

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.