

How to Hire and Fire Your Employer



April Sides



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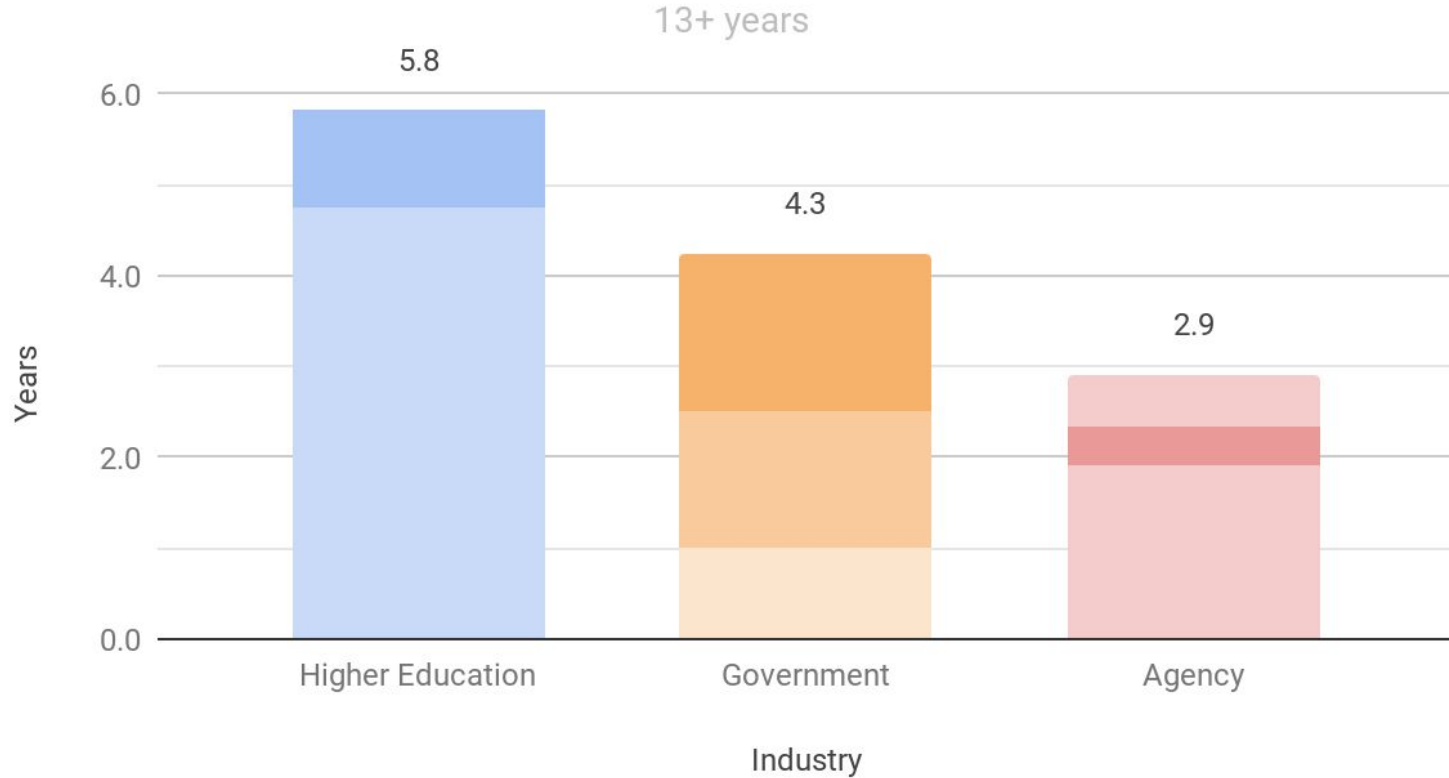
Developer at Lullabot
Director of Drupal Camp Asheville



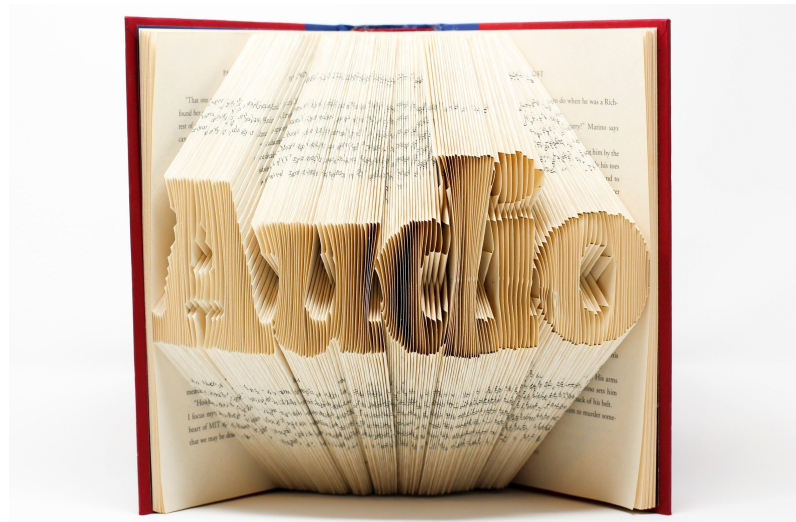
My Background



Years of full-time employment by industry



Input! 🧠



Gif Credit: <https://qfycat.com/sanethinfinnishspitz>

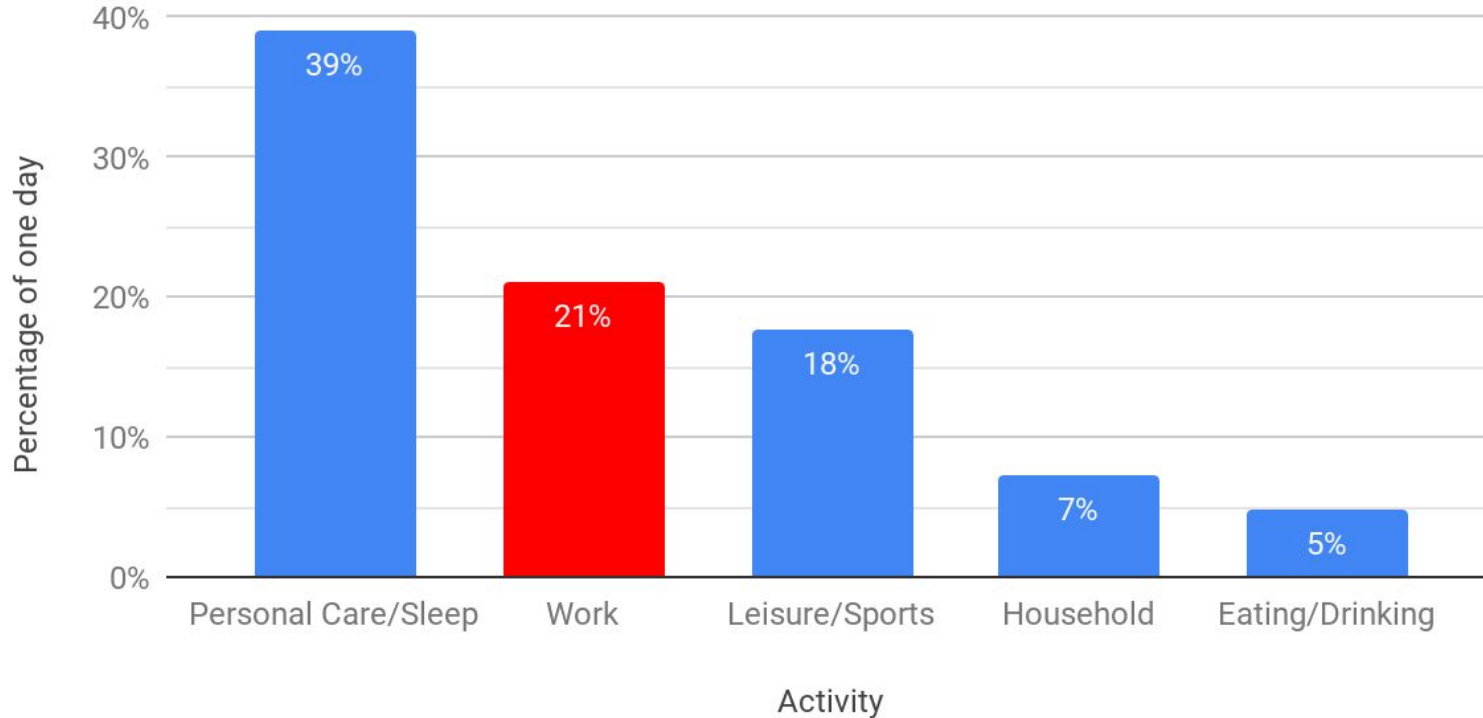
Photo Credit: [Findaway Voices](#) on [Unsplash](#)

Why Care



Percentage of average day spent in selected activities

Based on 2017 annual averages of Americans, 25 to 54 years of age



Data Source: U.S. Bureau of Labor Statistics "American Time Use Survey" <https://www.bls.gov/charts/american-time-use/activity-by-age.htm>

21%

of our time is spent in work and work related activities

#yolo



Photo Source: <http://www.photobackgroundhd.com/catalog/drake-wallpapers>

1

What do you have, want and need?

2

Should I stay or should I go?

3

How do you find the right employer?

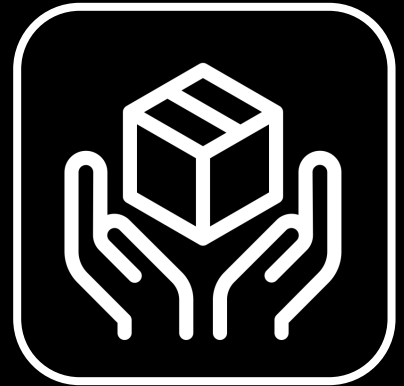
4

How do you fire your current employer?

**What do you have,
want, and need?**



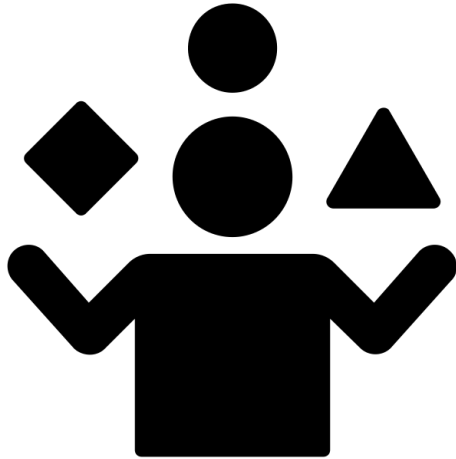
Assets



as·set

a useful or valuable thing, person, or quality.

Soft Assets



Knowledge, network, skills, strengths



Market value

Source: “The Start-up of You: Adapt to the Future, Invest in Yourself, and Transform Your Career”

Icon Credit (left): [abilities by ProSymbols from the Noun Project](#), Icon Credit (right): [price by Gregor Cresnar from the Noun Project](#)

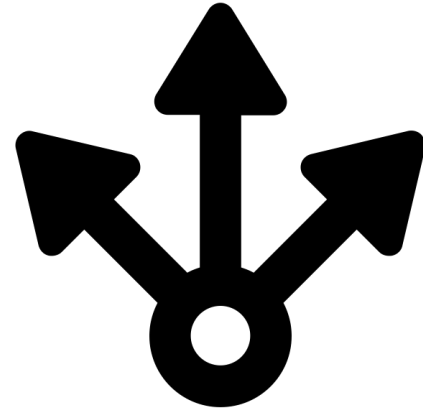
Soft Asset Exercise

1. Value: What happens at your organization when you are not at work?
2. Strengths: What do people frequently compliment you on?
3. Network Intelligence: Meet with 3 trusted connections and ask them:
 - a. What do you see are my greatest strengths?
 - b. If you had to come to me for help or advice on a topic, what would it be?

Hard Assets



Cash, investments, possessions,
financial obligations



Risk assessment and negotiations

Source: *"The Start-up of You: Adapt to the Future, Invest in Yourself, and Transform Your Career"*

Icon Credit (left): [Circulation by BomSymbols from the Noun Project](#), Icon Credit (right): [choices by Rose Alice Design from the Noun Project](#)

Hard Asset Exercise

1. What are your current living expenses, debts and financial obligations?
2. What assets can easily be used to pay and fulfill these obligations?

Personal Values



val·ue

A person's principles or standards of behavior; one's judgment of what is important in life.

Values Questionnaire

1. What would make you cry at your 70th birthday?
 2. What do you want people to say about you when you are not in the room?
 3. What did you love/hate about your childhood?
- + Attend your own funeral

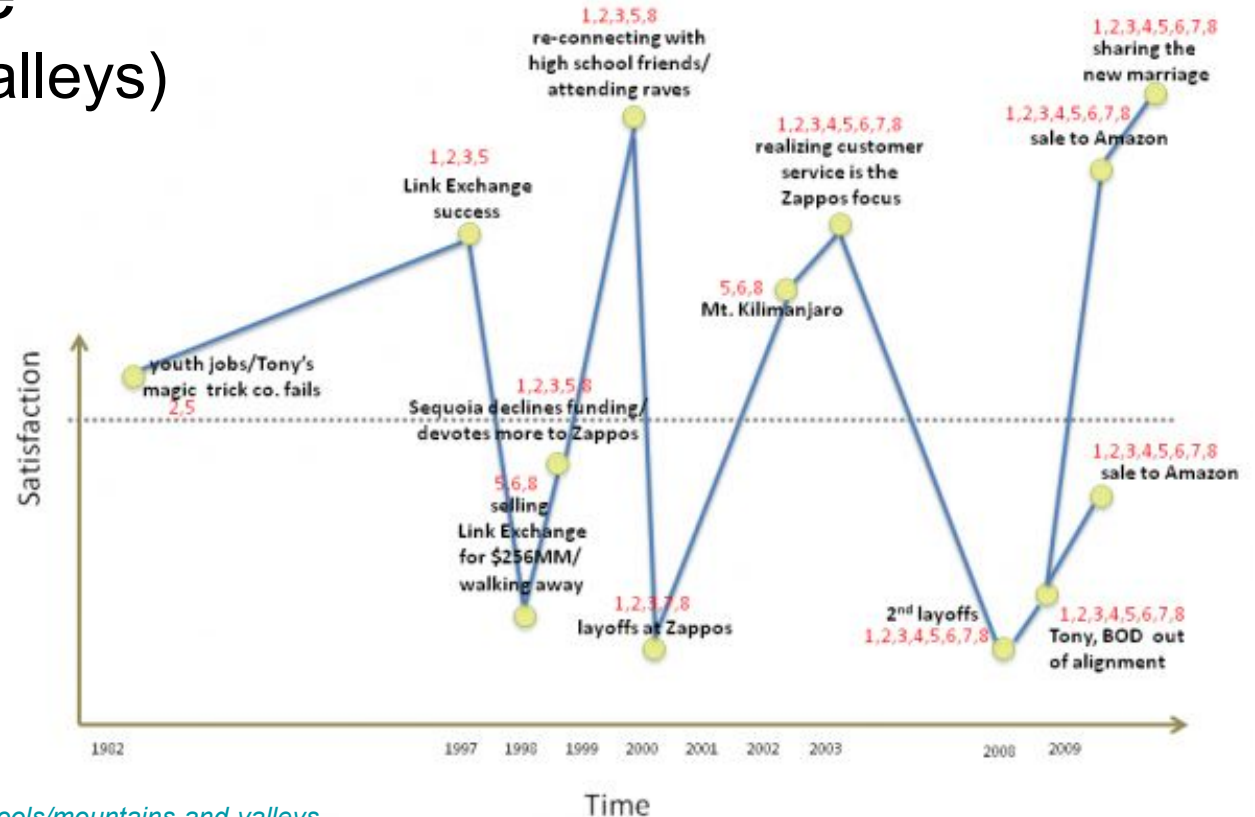
Interview Values Exercise

1. Jot down 3 people you admire.
2. List 3 qualities you most admire about each person.
3. Rank these qualities in order of importance.
(1 being most important and 9 being least important)

In-Depth Values Exercise (Mountains and Valleys)

- Reflect on high/low events from your life
- What values were **present or honored** that made it so **satisfying**?
- What values were **absent or threatened** that made it so **unsatisfying**?

Tony's Mountains and Valleys



Aspirations



as·pi·ra·tion

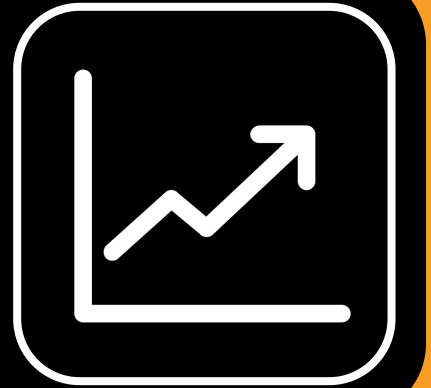
A hope or ambition of achieving something. The object of one's hope or ambition; a goal.

Aspirations Exercise

Aspirations are shaped by your actions and experiences.

1. In your personal life, what do you do when you have nothing urgent to do?
2. Will someone pay you to follow your passions?

Growth Trajectory



growth

The process of increasing in amount, value, or importance.

tra·jec·to·ry

The path followed by an object moving under the action of given forces.

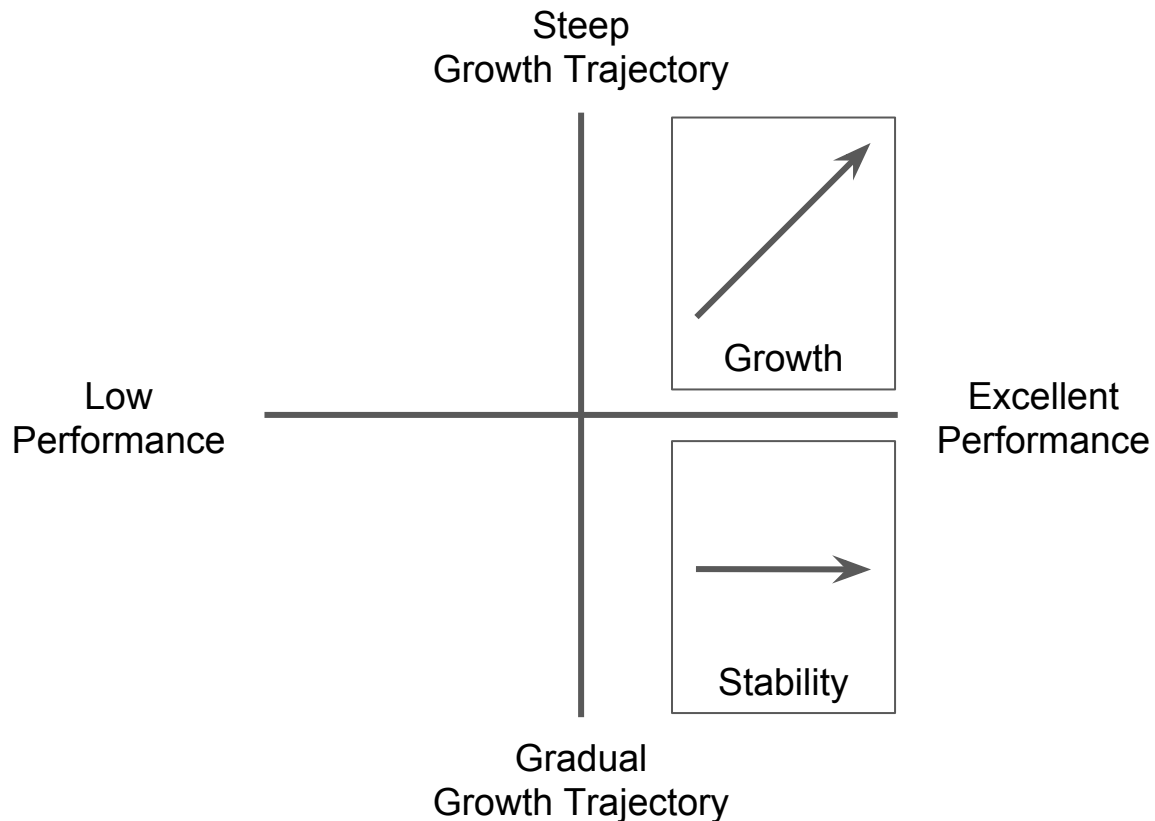
Growth Trajectory

Steep Growth Trajectory

- Change agent
- **Ambitious at work**
- Want new opportunities

Gradual Growth Trajectory

- Force for stability
- **Ambitious outside of work** or simply content in life
- Happy in the current role



“...we *all* have periods in our lives when our professional growth speeds up or slows down.”

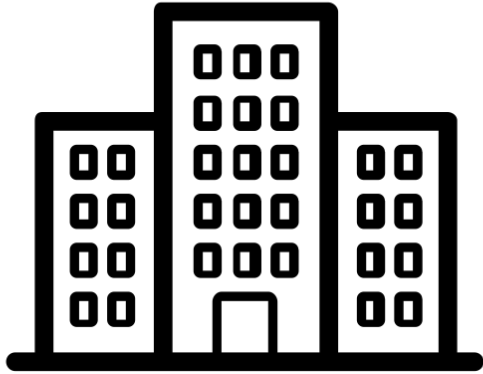
Work Environment



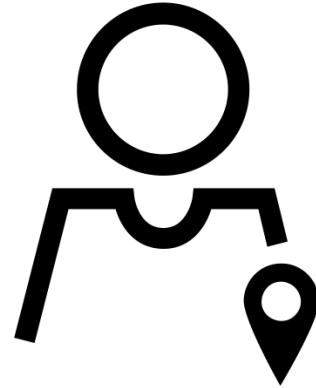
en·vi·ron·ment

The surroundings or conditions in which a person, animal, or plant lives or operates.

Place



In-person

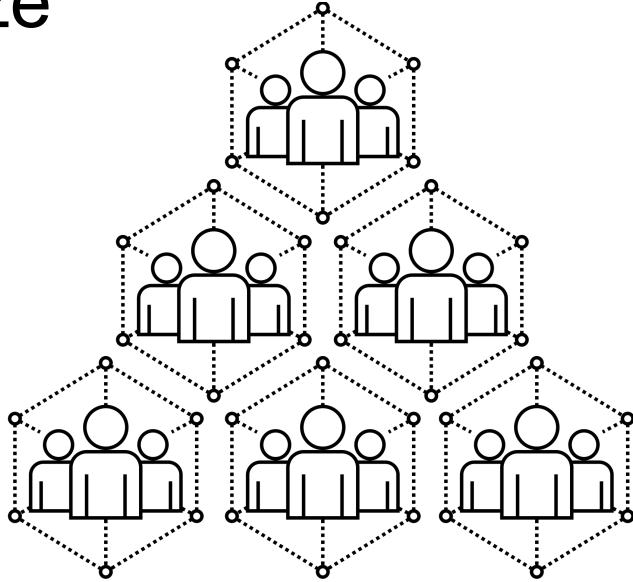


Remote

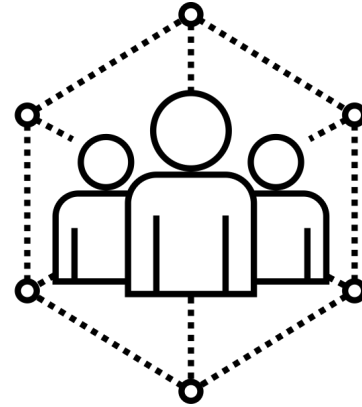
Icon Credit (left): [office building by Bastien Delmare from the Noun Project](#)

Icon Credit (right): [remote by MRFA from the Noun Project](#)

Size

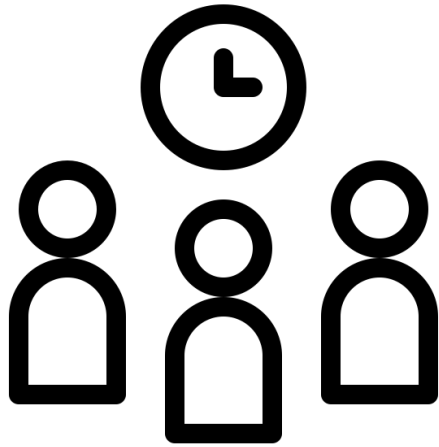


Large

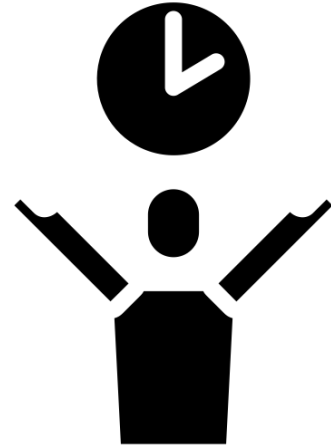


Small

Structure



Formal

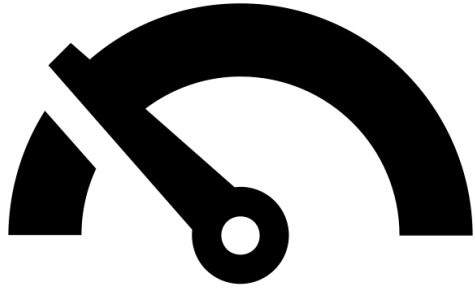


Informal

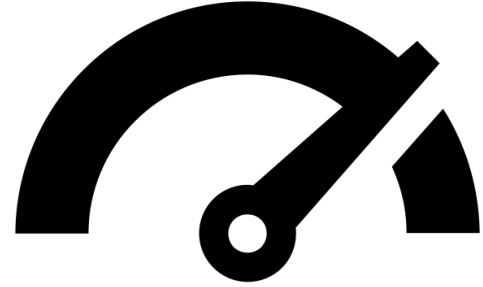
Icon Credit (left): [Time by mark from the Noun Project](#)

Icon Credit (right): [Time by Phonlaphat Thongsriphong from the Noun Project](#)

Pace

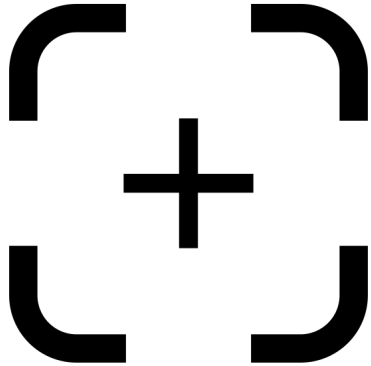


Slow



Fast

Distraction



Low



High



Icon Credit (left): [focus by Markus from the Noun Project](#)

Icon Credit (right): [attention by Trần Quang Hiến from the Noun Project](#)

Travel



None

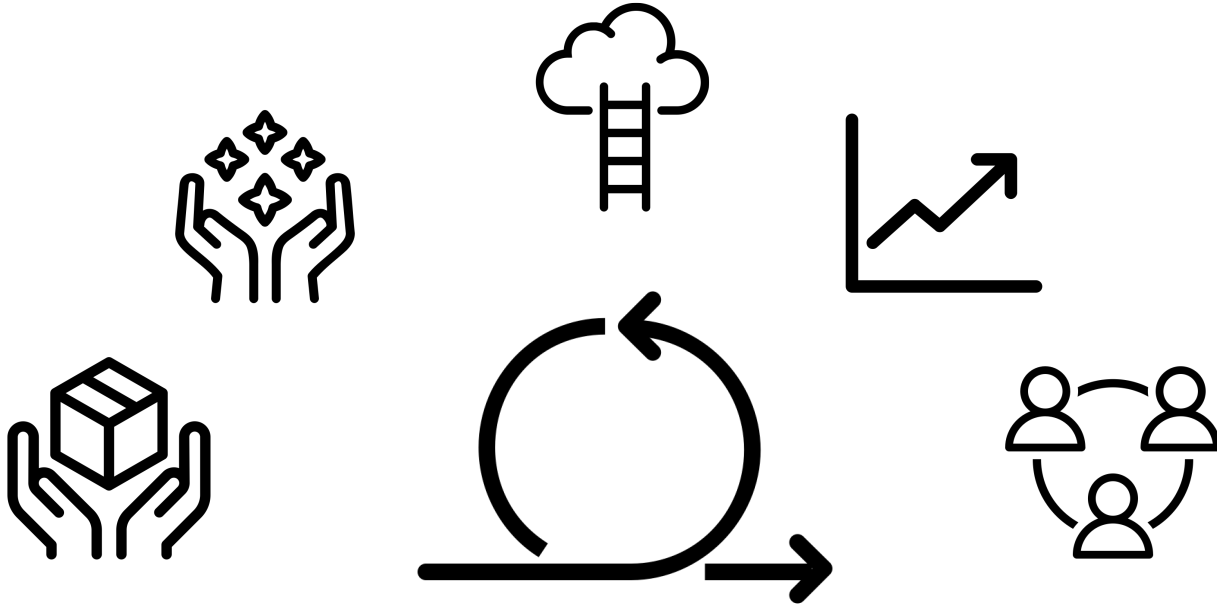


Lots

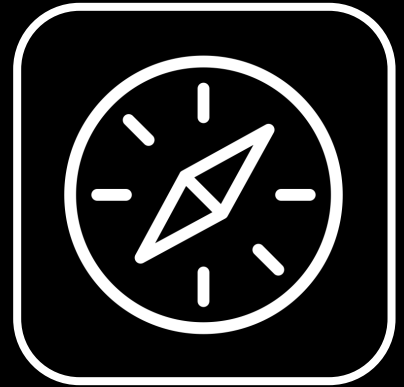
Icon Credit (left): [home location by Creative Stall from the Noun Project](#)

Icon Credit (right): [Travel by stephanie wauters from the Noun Project](#)

Your assets, values, aspirations, growth trajectory and work environment needs will evolve over time.



**Should I stay
or should I go?**



Evaluate Your Current Job

- Are you surviving or thriving?
- Do you have work/life balance?
- Does it align with your current aspirations/growth trajectory?
- Are you experiencing **burnout**?

Three Types of Burnout

- Overload burnout
- Under-challenge burnout
- Neglect burnout



Signs of Burnout

- Physical symptoms such as exhaustion most of the time, headaches, and muscle aches
- Getting sick often
- A negative attitude about work or your career
- Feeling like everything is overwhelming or your efforts are futile
- Neglecting your own needs, as if you're a pushover
- Withdrawing from new responsibilities, challenges, and people
- Procrastinating, mainly avoidance of work or it taking long because you can't concentrate
- Short tempered, especially with colleagues
- Difficulty sticking to regular self-care (i.e. exercise, eating well, etc.)
- Loss of motivation and optimism

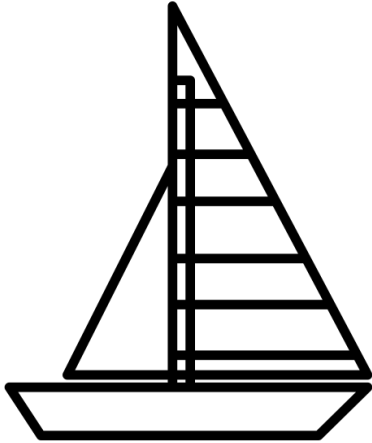
Evaluate Your Current Employer

- Are your values aligned?
- Do you respect the leadership?
- How do you feel about the organization's direction/future?
- Do you feel supported and appreciated?
- Are there opportunities for career growth?
- How is employee feedback received?
 - Do you see results?
- Are there “problem” patterns?
 - How are they managed?
 - Are they tolerable or intolerable?
- How does it *feel*?
 - Be honest with yourself.

Consider Your Current Employer

- If you like your current organization:
 - Explore other opportunities within the organization
 - If you seek higher salary, request a conversation about increasing your salary
 - Compare your current role/organization with new opportunities for reference

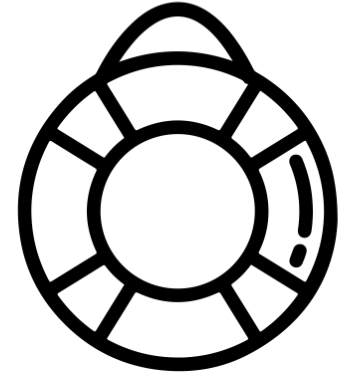
ABZ Career Planning



Plan A (Now)



Plan B (Next)



Plan Z (Lifeboat)

Source: “The Start-up of You: Adapt to the Future, Invest in Yourself, and Transform Your Career”

Icon Credit: (left) [Boat by Vladimir Belochkin from the Noun Project](#) (middle) [beach by abdul karim from the Noun Project](#)

(right) [Life Saver by Nicole Macdonald from the Noun Project](#)

How do you find the right employer?



Research





Consult Your Network

Photo Source: <https://pixabay.com/en/play-stone-network-networked-1237457>

Job Search Channels

Who is hiring? What organizations are options?

Drupal[™] Jobs

<https://jobs.drupal.org>

indeed[®]

<https://www.indeed.com>



Plan A



Rating Websites



glassdoor

<https://www.glassdoor.com>



COMPARABLY

<https://www.comparably.com>

Organization Websites

- Organization values
- Employee benefits
- Job openings
- Portfolio
- Language



Apply and Interview

- Applying is not a commitment, it's an exploration.
- Don't doubt yourself. Apply if you have *some* of the qualifications.
 - The interview process will determine if you are a good fit.
 - Feedback from the interview can help you identify gaps in your skillset.

Interview Your Potential Employers

- Ask questions that will give you more insight into how well the organization is aligned with your values.
- Contact current or former employees of the organization within your network.
- Ask for specific examples.

Filter Your Research

- Consider individual bias and trust
- Pay attention to language
- Distinguish between work/play culture
- Look for inconsistencies between sources



Job Criteria

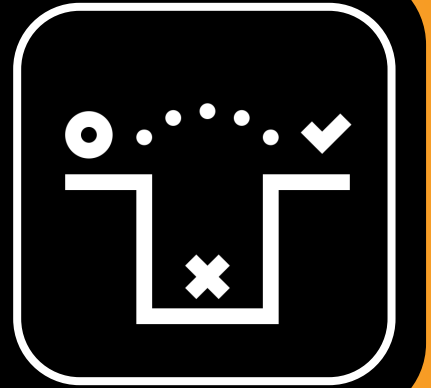
Compare the factors that are important to you

	A	B	C	D	E	F	G	H	I
1	Criteria	Weight	Company 1	Company 2	Company 3		Co 1 Calc	Co 2 Calc	Co 3 Calc
12	Growth								
13	Growth Potential	9	8	8	2		72	72	18
14	Mentorship	7	8	4	4		56	28	28
15	Comp								
16	Compensation	5	10	9	6		50	45	30
17	Confidence in Co Future	6	10	6	7		60	36	42
18	Co Growth Potential	4	4	10	6		16	40	24
19	Satisfying Work								
20	General Problem Space	2	10	4	10		20	8	20
21	Product That Resonates	5	10	4	10		50	20	50
22	Thing I'd Be Working On	7	6	8	8		42	56	56
23	Level of Impact	4	6	10	10		24	40	40
24	Future Success								
25	Co Brand Recognition	7	10	6	6		70	42	42
26	Role Title	6	6	10	10		36	60	60
27	Path to Leadership	2	8	4	1		16	8	2
28	Flexible Future	2	2	10	8		4	20	16
29									
30	Total		912	938	838				

Job Criteria

Explore

Evaluate Risk



Calculated Risk Taking

- What is the worst-case scenario?
- Is it tolerable or intolerable?

Calculated Risk Taking

Can you change or reverse the decision midway through?

- Is Plan B doable?
- Is there a specified long-term commitment?
- Can you get to a new Plan B or Z relatively quickly?

Calculated Risk Taking

Uncertainty does not equal risk

- You will never be 100% certain
- Being uncertain, doesn't mean it's risky



Calculated Risk Taking

Consider Age and Stage

- What will the risks be to you in a few years?
- Consider your hard assets and obligations

Calculated Risk Taking

Pursue opportunities where others mis-perceive the risk

- Risk is personal

Calculated Risk Taking

Evaluate all benefits of the job, not just salary

- Experience, knowledge and connections can allow you to pivot into a wide range of new Plan B's

Calculated Risk Taking

High short-term risk, low long-term risk

- Seek to build your resilience with frequent, contained risk taking

Source: “The Start-up of You: Adapt to the Future, Invest in Yourself, and Transform Your Career”
Photo Credit: Photo by [rawpixel.com](https://www.rawpixel.com) from [Pexels](https://www.pexels.com)



**“If you don’t find risk,
risk will find you.”**

“The only long-term answer to risk is resilience.”

10-10-10 Decision Making

How will you feel about it:

- 10 minutes from now?
- 10 months from now?
- 10 years from now?

Source: "10-10-10: A Life-Transforming Idea"

Photo Credit: Photo by [Andrey Grushnikov](#) from [Pexels](#)



Negotiate Offer



**“If you don't ask,
the answer is always no.”**

Nora Roberts, author

Salary Negotiation is Important

- It's a lot easier to increase your salary before you start than it is afterward.
- Negotiation will increase your income not only in the short term but also down the road, as salary growth builds throughout your career.
- If you accept the first offer, you could be leaving money on the table and fail to maximize your earning potential over the long haul.
- Negotiating is simply part of the process.
- Don't be afraid to ask questions.

Salary Research Tools



<https://www.glassdoor.com>



<https://www.linkedin.com/salary>



<https://www.payscale.com>



<https://www.salary.com>

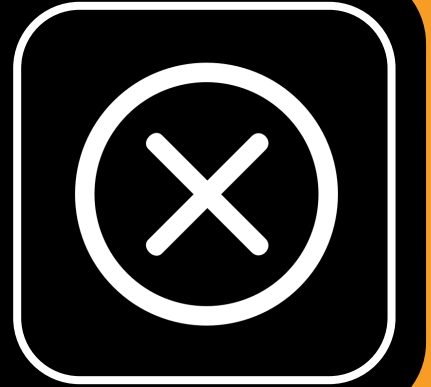
Start Date Negotiation

- Consider fulfillment of obligations to your current employer
 - Consult your employment agreement, contract, or handbook
- If you can, take some time off between jobs
 - Refreshed and energized
- Express excitement and flexibility

Taking Time Off Between Jobs

- Health Insurance
 - If insurance doesn't terminate immediately:
 - Request Date of Last Day in beginning of month
 - Request Start Date before same month ends
 - COBRA retroactive grace period
- Financial Assets and Obligations

**How do you fire your
current employer?**



Give Notice



Notice Period

- Consult your employment agreement, contract, or handbook.
- 2-week notice is most common, but it can range from 1-month to 1-week
- Be aware if your place of employment has legal requirements (e.g. U.K. Employment Rights Act 1996)

Dear [MANAGER],

With this letter, I hereby submit my resignation from [ORGANIZATION], effective [DATE OF LAST DAY].

At your convenience, I will be glad to discuss transitioning my work to others.

I truly thank you for the opportunity to work for you and wish you good fortune and continued success.

Sincerely,

[YOUR SIGNATURE]

[YOUR NAME]

[YOUR JOB TITLE]

Reaction: Manage Your Expectations

What typically happens when someone leaves your organization?



We will miss you!



You're fired!

Fulfill Obligations



Fulfill Obligations

You may be asked to:

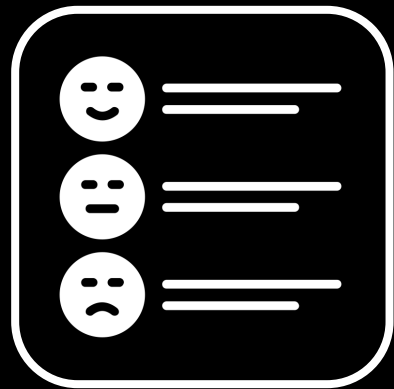
- work with your manager to transition work to others
- assist in hiring your replacement
- work beyond notice period as a contractor

Build Bridges, Don't Burn Them

You may find yourself
working with them
in the future 🤝



Give Feedback



Exit Interview or Letter

- Be professional
 - Avoid an emotionally charged response
- Give the organization data to improve
 - Make things better for your co-workers and replacement

If problems aren't reported and documented, they are less likely to be resolved.

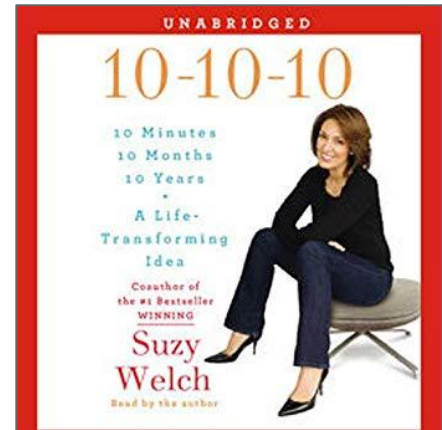
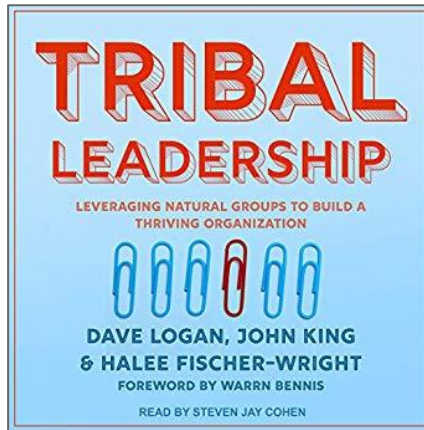
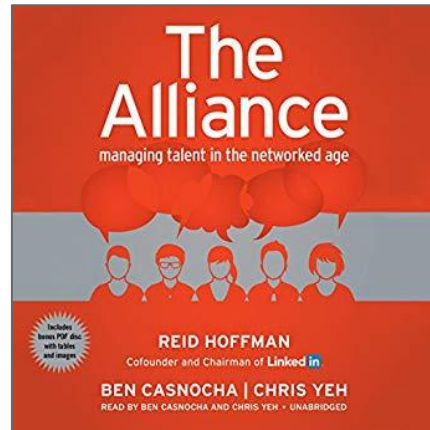
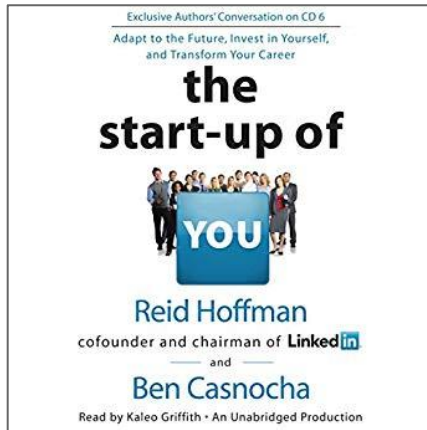
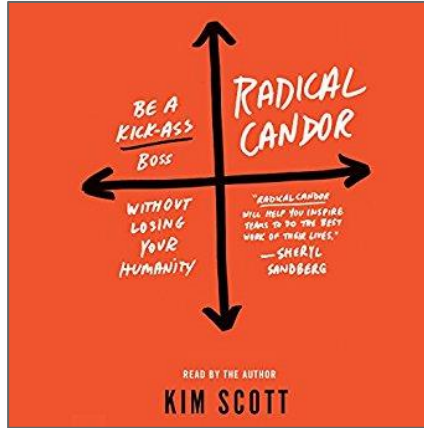
Final Thoughts



Final Thoughts

- Introspect regularly and allow yourself to evolve
- Grow your network
- Negotiate
- Don't burn bridges
- Build resilience by taking risks
- Success for you is also success for your organization

Books



Podcasts



Thank you!

Happy Career Planning