

NAVIGATING CHANGE

Setting Your Compass for Success

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Survey Questions before session begins

- How many years in your career - <5, 5-10, 10-15, 15-20, >20
- What is your current title – open ended
- What degrees do you have – BA in Accounting, Management, Finance, Public Administration, Masters, CPA, CGFO
- Are you where you thought you'd be 5 years ago? Ahead, where am I?, totally unexpected, on target
- What are you willing to do to improve your career – Masters degree, move to other city, work harder, change careers
- What is your dream job – become City Manager, Finance Director, Budget Director, City Auditor, All of the above, a little of everything
- What situations occurred that made you change plans in your career – family, lack of opportunities, economy,

Education

Bachelor's degree – Finance, Accounting, Business Administration, Management;

Master's Degree – Accounting, Public Administration, Management,

CPA

CGFO

Location

Willing to relocate

Closer to Family

Better Opportunities

Small City vs. Large metropolitan area

Rural vs. Suburban area

Follow mentor – offered new position from old boss

Out of State

Economy

Cost of Living

Industries in City/County – volatile vs. stable

Sources of Revenue – sales tax dependent, utilities,

Politics – turnover in Mayor and Council members, term limits,

Local or National situations – 911, Covid,

Individual Circumstances

- Death in family
- Fired
- Finances
- Work/life balance
- More opportunities for long-term career growth and higher pay
- Personal interest/passion in an area
- Make a bigger social or community impact
- Seek new challenges and personal growth
- Seek job better suited to your skills, experience, and/or personality