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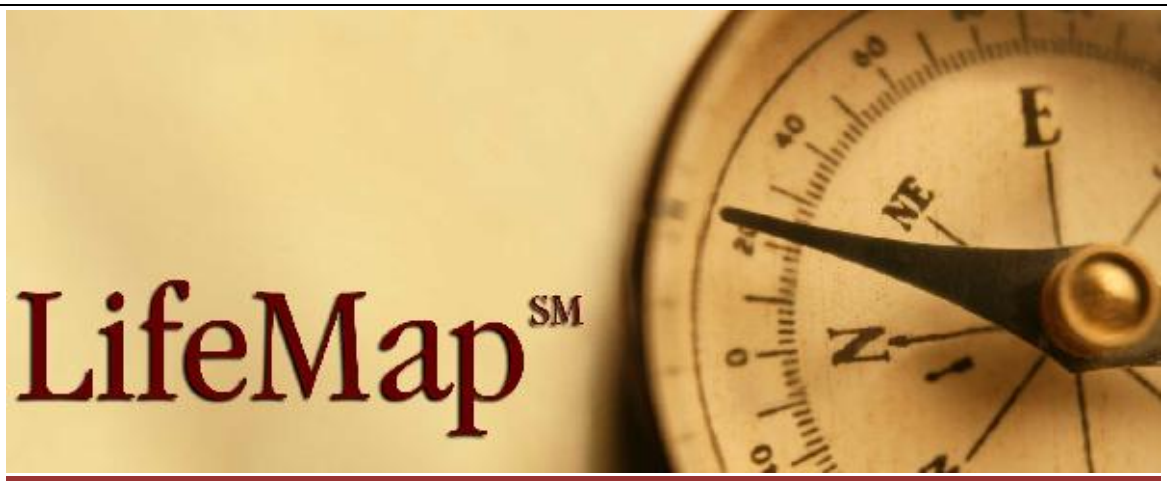

LifeMap is a navigational tool to help you on your path towards personal and professional success.

Our belief is that you can achieve a more rewarding career, a more productive organization and a more satisfying life.

June 2016

This Month's Message:

Maximizing Your Next Job Offer

Paths Forward:

HOT OFF THE PRESS!

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Maximizing Your Next Job Offer

I'd like to take just a moment to thank the many folks who send me an idea, topic or question they'd like me to address in a future edition of LifeMap. I save them by category and when I have enough in one area I try to offer something helpful.

Since most people receive this newsletter at work many questions focus on jobs, careers and job hunting. One of the most anxiety producing aspects of job hunting concerns how best to deal with a job offer once you finally have one (or even more than one) in hand. This month's Paths Forward answers some of the most common questions I've received on this topic

Paths Forward:

*** Tell me one of your "Dr. Paul's Job Hunting Secrets"**

Tell me one of your "DIY Paul's Job Hunting Secrets about maximizing job offers.
There are a whole bunch of them so I'll just give you the first thing to consider. It is important as you are starting a job search to think thru ahead of time what it is you're looking for so you're not dealing with this important issue extemporaneously. You may well revise this as your search proceeds and you get more familiar with the current market. But force yourself to actually write down what it is you want from a new job so you can answer this question cogently and professionally irrespective of when it arises.

*** What are the most important things to look for in a job offer?** 1. There is no one size fits all answer to this question. There are three dimensions that need to be assessed by you in a proportion relative to where you are at this point in your life and career. Those three dimensions are:
a) the job itself,
b) the potential long term benefit (or drawback) to your overall career plan
c) the compensation plan.

2. What is most important to you right now? (and obviously what is of secondary and tertiary importance?) If it's that you're running out of money then c may be the top consideration. If cash flow is not a major issue right now then a and / or b might be more heavily weighted. If the job is a major step forward toward your dream job or is a major detour away from your dream job then b might be the most important issue. But in any event one should look at and assess all three dimensions.

*** I've been job-hunting for much longer than I expected I would be. I really hate the process. Can I accept the first offer that comes my way but keep looking?**
Yes, you can. But *should* you? If health or financial issues have become serious no one should blame you for accepting the first offer even if it's not a great one. But think through the potential damage to your professional reputation if you quit in 30 or 60 days to jump to something that *may* be better. Sure, keep a few feelers out there in the market and if the dream job of all time arises you probably should, at least, pursue it. But otherwise I'd prefer to see if you can outperform your new employer's initial expectations. This could possibly lead to an early review, a raise, or a promotion. In this day and age you've got to look out for yourself and corporate loyalty sure isn't what it used to be. On the other hand consider what loyalty you may owe to an employer that recognized your value before anyone else.

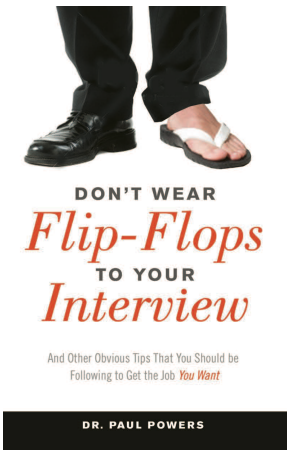
*** Within a few days of finally receiving one good job offer another one just came in. What is your advice for choosing between different job offers? I don't want to burn any bridges.**
1. Assess each job offer independently. Then assess the job itself separately from how you assess the compensation package. You're looking for balance. What's best is, of course, a good job for good money but that's not always the case. Is a so-so job with good money "worth" more to you

case. Is a so-so job with good money "worth" more to you than a good job with so-so money? Can you negotiate upward the job itself or the money? How about a so-so job for so-so money when you've only got another month's worth of funds in your emergency fund? It's all dependent on where you are at this point in your life and career. You may only get to make this kind of decision a limited number of times in your career. Don't shortchange yourself by deciding something of this significance on only a gut or spontaneous reaction. Yes, your emotions are important but also are the evaluative data you have at your disposal.
2. Chapter 10 of *Don't Wear Flip-Flops To Your Interview* contains 18 separate tools to help you to elevate your job search from good to great. In *Tool #15: Job Offer Analysis* you will find 22 significant criteria to help you assess the job itself. There are at least 24 possible elements to a compensation package for you to consider contained in *Tool #16: Compensation Package Evaluation*. This is an important business decision that will have an influence on the rest of your work life. Treat it with the importance it deserves.
3. Do this thoroughly but briskly. The employer you turn down probably has other candidates in mind should you decline and if you delay this decision s/he may lose these candidates so time is of the essence. Deliver the bad news personally or by phone if humanly possible. Express appreciation and a personal thank you for the job offer but don't get into why you chose one over another. A neutral response along the lines of "a confluence of personal and professional factors went into my decision" and leave it at that. You've just created more work for this person so do not skimp on the civility, courtesy, and professionalism.

LifeMap (sm) is about helping you make the most of every personal and career opportunity.

HOT OFF THE PRESS!

For the past 30 years I've surveyed successful job hunters and captured their proven shortcuts, insider knowledge and time-saving / stress-reducing tips.



My new book Don't Wear Flip-Flops to Your Interview is packed with strategies and techniques that are practical, market-proven, and easy to use. Added to this powerful mix, are the hard-won lessons from the personal experiences of thousands of professionals who have succeeded in the job changing game. It is not necessary for you to struggle to rediscover and reinvent the job hunting process.Here you will find the keys to a more productive, shorter and less stressful job search.

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LifeMap (sm) is about empowering you to bring the best ideas and practices to your workplace.

Have an issue or question you'd like Dr. Paul to address in a future edition? Send an email to the email address listed below.

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Sincerely,

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