

COMPETING
JOB OFFERS:
**MAKE THE
RIGHT CHOICE**

reo+group

Advice

SO YOU HAVE RECEIVED MULTIPLE JOB OFFERS?



FIRST OF ALL CONGRATULATIONS!

**This is, at face value,
a good position to be in.**

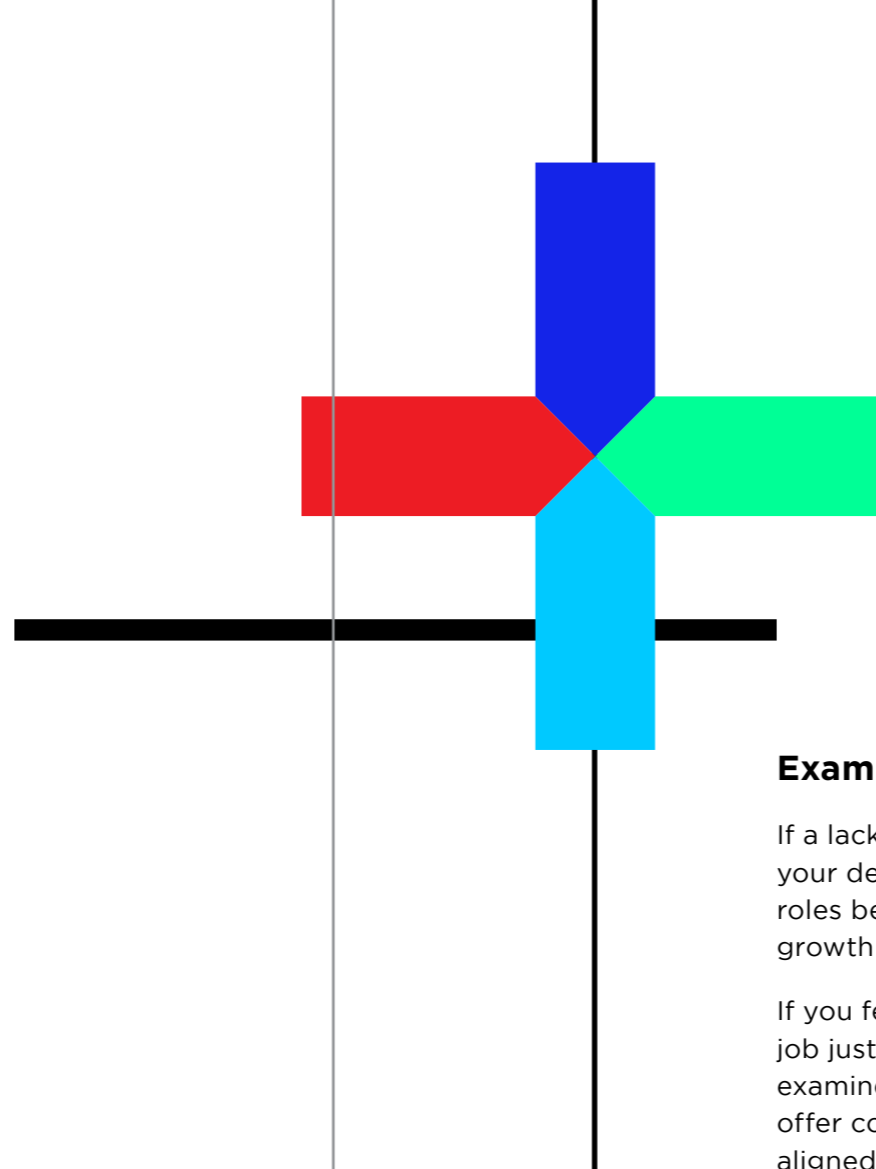
However, it is natural to feel conflicted and possibly anxious about making the right choice.

We've mapped out some of the key considerations when you find yourself in this position, to help guide you to the right role for you.

1 WHAT IS MOTIVATING YOUR MOVE?

Ask yourself why you need a change.

- What specifically is making you leave your current role?
- If something is currently lacking, do the offered roles provide it?
- If an element of your current role just isn't working, will it work for you in the offered roles?



Examples

If a lack of development has led to your decision to resign, which of these roles better offers the opportunities for growth that you are craving?

If you feel the culture in your current job just isn't the right fit anymore, examine the culture of each of the offer companies, which is more closely aligned with your values and needs?

2 DID YOU LIKE THE PEOPLE YOU MET AT INTERVIEW?

This is so important. Whether you are working remotely, in an office full time or in a hybrid environment, the relationships you build with your team are critical to both your success and your happiness.

In our post-pandemic world, candidates are placing more importance than ever on work relationships. A sense of belonging and connection is now high on the wish list for candidates looking to make a move.

What was your assessment of the hiring manager? Are they someone you'd like to work with?

What questions were you asked in the interview? Did they explore how you like to be managed, what is important to you so that you feel supported, how stress might manifest and how you manage it?

The answers to these questions will help you decide whether the manager would be the right fit and whether they are competently considering how your needs and preferences align with those of the organisation.



3 WHAT ARE YOUR PRIORITIES OUTSIDE OF WORK?

What flexibility might you need in your job to enable you to fulfil other commitments in your life?

Will you be able to achieve the right work/life balance in one job more than another?

Whatever your focus outside of work hours: kids, elderly parents, a side hustle or passion project, even a new pet who needs someone around part-time, make sure you have the scope to achieve the balance you require to be happy long-term.



4 HOW DO THE COMPANY VALUES ALIGN WITH YOURS?

Would you feel proud to work there and represent their brand?

Would your values and beliefs be compromised in any way?

How well do the vision and values for each company align with your own?

Also, do they walk the walk or just talk the talk?

Do some research. Customer reviews tell a story, as do things like tenure of staff and evidence of internal promotion. This is all important information to match up with how the role and business were sold to you at interview.

5 LOOK TO LEADERSHIP FOR A CONFIRMATION OF CULTURE

Consider how the business leaders conduct themselves internally and externally. Culture filters down from the top, so this is critical. If you met them at interview, reflect back on what they shared with you and how they interacted. If they are active on LinkedIn or other platforms have a look at how they present their personal brand.

Do you see a mentor amongst those business leaders, what might you learn from them?



6 WILL YOU BE FULFILLED BY THE DAY-TO-DAY?

Where we used to see more emphasis on future goals, we are now seeing candidates placing importance on enjoying the process of working and having a sense of belonging with the people around them.

Your interviews should have given you a good sense of what a typical day might look like, so consider if this aligns with what you are looking for.

Alongside this it is still important to assess what might be your future state in that organisation.

■ *Is there support for growth and development?*

■ *Are there opportunities for you to move into?*

■ *Does the role have longevity, both from an enjoyment and a growth perspective?*

7 BE HONEST

Are you just chasing the money?

Whilst a better package is very tempting, is this really the most important consideration for you? Would you be able to create value in the new role and in turn experience fulfilment and satisfaction?

Also, be wary of much higher salaries; they can be justified by the expectation of longer hours or greater responsibility you might not be ready for.

What about the perks?

Flexibility, staff discounts, birthday leave and wellness days are all great additions, but don't be blinded by these. Stay focused on what is really important here, your day-to-day happiness in the role and your personal and professional growth over time.

8 ASK THOSE IN THE KNOW

Consider contacting a current or former employee to ask them about their experience of working for that company.

■ *How would they define the culture?*

■ *Why did they decide to move on if they are no longer there?*

■ *What do they see as the positives and negatives of the organisation?*

Finally, what does your gut feeling tell you? Your instincts can be powerful and it's likely you feel a pull in one direction more than the other, even if you can't quite pinpoint why. Factor this in, it's just as important to listen to your inner voice as to weigh up the facts.



9 CLOSE

Deciding to move jobs is a big decision. When multiple opportunities are presented at once it can feel overwhelming, but breaking it down and considering all aspects of each role can really help.

Whatever you decide, be sure to let all parties know of your choice in a reasonable time frame. For the role you don't take remember they will have invested time and effort in finding and interviewing candidates. They will undoubtedly be disappointed that you don't accept, so be sure to thank them for their consideration and leave the process on good terms.

**ABOVE ALL,
GOOD LUCK
IN YOUR
NEW ROLE,
WHICHEVER
YOU CHOOSE.**



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