## **Should I Quit My Job?**

### **A 10-Point Career Clarity Checklist for Professionals**

**This isn’t a checklist for burnout-induced quitting.**It’s a strategic decision tool for professionals who want to grow, not coast. Use it when you're at a crossroads before disengagement becomes resignation in disguise.

### **1. Am I Still Learning Something That Builds Leverage?**

* I’m acquiring skills, relationships, or credentials that are marketable outside this company.
* I’m not just *busy*. I’m becoming more valuable.

**If not,** you may be stagnating in a “low ROI” role. Growth isn’t about tenure. It’s about transferable value.

### **2. Is There a Future Here That I Actually Want?**

* The next possible step excites me *and* fits my long-term vision.
* Advancement isn’t just theoretical. It’s realistic and aligned.

**If not,** staying may mean delaying the inevitable: a strategic career pivot.

### **3. Do I Trust Leadership to Make Smart, Ethical Decisions?**

* I would bet on this leadership team in a crisis.
* They’re not just competent. They’re not burning bridges with talent.

**If not,** no growth, title, or pay is worth staying in a sinking ship or under leadership that burns out high performers.

### **4. Is My Work Respected, Not Just Assigned?**

* I’m seen as a thought partner, not just a task-taker.
* People at the table know (and credit) what I bring.

**If not,** you may be in a role where impact is invisible or ignored.

### **5. Am I Energized by the Mission or the Momentum?**

* Either the *why* (mission) or the *how* (pace, product, people) still excites me.
* I feel more *driven* than drained even on tough weeks.

**If not,** you’re not lazy. You’re misaligned. And staying will compound that erosion.

### **6. Does the Culture Reward What I Value?**

* The traits that help me succeed here are the ones I respect in others.
* Politics don’t outweigh performance.

**If not,** you might be contorting yourself to fit a place that rewards the wrong things.

### **7. Is My Compensation Keeping Up With My Market Value?**

* I’m not underpaid *and* under-acknowledged.
* I’m confident I wouldn’t take a pay cut walking into my next role.

**If not,** you’re subsidizing the company’s savings with your market undervaluation.

### **8. Am I Here Because I’m Strategically Choosing It, Not Just Stuck?**

* I’m not rationalizing my stay with fear, loyalty, or guilt.
* I’ve chosen to stay for reasons that benefit my future, not just my present.

**If not,** “stability” may just be inertia in disguise.

### **9. Is the Business Viable and My Role Secure?**

* There are no obvious signs of instability, cutbacks, or chaos.
* My function is essential, not expendable.

**If not,** don’t wait until your role is eliminated to admit you saw it coming.

### **10. Do I Have Leverage and a Real Exit Strategy?**

* My resume, LinkedIn, and network are current.
* I’ve built enough clarity to leave on strategy, not out of frustration.

**If not,** build the bridge *before* you need to cross it. You don’t have to leap unprepared.

## **How to Use This Checklist:**

* **8–10 checkmarks:** Stay, but proactively manage your career capital.
* **5–7 checkmarks:** Time for hard conversations or serious planning.
* **0–4 checkmarks:** You're likely staying for reasons that no longer serve you. Map your exit strategy *before* circumstances force your hand.