



## TIME FOR A CHANGE? QUIZ

Not feeling satisfied at work? Knowing when it's time for a career change and when you just need a new challenge in your existing career can be a hard call to make.

Try this short quiz to help pinpoint what it is you really want to change, and decide on the best route for you.

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|    |  | Strongly Agree | Partly Agree | Disagree | Key | Score |
|----|--|----------------|--------------|----------|-----|-------|
| 1  | I feel I can apply my knowledge and skills fully at work                                   |                |              |          | A B |       |
| 2  | I am learning new things in my work  |                |              |          | B   |       |
| 3  | I think my organisation is a good employer   |                |              |          | C   |       |
| 4  | My work is interesting most of the time  |                |              |          | A   |       |
| 5  | I agree with most of the decisions made by my managers                                     |                |              |          | C   |       |
| 6  | When I think about my work schedule for the year ahead, I feel excited                     |                |              |          | B   |       |
| 7  | I enjoy the work environment   |                |              |          | C   |       |
| 8  | When I hear a colleague is leaving or has been promoted, I feel genuinely pleased for them |                |              |          | B   |       |
| 9  | I feel confident that I can make progress in my career                                     |                |              |          | B   |       |
| 10 | I am proud when I tell people what I do for a living                                       |                |              |          | A   |       |
| 11 | I like working with the groups of people (students, colleagues etc.)                       |                |              |          | A C |       |
| 12 | I feel valued at work  |                |              |          | C   |       |
| 13 | If I had my time again, I would choose a similar area of work                              |                |              |          | A   |       |
| 14 | I share the values of my manager and co-workers  |                |              |          | C   |       |
| 15 | I feel happy at the thought being in the same field of work in 10 years' time              |                |              |          | A B |       |

Give yourself 3 points for every statement where you ticked 'Strongly Agree', 2 points for every statement where you ticked 'Partly Agree' and 1 point for every statement where you 'Disagree'. Write your scores for each question on the chart.

# Is it your career you want to change - or just your job?

Have a look at how you answered the questions marked A in the Key. These indicate how satisfied you are with the work itself. If you scored over 12 it is likely that you are well suited to the kind of work you do, although you may want to consider changes to your specific job role or working environment. The fewer you scored here, the stronger the rationale for re-evaluating your career choice. Think about what drew you to this career in the first place and what might have changed since. Sometimes the nature of the job has changed; other times it is us who have changed in what we are looking for from our working life.

Now look at your score for the B questions. If you scored highly on A but have a low score for B you may just be bored or feel frustrated at a lack of career prospects. In this case it is worth considering whether a change of employer or even a new role at your existing place of work would improve your motivation. Think about the career prospects within your field and consider where the career opportunities lie.

Finally, look at your scores for the questions marked C. If your scores are low, you may be feeling out of tune with your current manager or employer or there may be a mismatch between your values and those of your organisation. Finding a similar role in a new organisation or in a different team can be all that is needed to refresh your career. If you are not sure what your values are, download the exercise called "My Life & Career Values & Priorities" posted [here](#) in the WHM Resource Hub.

I would love to know how you got on with this quiz. Did your scorings help you decide on the best route for you? Please do send me a note to let me know. And if a career change is on the cards, take a look at [What's Next?, my career change accelerator programme](#) for women wanting to choose a new path the right way. Over the course of six weeks you'll come away with clarity on your future direction, confidence in your ability to make the change, and a tailored roadmap for moving forward. And you'll do all this with a small group of other career change mums who will be there to support

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and cheer you on along the way. Go [here](#) to download the full programme details and find out when the next cohort starts.

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*Work Happy Mums is the go-to resource for return-to-work professional women and career advancers. We help women get clarity on what they really want from their career after having children, enhance their skills, rebuild their professional confidence, and successfully navigate career and family to be the best they can be at work and at home.*

*Visit [Work Happy Mums](#) to find out more about us, and get in touch today to schedule your complimentary Career Assessment to see how we can support you on your back-to-work journey and beyond. We're with you every step of the way!*

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