



# TYGES®

Industrial Business Unit  
Executive and Professional Search Firm

September 18, 2013

## SEPTEMBER 2013

LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL  
BUSINESS UNIT

### Why Make a Change?

By: Steve Sanders- VP/GM of Industrial Practice

How do you know when it is time to start a new job search? I often talk with people who are unsure if now is the right time for a change and they often miss out on good opportunities. Only you can judge if now is the right time and it costs nothing except time to look at a new opportunity. I can tell you that, as a recruiter, I only want someone to change jobs if it is truly a better situation for them and their family. Clearly, a job change is a personal decision but there are criteria we recruiters use to evaluate why a person would consider making a change. It's called the CLAMPS model and here's a quick overview:

**CHALLENGE** - People often change jobs because they are not being challenged in their work. No one wants to do the same things every day and people need to feel that their work is meaningful. A new challenge might be something that gets your juices flowing again.

**LOCATION** - This one is self-explanatory. I often work with people whose job search is driven by a desire to leave or get to a new or former location. Many times I see people who are trying to get closer to family.

**ADVANCEMENT** - I would say this is the most common reason I've found for why someone would consider a job change. Many are driven to climb the corporate ladder and change jobs solely to get a promotion or expansion in scope of responsibility.

**MONEY** - Another self-explanatory reason. I am wary of those who would change jobs only for the increased compensation. I would say that if this is your primary motivator you should be careful because changing jobs solely for the money can be a path to unhappiness. Making more is great but you could find yourself chasing ever increasing compensation and become a "job hopper" which will impact your future marketability.

**PEOPLE** - Many candidates I work with are unhappy with the people they work for or with. It's important that you have good chemistry with your manager/peers/subordinates. If you can't see yourself working with these folks long term then it might be time to kick off a search.

**STABILITY** - People need to feel like the company they work for has a future. If that future seems shaky then it can be a huge driver for someone to seek other employment. Employers could do a better job of making sure employees know they have a future.

### Industrial Team

Steve Sanders  
**VP/GM of Industrial Practice**  
(757) 345-2494 x 30110  
Direct Line: (757) 208-7038  
Email: [steve.sanders@tyges.com](mailto:steve.sanders@tyges.com)  
<http://www.linkedin.com/in/stevesanders>

Joshua Toth  
**Executive Recruiter**  
(757) 345-2494 x 30111  
Direct Line: (757) 208-7226  
Email: [joshua.toth@tyges.com](mailto:joshua.toth@tyges.com)  
<http://www.linkedin.com/in/tothjoshua>

Bill Downing  
**Executive Recruiter**  
(757) 345-2494 x 30121  
Direct Line: (757) 208-7228  
Email: [bill.downing@tyges.com](mailto:bill.downing@tyges.com)

Paul Horn  
**Executive Recruiter**  
(757) 345-2494 x 30114  
Direct Line: (757) 208-7224  
Email: [paul.horn@tyges.com](mailto:paul.horn@tyges.com)  
<http://www.linkedin.com/in/phorn>

Chris Jones  
**Search Consultant**  
(757) 345-2494 x 30105  
Direct Line: (757) 208-7223  
Email: [chris.jones@tyges.com](mailto:chris.jones@tyges.com)  
<http://www.linkedin.com/in/chrisjones4>

Join Our Mailing List!

Stay Connected



Now that you know why a person might consider a job change, as an employer, you can work to address these issues before they result in turnover and, as a job seeker, you can quantify why you are considering a job change and what a new employer will need to offer in order to close the gap.

---

## ACTIVE JOB OPENINGS

- Supply Chain Director - Chicago
  - Process/Manufacturing Engineer, Machining - Columbus, OH
  - Electrical Applications Engineer - Chicago
  - Territory Sales Manager, Pumps - Upper Midwest
  - Product Manager, Electrical - Chicago
  - Product Line Manager, Electrical - Chicago
- 

## IMPACT PLAYERS:

- Senior Applications Engineer (Switchgear)
  - Senior Supplier Quality Engineer
  - Manufacturing Engineering Manager
  - Mechanical Engineer
  - Business Development (Petrochem)
- 

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at [caroline.mutch@tyges.com](mailto:caroline.mutch@tyges.com). We look forward to working with you in the future.

TYGES International  
5400 Discovery Park Blvd., Suite 201  
Williamsburg, VA 23188  
855-TYGES77

*Connecting Great People with Great Companies*

Copyright © 2012. All Rights Reserved.