

Here's how to make sure you're actually
bettering yourself, not just trading desks
or—even worse—moving backward.

So You Want to

Jobs are like icebergs:

Seven-eighths of them are invisible from the surface. That 7/8ths can become distressing as it reveals itself after you have taken the job. Before you say "yes," get answers to questions like these:

1. What is the **morale** of the employees on your level and in general?
2. What **frustrations** seem prevalent?
3. What **problems**, financial or otherwise, beset the company?
4. Who **really** runs the show?
5. Why did your **predecessor** leave?
6. What is the **turnover** rate?
7. How is the company regarded in the **community**?
8. How is their **product** accepted?
9. What's the **reputation** of the management?
10. What do **former employees** say?
11. Is there a job description? Is it **accurate**?
12. What is **your** position on the organization chart?

You will want to be careful not to ask all these questions of the same person; ask the same questions of different people. Don't put undue stock in any single answer—it's the over-all picture you want. There is another factor that many workers fail to consider—that is, job prestige or status. Some persons put a great deal of emphasis on this, while to others it is relatively unimportant. Be sure you know which type you are. Matters of status can make you miserable. Consider them before you change employers.

EVERY DAY, in homes all over America, the following scene takes place:

An excited husband rushes in the front door. "Honey, I've been offered that job in Centerville. It looks like just what I've always wanted. Let's start packing, huh?"

While "Honey" may be excited over the possibility of a bigger pay check and a higher standard of living, she may also hesitate about moving to a strange community. Families usually adjust to new surroundings in time, but too hasty a job change may cause more pain in the process than it's worth.

If your family faces such a decision, you should have a sort of job changer's guide to help you decide whether the new job actually will be a step toward a better life. Some of the questions that arise must be considered primarily by the breadwinner, others by his wife and children, but the whole family should have a part in discussing them.

We all know that money isn't everything, but as some wit observed, "It's far ahead of whatever's in second place!" Think carefully before taking a job that pays less money than you make now. There are many reasons why it may be desirable to change jobs even though the salary is lower, but employers often are skeptical of the "backward step."

If you take less pay because of greater promise, the promise better be there. Also be cautious about the "lateral move," which is the change to essentially the same job and same pay in different surroundings. Again there are reasons why such a move may be good, but avoid moving just for the sake of moving. Many employers feel that men who have a pattern of moving every year or two are "job hoppers" and therefore bad employment risks.

IN CONSIDERING the money advantages of a new job, always compare take-home pay. The withholding tax gets progressively bigger as income goes up, so a salary of \$10,000 is not twice as much as a salary of \$5,000. No comparison of salaries is adequate without

by Robert G. Weaver

Art by Bernard Glochowsky

by James C. Miller

Genius



"The lovely young woman smiled but her eyes looked past me with the vast, vacant stare of the blind."

Fiction

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*For effective, temporary relief.

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