

MOVING UP VS. MOVING OUT CHECKLIST

	Yes	No
Does my organization have career paths/positions that match my goals?		
Is there room at the top: do the roles I'm targeting become available fairly often?		
Does my organization have a culture that promotes from within?		
Will my supervisor and other key leaders support, or at least not undermine, my efforts to advance?		
Are there mechanisms in place to facilitate career growth: training, professional-development support, etc.?		
The 3 P's		
<ul style="list-style-type: none"> ▪ People: Do I generally feel at home with/enjoy the people I work with or would work with? 		
<ul style="list-style-type: none"> ▪ Politics: Do I feel comfortable navigating the political landscape of my company? 		
<ul style="list-style-type: none"> ▪ Positioning: How am I seen in the organization: am I regarded as someone with potential to advance or do I struggle with being seen in a limited way? 		
Does the company's culture match my values and work style?		
Is the company stable enough to support my desired career trajectory?		