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Points to ponder when accepting a job offer

Part 2

“It’s a beautiful thing when a career and a passion come together.” — Unknown

That thought is surely a factor that you should keep in mind when trying to decide whether to say “yea” or “nay” to a job offer. This article — Part 2 of the series — provides additional points and questions to consider.

- For starters, make sure you request a copy of the job description. Review the duties, responsibilities and expectations. If they differ from what was discussed during the interview, check with the appropriate person to get clarification.

- Consider the commute. I have a client who lives in Baton Rouge, Louisiana, and applied/interviewed for a job in Lafayette, Louisiana, be-

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cause she was told she would have to make the commute only two days a week. When she received the offer, it indicated that she would be required to commute to Lafayette every day for the first eight months. You and I probably both know people who make a daily work commute of an hour or more, but for her it was a deal breaker. So, consider the commute. How far a distance are you willing to drive every day? What about the stress and strain the drive may present for you, the wear/tear on your ve-

hicle and the additional fuel?

- Talk to someone you know who currently works at the company or who has worked there before. As suggested by Angela Smith, a contributing writer at TheDailyMuse.com and Forbes.com, “Read through the company’s website, Facebook page and current news to get an idea of what working there might be like. Look up profiles of the company’s current and past employees on LinkedIn. Do people typically stay for years at a time? If the company has high turnover, that could be telling.”

- Inquire about the onboarding/orientation process. Since a thorough, well-developed and organized onboarding program can be one of the key elements of job success for new employees, it is to your benefit to know what the company’s process includes. Keep in mind that programs can vary greatly, so in addition to providing information about the company’s history, its goals and benefits, does it combine classroom training and on-the-job training to prepare you to be a productive team member? How long is the program: a few days, a week or even a month? Depending upon your job level, will you have the opportunity to shadow a team member, which can certainly be a confidence-building process that can increase job success, especially if you are an entry-level employee? Getting started on the right foot, so to speak, can make a major difference in your overall job satisfaction.

- Inquire about the company’s

process for giving employees performance feedback, e.g. praise for a job well done, constructive feedback for performance improvement and monthly/quarterly/yearly performance reviews. Having the knowledge and understanding of job expectations, as well as how your success will be measured by your supervisor, is an essential component for achieving job success and satisfaction.

When all is said and done, determining if the job opportunity is right for you is quite aptly suggested in these words by Corinne Ledling, author at CareerMetis.com: “The perfect position is something you don’t have to worry about. If you know you like the company, that they offer advancement opportunities, that you enjoy the kind of work you’ll be doing and that taking on the position as a source of steady work won’t squash any of your other dreams, you should say yes to that position.”

I would love to hear from readers as to specific points/questions you had on your list when you were considering a job offer. Please email info@successimages.com.

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