

## Making Better Decisions

### Lesson 5-4: Do I Stay or Do I Go

#### Discussion Guide – Confidentiality Reminder

#### One Word Check-in

#### Update – Personal, Business, Leadership

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*“This is what he requires of you: to do what is right, to love mercy, and to walk humbly with your God.” Micah 6:8b (NLT)*

**The average person will likely change jobs ten to fifteen times during their career**, according to a report released by the Bureau of Labor Statistics <sup>(1)</sup> in September 2022. This report concluded that the median employee tenure was 4.1 years, which remained consistent over the last five years, even in the aftermath of the pandemic.

**There are no black and white answers when it comes to deciding where you should work.** The first step in changing jobs is deciding whether you are being led away from your current position. This decision should not be precipitated by a single event or a season of high stress personally or professionally. Your decision to leave should take place over a season of time, not in an emotionally charged environment. While many decide to leave to make more money, this should not be the sole reason you leave. There are many factors that make a company a good or poor place to work (see page two for more information).

**Does God have a perfect place for you to work?** He may, but likely he does not. Recognize that God may not have a direct answer for you on which position you accept. We tend to look at God’s will as a bullseye on a dartboard, which is extremely hard to find, let alone hit. In reality, God’s will is for us to enjoy great freedom and responsibility in decision making as we love Him with all of our heart, mind and soul. If a particular job offer conflicts with Biblical morals, then you should not take the position. Otherwise, you have complete freedom.

**Do an honest assessment of yourself and the job opportunity so that your decisions are not driven by pride.** The grass typically looks greener on the other side of the fence, but often this is an illusion and not reality. Anytime you interview for a position, the pursuing company will flatter your abilities and present the new opportunity in the best possible light. If you are not careful, this can lead to an inflated view of your own ability, which can lead you to accepting an opportunity that is not right for you out of pride. Therefore, you need to honestly evaluate your skill set, experience and the job opportunity without allowing the search process to fuel your ego.

#### **Shared Experiences:**

- Can someone share their history of changing jobs? What did you learn from this, both the good and the bad?
- What are the reasons that you stayed with your current organization or decided to leave? In hindsight, do you believe your reasoning was sound?
- Can someone share how they handle someone who approaches management to say they are leaving? Does the company ever consider having a meaningful dialogue on what it would take for them to stay?
- When someone changed jobs, did you consider it to be a promotion plus a salary increase?
- If someone came to you saying that they are considering a new position in another company, what advice would you give them?

**Bottom line:** Considering a job change and moving to a new organization is a highly stressful and important event in your life, and you will feel the impact of your decision every Monday to Friday. There are no black and white answers, so pray for discernment on what is the best step for you and your family. Seek counsel from wise people during your evaluation process to help you review the job opportunity honestly. Know that God is more interested in you loving him and following him than he is on the job that you are considering.

#### One Word Check-out

### Dig Deeper

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#### Want to learn more?

- <sup>(1)</sup>Article: [Economic News Release – Employee Tenure Summary](#) from the U.S. Bureau of Labor Statics, released September 22, 2022.
- Book: [Just Do Something – A Liberating Approach to Finding God’s Will](#) by Kevin DeYoung. If you are trying to understand God’s will for your life and for your job, this is an excellent resource. It has solid Biblical teaching.
- Video: [Discerning God's Will](#) by Kevin DeYoung
- Podcast: [Myths and Half Truths About Calling](#) with Bryan Dik on Making It Work: God and Your Work, produced by Fuller Seminary's De Pree Center for Leadership and Theology of Work Project. Start listening at about the 10-minute mark.
- Article: [Majority of U.S. Workers Changing Jobs Are Seeing Real Wage Gains](#) by Pew Research Center
- Article: [Millennials: The Job-Hopping Generation](#) by Amy Atkins published by Gallop
- Article: [Is Quiet Quitting Real?](#) by Jim Harter published by Gallop
- Video: [So Good They Can't Ignore You](#) by Cal Newport at Talks at Google. Start with what you’re a good at, not your passion.
- Article: [How to Recruit and Hire the Best Talent](#) by Daniel Marcos, co-founder and CEO, Growth Institute, published in Inc.com.
- Article: [When You Start a New Job, Pay Attention to These 5 Aspects of Company Culture](#) by Allan Church and Jay Conger published in the Harvard Business Review, March 2018

#### Golden rules for evaluating a job change

- Stay where you are until you are led to leave.
- Never let money be the primary reason you leave.
- Just because you do not like what you do does not mean it is the wrong job.
- Focus more on the long-term rather than the short-term.
- No matter your outlook about your current employer, always display the fruit of the Spirit (Gal. 5:22-23), especially in difficult times.
- Be willing to have honest conversations with your employer about your frustrations. Do this before you decide to look.
- Do not let a bad season automatically suggest that you should leave.
- If you think you should leave, wait six months and reevaluate your decision.
- Never work at a company where you might be compromised ethically or morally.
- Stay in a job for at least two years before considering leaving.
- Your job selection should always involve your spouse.
- Be humble enough to seek out wise counsel that will tell you the truth.
- The rewards of money and title will never outweigh the cost to the family.
- Never react out of emotion but go through a systematic process to evaluate any job.
- The grass is not always greener; it might just be the way the sun is shining on it.