

SHOULD I STAY OR SHOULD I GO?

You have been approached about a new career opportunity. As a passive job seeker, you were content in your current role, then have had your head turned about a new role. Changing jobs can be highly stressful and everyone has their own motivators and drivers. The following guide will help you decide whether to stay where you are or take the next step in your career.

1. SALARY AND TOTAL COMPENSATION

Salary is, of course, important, but it's just one part of the picture. When reviewing a job offer, make sure you fully understand the overall compensation package.

- Competitive base salary
- Bonus schemes or performance incentives
- Equity/share options or company benefits such as a car allowance
- Opportunities for regular salary reviews and pay progression
- Have you benchmarked your offer across the wider industry?

2. BENEFITS AND WELLBEING SUPPORT

Beyond salary, benefits play a key role in supporting your wellbeing, financial security, and overall satisfaction.

- Pension contributions and private health cover
- Annual leave allowance, bank holidays, and time off policies
- Enhanced maternity, paternity, or adoption leave
- Support for mental health and employee wellbeing
- Flexible hours and hybrid working options

3. COMPANY CULTURE AND VALUES

Culture isn't just a buzzword. Feeling like you belong and align with a company's values can have a major impact on your working life.

- Is the leadership inclusive and transparent?
- Does the organisation support professional development and internal mobility?
- Do they champion sustainability, diversity, and inclusion, or is it just talk?

We get to know our clients inside-out, so we can match candidates with companies where they can truly thrive, not just fit in on paper.

4. WORK–LIFE BALANCE

In today's working world, balance matters more than ever and it looks different for everyone.

- Are you expected to work out of hours or be constantly 'on call'?
- Is there flexibility around start/finish times or remote working?
- How do they support employees with families, caring responsibilities, or personal commitments?

5. PROGRESSION AND PERSONAL GROWTH

A fulfilling role should offer space to grow, both professionally and personally.

- Are there opportunities for training, coaching or mentoring?
- Does the organisation promote from within and encourage development?
- Will you be challenged and supported to step outside your comfort zone?

Whether you're looking to move into management, specialise technically, or explore something new, we'll help you find an opportunity that aligns with your ambitions.

6. LEADERSHIP AND TEAM DYNAMICS

You won't just be working at a company; you'll be working with people.

- Do you feel a good rapport with your future manager?
- Is the leadership team known for being transparent and approachable?
- Does the team culture foster collaboration and innovation?

7. CLARITY AROUND THE ROLE

It's essential that both you and your future employer have a clear understanding of what the job involves.

- Are responsibilities well defined from the outset?
- Do the expectations feel realistic?
- Will you be doing meaningful work in line with your skills and interests?

8. LOCATION AND FLEXIBILITY

While hybrid and remote roles are increasingly common, the practicalities of how and where you'll work matter.

- Will the commute be sustainable?
- Are you expected in the office a certain number of days per week?
- What's the culture around flexibility and how does it fit with your expectations?

9. COMPANY STABILITY AND REPUTATION

Before making a move, it's wise to understand the organisation's long-term prospects.

- Is the company financially healthy and continuing to grow?
- Has there been recent restructuring, leadership changes, or redundancies?
- How is the business perceived in the market, both publicly and by its own people? (Glassdoor can be a great place to research sentiment about a company)
- How is AI impacting both your current company and your potential new role?
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10. FRIENDS, FAMILY AND GUT FEELING

Finally, take counsel listen to your instincts.

- Who have you confided in about the new opportunity and what is their perspective?
- Are you excited about the opportunity, or uneasy?
- Can you picture yourself working there and enjoying it?
- Do the conversations you've had so far feel authentic and positive?
- Do you know anyone else who has joined the company and what has their experience been?

Also consider how will your current employer react if you say you are leaving as you are effectively firing them. Will they make you a highly attractive counteroffer to stay, will your relationship ever be the same if you do stay?

There's more to changing jobs than a better salary or fancier title. It's about finding a role and an environment that suits your life, values, goals, and personality. The decision to change career is a big one and it shouldn't be rushed.

At Corvus People, we've supported hundreds of professionals across the UK and Ireland in making career moves that are right for them, not just in the short term, but for the long haul. We take a consultative, people-first approach that goes beyond the job specification to understand what really matters to you.

For support in deciding whether to make the next move visit www.corvuspeople.com or reach out to one of our experienced consultants today.