

Worksheet: Career Change Self-Assessment

Rate each of these internal and external factors on a scale of 1 to 5, with 1 being “doesn’t not apply to me or doesn’t affect me” to 5 being “affects me greatly.” Circle your answer for each line and then add up your score at the bottom.

	1	2	3	4	5
I dread going to work most days.	1	2	3	4	5
I fear for my physical safety in my current job.	1	2	3	4	5
My current job is a threat to my emotional wellbeing.	1	2	3	4	5
My skills are becoming increasingly irrelevant to my job.	1	2	3	4	5
Most days, I am overwhelmed at work.	1	2	3	4	5
My job is boring.	1	2	3	4	5
I can’t move up in my current job/current company.	1	2	3	4	5
I don’t feel appreciated by my co-workers.	1	2	3	4	5
I am not valued as an employee by my supervisor/boss.	1	2	3	4	5
My work environment is dysfunctional.	1	2	3	4	5
Part (or all) of my job requires me to do something I don’t enjoy.	1	2	3	4	5
I make less (on average) than other people who do my job.	1	2	3	4	5
I can’t make much more for the work I do if I keep working here.	1	2	3	4	5
I can’t stand the thought of working here much longer.	1	2	3	4	5
I’m not doing the kind of work I’m passionate about.	1	2	3	4	5
I didn’t see myself working here for this long.	1	2	3	4	5
This job doesn’t fit into the long-range plans I had for myself.	1	2	3	4	5
My company was just bought out (or bought another company).	1	2	3	4	5
I’ve recently gotten a new boss.	1	2	3	4	5
I was asked to take a voluntary pay cut OR my pay was cut.	1	2	3	4	5
Part of my job responsibilities were given to someone else.	1	2	3	4	5
I’m in a dead-end job.	1	2	3	4	5
My industry is going through significant changes and/or is dying.	1	2	3	4	5
TOTALS					

23-46 points: You’re starting to see reasons to make a change, but there’s no urgency.

47-69 points: Look for opportunities to make little adjustments and see if that helps.

70-92 points: You probably need a change. Start thinking about what you want to do.

93-115 points: This ship is going down! It’s time to take action.