

Should You Take that Promotion?



From the moment you finish your formal education, it's ingrained in your mind that you should always be looking to move up in whatever company you go to work for. The idea that if you show up early, stay late and consistently go the extra mile to set yourself apart is the key to getting promoted is what we are taught to believe. While getting promoted is usually equated with higher pay, more responsibility and a clear sign that your hard work has finally been noticed, there are a host of factors to consider before you sign on the dotted line.

Are you 100% ready to take the promotion? The obvious answer for most people is "absolutely". Even though getting the news that you're being promoted is sure to bring about feelings of elation in the immediacy, it's important to look at the opportunity from every angle as accepting could be life-changing. Below are some questions to consider with a clear head before you take the plunge.

Do You Have the Necessary Experience?

Maybe you've been in your current role for a while and have proven time and again that you have what it takes to do your job. With your pending promotion however, do you have the skills and experience that will be required to meet the demands of the new post? For example, maybe you've been working in a role that doesn't require management skills and now you'll be charged with overseeing an entire team or department. If you plan on "figuring it out as you go," you may want to seriously consider the impact taking the promotion might have on you, the organization and your team.

Will You Receive the Necessary Training and Support?

The truth is that not everyone who gives a promotion does so with consideration for what life will be like for the person in the new role. More often than you might think, managers don't have the clearest idea about what it takes to do the job effectively on a daily basis. This can result in a lack of necessary training and support which can not only make your life more stressful, but have devastating effects for the morale and productivity of the organization. So, before you dive in head first, make certain that you'll have access to the training, resources and support you need.

Is the Promotion Aligned with Your Goals?

You have probably given some serious thought to the things you want to accomplish both professionally and personally. Maybe you want to become an influential leader but need more time to sharpen your skills or want to spend more time with your young family but the demands of the new job will have you spending your weekends at the office. While prestige and more money are alluring, your best bet is to carefully consider the implications the promotion will have on life as you know it before you make a decision.

Does the Promotion Fit with Your Strengths and Passions?

Taking inventory of what you are good at and truly enjoy is a crucial step in deciding whether or not to take a promotion. Maybe you love working one-on-one with customers and colleagues and enjoy seeing the tangible difference you make, but your new job all but eliminates the opportunity for you to utilize your skills in a way you enjoy. What if you'll be chained to a desk away from the day-to-day or have to travel more than you'd like? Once again, it's easy to get excited about the benefits the job could bring in the short-term, but failing to realize the effects it might have on your core values in the long-term is a mistake you don't want to make.

Have You Asked the Right Questions?

Just because you're up for promotion doesn't mean it's always your best option. Before you take on added responsibility, make sure you do some thorough research and ask the right questions. Was the previous person in the role fired? Is your promotion part of a reorganization? Does the new position see excessive turnover? What do your trusted colleagues, family and friends think about the opportunity? If you take the time to examine all the different dynamics of why you're being promoted, you might find some red flags that cause you to think twice.

Getting promoted is exciting, there's no doubt about it. It's a sign that your hard work has paid off and managers feel like you have the skills to take on more responsibility. Not to mention you're going to be compensated accordingly. While it all seems wonderful in the short-term, it's essential that you consider every implication taking a new job will have before you make a commitment. If you take the time to look at the entire picture as objectively as possible, you'll be in a better place to make a decision that is best for you and everyone involved.

If you do decide the promotion is not right for you, let your manager know you really appreciate being offered the new position and explain what you like about the opportunity, and what your concerns are. This discussion will let your manager know you've seriously considered the opportunity and may help determine a training plan moving forward.