

CLAMPS - Why People Change jobs

Why do people change jobs? Invariably it's for one or more of 6 reasons, aptly described by the acronym **CLAMPS**.

- **C**hallenge. Face it – people get bored doing the same job day after day with no end in sight. Once they've conquered the hurdles in their current job, many people want more. They want to be challenged. They want the thrill & satisfaction of facing difficulty and coming out on top. They want to be winners.
- **L**ocation / Travel. There are many reasons for wanting to change locations. Perhaps to be near aging parents or to live in a warmer climate or to be closer to their children or to live in the mountains or ?.... Everyone has their own reasons. Whatever their reasons are, they want to make a move. Business travel falls under this category also. Perhaps the person is traveling too much and is gone from home too much – or they're not traveling enough and are spending too much time in the office to suit them.
- **A**dvancement. People have career plans for themselves. Some formalized, some in the back of their minds. Whichever, when a person who wants advancement / promotion doesn't see it in their future, they're ripe to make a change to get it.
- **M**oney. The green stuff, or more specifically, not enough of it. In some cases people aren't fairly compensated in their current job. Others come in contact with opportunities that offer them more and find it very enticing. Whatever the reason, money always is a factor in a job change decision.
- **P**eople. Sometimes people don't like the other people they work with. Perhaps their manager's style doesn't mesh well with theirs. Perhaps they don't respect or trust the people they're working with / for.
- **S**tability / **S**ecurity. Some companies have a "turn & burn" management style with lots of employee turnover which doesn't suit everybody. Some are changing managers often. Some have products or services that are dated and not as relevant as they once were. Or any other reason that makes an employee think that their current company isn't "the place to be".

When a person has one of these reasons, they're quite often interested in learning about new opportunities, though not serious about making a change. When they have two, they're usually listening more intently. When we see three or more, they're ready to make a change and very recruitable.

– Mark Bielecki