

Welcome to *The Workforce Link Podcast*, where we're offering forward-thinking conversations for the workforce, linking employers and job seekers to a brighter tomorrow. I'm your host Sundi Jo Graham with the Central Workforce Development Region, and I'm happy to be back with you again today for another episode.

Job-hopping is a widespread habit, more so now than ever. And it happens for different reasons. Sometimes we don't know what we want. Sometimes we're just not ready for the challenges that come our way. Sometimes we just don't feel like doing that job anymore, so we move to something else before we even earn our first paycheck.

Changing jobs frequently can negatively affect your career search. That doesn't mean you have to stay in a job just because you hate it or it's miserable. That's not what I'm talking about here. I'm talking about bouncing from one place to another quickly and without good reason.

There's just really no way to sugarcoat it. Changing jobs often doesn't look good for you, and employers aren't impressed.

But the good news is you can overcome that. So in today's episode, we'll talk about how to stop hopping from job to job.

Let's dive in!

The pandemic has provided both blessings and curses for the job market. Depending on how you look at it, it's left a door open for job seekers to bounce from one place to another because, literally, everyone is hiring.

**But just because you can doesn't mean you should, especially** if you're interested in pursuing a career, not just getting a job.

Here are some steps to help you overcome the job-hopping habit.

## **1) ACKNOWLEDGE YOUR STRUGGLES**

Admitting you have an issue with job hopping is ½ the battle, right?

Maybe you've done this a ton in your past but you realize you want to do something different. Well, guess what? There's no time like the present. You don't have to stay stuck in your old habits. Today can start a new day for you to keep pushing forward in doing the right thing.

Maybe you're a "serial job hopper" who's ready to jump on the stability train. Good for you. But let's not stop there.

Ask yourself *why*? Dig a little deeper and try to figure out why you left all of those jobs? What happened? How did you feel?

Maybe you struggle with authority and when someone has told you what to do you just decide to quit? Maybe you have a fear of rejection and when you get in trouble at work you just can't make yourself face your boss. Dig deep and ask yourself *why* questions.

It isn't until we uncover the reasons why that we can work to keep ourselves from repeating our mistakes.

## **2) DON'T QUIT JUST BECAUSE IT'S CONVENIENT**

As I said, it's easier than ever to quit a job and go to another one, but that doesn't mean it doesn't come with repercussions, especially when it comes to career growth and stability.

Before you quit, stop for a second and think about why you want to quit. Is it because of money? Is it because they're expecting you to work too many hours? Is it because the job is too hard? Is it because there are too many problems to fix?

Stop for a minute and ask yourself if any of the issues you are facing can be fixed. I say this because we live in a world today filled with the desire for instant gratification. We want what we want and we want it now, and when things don't work out the way we want them to, we don't deal with it, we just move on.

But instant gratification might do just that - bring you instant results - but we have to stop and think about the long-term consequences.

When we slow down and ask ourselves what can be fixed, then take the action steps necessary to do that, whether it's changing something in ourselves or talking to our boss, it makes a world of difference.

And don't just quit on the spot. It can be so easy to say, "I quit" and walk off, but don't do it. And don't just quit because you're mad. Making decisions based on our emotions usually comes back to haunt us.

## **3) TRY THE TWO-YEAR RULE**

Again, two years in today's job market seems like 10, but it's really not. You can't truly know the ins and outs of a job by only spending a little bit of time doing the job.

But what would happen if you committed to the two-year rule? What could you learn? How could you grow? What could you bring to the company that you couldn't if you didn't stick around?

Ask yourself what could happen by making this commitment? A raise? A promotion? Growth in your character?

And think about it this way: the employer is willing to invest in you. Will you be willing to invest in the employer?

Every job has a learning curve and making the commitment to invest for at least two years puts you in a good place for success, whether you stay at that job or move to a different one.

#### **4) DON'T DO IT JUST FOR THE MONEY**

I know this is easy for me to say as we ride the waves of this crazy economy. Some are working just to be able to afford the gas to drive to work. But working only for the money, especially long-term, doesn't result in happiness. It often results in burnout and bitterness.

You can't make yourself like your job just because it pays well. Been there, done that.

Money is important, yes, but don't make it the main attraction. Will you be part of an attractive working environment? Does your boss or manager seem like he/she will be a good leader? Are there other benefits like insurance, tuition reimbursement, paid time off? Is there room for growth? How's the commute? Look at all the aspects of the job, not just the paycheck.

Again, there's no amount of money worth the negative effects it will have on your life - your mental health- even if it seems that way now. Remember, don't always go for instant gratification.

Let's do a quick recap of what we've gone over today on how to stop hopping from job to job.

- 1. Acknowledge your struggles.**
- 2. Don't quit just because it's convenient.**
- 3. Follow the two-year rule.**
- 4. Don't make it all about the money.**

Whether you've been an avid job hopper or you're young and just getting into the working world, it's not too late to become the best version of you - the best employee you can be. It all starts with you and second chances can start right now.

Rooting for you here.

If you've enjoyed today's episode, would you mind sharing with someone else you think could benefit? Maybe a job-hopping friend who needs some encouragement to keep pushing forward? And if you haven't already, would you mind heading over and leaving a review on iTunes for *The Workforce Link*? Let us know what you enjoy about the show. It means a lot to us, and it helps us stay visible so that others can easily find us.

Have a great week, my friend, and we'll meet again in the next episode. Until then.  
Remember this... There's always a brighter tomorrow if you're willing to find it.