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a MESSAGE from SYLVIA

Accepting a Job Offer on YOUR Terms



choice they get to make? As a career development specialist who helps clients to land the next professional opportunity, I care a lot about balance in these scenarios.

I can't tell you how many times over the years people have shared with me the fact that they are over-the-moon happy because they just received a job offer from company X. They are thrilled because an employer selected THEM out of a pile of applicants. But what about the other way around? Did these people actually choose their new employer, or are they merely grateful somebody has decided to put them on the payroll? Have they stopped to consider whether or not they, personally, are happy in their choice to accept that job offer? Do they even see it as a

It's important to understand that job offers are not all about the organizations extending those offers. Job offers are about YOU too. They are about the WHOLE of you, and that is why you want to evaluate them not only with your head but also with your heart and gut. Pay close attention to your feelings. What's coming up for you? Listen to your intuition. What's it telling you? Don't make a decision based on money or company prestige alone. Say "yes" to a job offer when the messages from your mind, heart, and stomach are all aligned.

Sylvia

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FEATURE ARTICLE

Key Questions to Ask Before You Say Yes

Although most people only apply for a job they think they really want, sometimes they're genuinely startled to find out they can actually have it. Before jumping to say "yes" to any job offer, take a few days to answer the following questions. Be honest. Avoid the temptation of talking yourself into a certain response that you desperately want to be true. Remember: your professional success and personal happiness are at stake.

Do you really want to work there? Why?

Are you excited at the thought of working for this organization? Do you joyfully anticipate the job duties? Do you respect the company and the people who interviewed you?

Will you have the opportunity to showcase your talents and skills?

How?

Does the work match your interests? In a typical work week, how much of your time will be devoted to using your strengths? Who will see evidence of your strengths based contributions? How will use of your strengths help to fulfill the organizational mission?

Will you thrive in the workplace culture that currently exists?

How has the culture been described to you? Is it in alignment with your personal core values? Will you be comfortable there? To what extent will you need to adjust to the culture? Where you know adjustments are necessary, how willing or eager are you to make them?

Will you have a chance to grow and advance?

What will you learn as a result of working there? Is there a formal development plan for you? To what extent will you be challenged in the job? Are there opportunities for advancement in the next few years? What do they look like, and what is the general time line?

Will this job and employer allow you to live the lifestyle you desire?

How long is the commute between your home and the workplace, and are you willing to deal with it? Are the salary and benefits package acceptable? Will you be expected to work long hours every day and every week? Can you choose your start time? Will you be permitted to take off for personal appointments and your children's school activities? In short, will you be able to create a happy life while you "live" the job?

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What Clients Say

I hired Sylvia to help me prepare for a total career transition after deciding that I wanted to move out of sales. Through various strategic exercises and conversations with her I discovered that I bring a lot more value to a prospective employer than I thought I did. In addition, I was able to clarify my direction and actually create a viable roadmap that shows me specifically what I need to do to land my next job. I now know how to navigate this process, and that feels good. No longer am I ashamed of the fact that I am between careers. I have become open about my circumstances, and I fully trust that I will connect to the right opportunity.

--William Temple, former client

Offers and Opportunities

Could YOU Benefit From a FREE Half Hour With Sylvia?

If YOU are trying to make a decision about a job offer right now and would appreciate guidance from a trained and experienced confidential sounding board, contact Sylvia to schedule a FREE 30 minute phone conversation during the month of May. Send an email to: Sylvia@launchinglives.biz or leave a voice message at 717-761-5457. She will be happy to speak with you.

RESOURCES

PERSONAL CHECKLIST

Complete Sylvia's special checklist to help you determine if you should accept a particular job offer. The checklist is available for download from her website by [clicking here](#) or enter the following URL into your browser:

<http://www.launchinglives.biz/eazines/chklstjob.pdf> .

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TIP

Confused about whether or not you should accept a particular job offer? Seek input from someone whose judgment you trust. That person may be a life partner, a parent, a friend, a boss, a colleague, or a formal mentor. Engaging in meaningful conversation that provides a fresh perspective can help you reach a decision that is right for you. You may want to use the five key questions in my feature article above as the basis for this dialogue.

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Where in the World is SYLVIA?

On May 15, 2013 Sylvia will conduct a workshop entitled: "Emotional Intelligence: How to Use It, Grow It, and Leverage It to Succeed in Business" to the Central PA Chapter of the International

Facility Management Association in Lancaster, PA. One of her signature presentations, this provocative interactive experience defines EQ, provides an opportunity for participants to assess their individual EQ, describes the four components of EQ, identifies the professional price of low EQ, and teaches strategies for boosting personal EQ scores.



Join Sylvia on these social networks!

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About This Ezine

This Ezine is 1) to provide readers with valuable FREE content which contributes to both personal and professional growth and 2) to invite them to take next steps toward working directly with Sylvia.

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Launching Lives Ezine is dedicated, above all, to “building people ... building businesses.” ©2010, 2011, 2012, 2013

About SYLVIA

Sylvia Hepler, Owner and President of Launching Lives, LLC, specializes in career development for both corporate and nonprofit executives and managers. Based in South Central PA, she specifically supports clients as they upgrade their current job performance, seek a promotion, or plan/navigate a career transition. What makes her services unique is that Sylvia helps people to cope with change, loss, and grief as they work on developing their careers. Her professional background includes: nonprofit executive management/leadership, nonprofit community health program start-up, program evaluation, public speaking, business and freelance writing, teaching, and retail sales.

A certified executive coach through The Rescue Institute in Colorado and a participant in extensive continuing education opportunities with several executive coaches of national notoriety, Sylvia offers individual and group coaching, assessments, teleseminars, workshops, keynote speeches, and retreats. She has also created products that augment her coaching services. For more information contact:

[Launching Lives Website](#)

[Click to contact Sylvia by Email](#)

Reach Sylvia by phone at 717-761-5457

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Launching Lives SERVICES

Launching Lives, LLC is a full service career development company for executives located in South Central PA. Utilizing a holistic approach to service provision, Launching Lives focuses on supporting clients as they create the platinum level career they desire by upgrading their job performance, seeking a promotion, or planning/navigating a career transition

Often people don't really know HOW they might benefit from coaching. Quite simply, ask yourself these questions: "What can't I seem to resolve on my own? What is keeping me awake at night? What am I missing when I look at a certain situation? How can I get to the next professional level? How can I learn certain skills quickly? How can I narrow my professional gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my

organization? How can I obtain greater job satisfaction? Coaching is the **SOLUTION** to any of these issues.

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