Me and My Job

If you have more than five "yes" answers you should reassess your career immediately.

*If we can help, call for a free introductory meeting.
Our number is 617-227-5517.*