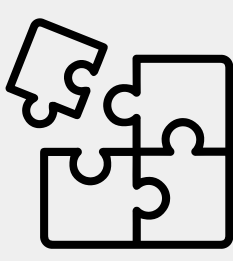




# Can you stay in a job for too long?

## SHOULD YOU FIND A NEW JOB?

Some recruiters feel there's a 'tipping point' at which loyalty can potentially signal complacency.



## WHEN IS "THE TIPPING POINT"?

Being in one position without improvement for more than 15 years is concerning.



## POSITIVES OF STAYING LONGER IN A POSITION

One person may see loyalty in 15-plus years of service



## NEGATIVES OF STAYING LONGER IN A POSITION

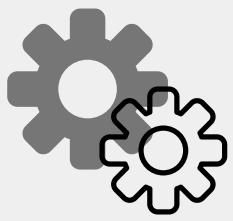
Raising questions on:

- diversion in development and learning styles
- risk aversion
- motivation level
- flexibility
- their adaptability

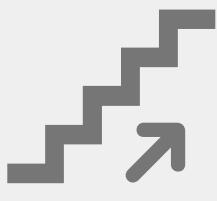
## EXCEPTIONS TO THE RULE



**moving around** is often the best way to further skills and open career options in **creative professions**



workers whose jobs **evolve** and **offer** them new skills don't get left behind



being somewhere **15 years**

but you've **moved up levels** every couple of years, that's **like changing jobs**

unless you're at the **very top of your game** with **nowhere else to climb**

# THE COMPENSATION FACTOR

Staying put can mean less money.

2%

more annual wage growth, with people who switched jobs, than their former colleague

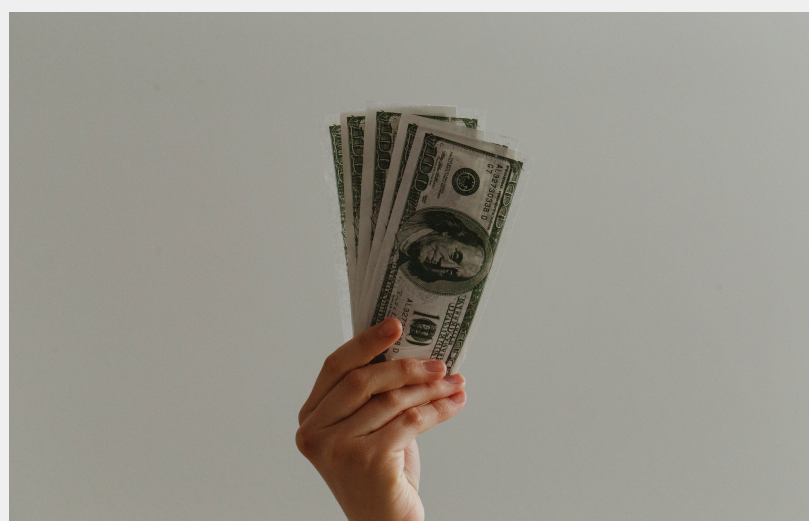
nearly a

1/3

of those surveyed got an even bigger bump

>30%

more than they previously made



20% of people who changed jobs during the pandemic saw a

10-20%

pay increase

Sources:

2022 US survey conducted by the payroll company ADP

2022 survey by research organisation The Conference Board

## TO STAY OR TO GO?

Checklist:

- Are you happy at your workplace?
- Are you learning new skills
- Do you have opportunities for promotions?
- Are you satisfied with your salary?
- Are you motivated and inspired?

The decision is for you to make.