

Is it Time to Move?

A considered way to weigh up your next career step — before you decide anything.

BEFORE YOU DECIDE

Most people don't wake up one day and decide to leave.

It's usually a slow accumulation — a few things quietly building over months, until a single moment (a missed promotion, a new boss, a bad quarter) makes it feel urgent. That urgency isn't always a reliable guide. It helps to step back and look at the whole picture first.

This guide sets out the seven factors we see come up most often in confidential conversations with consumer goods professionals who are weighing up a move. Work through them honestly, ticking whichever answer feels closest to true. There's no score to calculate — just a clearer picture.



01 Growth & Challenge

A role that once stretched you can quietly stop doing so. The work becomes familiar rather than energising, and it's easy to mistake competence for fulfilment.

Reflection question	Yes	Unsure	No
Have I been genuinely stretched in the last 12 months — a new problem, skill or scope?	☐ Yes	☐ Unsure	☐ No
Am I still building toward something, rather than simply maintaining what I've already built?	☐ Yes	☐ Unsure	☐ No
If I stayed exactly here for three more years, would I be proud of that?	☐ Yes	☐ Unsure	☐ No

Worth noticing: boredom that persists after a genuine effort to change it, or a sense you've already "solved" the role.

02 Recognition & Reward

Reward is about more than salary — it's whether your contribution is seen, understood and valued by the people who matter.

Reflection question	Yes	Unsure	No
Do I know, realistically, what my role is worth in the current market?	☐ Yes	☐ Unsure	☐ No
Is my pay and title reflective of the scope I actually carry?	☐ Yes	☐ Unsure	☐ No
Do I feel recognised — not just paid — for what I deliver?	☐ Yes	☐ Unsure	☐ No

Worth noticing: a growing gap between your responsibility and your title, or repeated deferral of a conversation about pay.

03 Leadership & Culture

You can tolerate a difficult market or a hard project. It's much harder to sustain motivation when you've lost trust in the people leading the business.

Reflection question	Yes	Unsure	No
Do I respect the decisions being made above me, even when I disagree with them?	☐ Yes	☐ Unsure	☐ No
Does the culture today still reflect what I valued when I joined?	☐ Yes	☐ Unsure	☐ No
Would I recommend these leaders to someone I care about?	☐ Yes	☐ Unsure	☐ No

Worth noticing: a pattern of decisions that feel short-term or self-interested, or a culture that has shifted since a leadership change.

04 Business Trajectory

Your career doesn't exist in isolation from the business you're in. A company that's growing, investing and winning will carry you further than your own effort alone ever could — and the reverse is also true.

Reflection question	Yes	Unsure	No
Is the business clearly moving forward, rather than standing still or losing ground?	☐ Yes	☐ Unsure	☐ No
Do I believe what I'm being told about where the business is headed?	☐ Yes	☐ Unsure	☐ No
Would I invest my own money in this company, based on what I see day to day?	☐ Yes	☐ Unsure	☐ No

Worth noticing: repeated restructuring, hiring freezes, or senior departures that aren't being explained.

05 Life Fit

A role that was right for one season of life isn't automatically right for the next. Family, health, finances and energy all shift — and the job needs to keep fitting around them.

Reflection question	Yes	Unsure	No
Is the pace, travel or workload sustainable for how I'm living right now?	☐ Yes	☐ Unsure	☐ No
If nothing about this role changes, will my life still look the way I want it to in 12 months?	☐ Yes	☐ Unsure	☐ No
Is this still the right trade-off between what I give and what I get back?	☐ Yes	☐ Unsure	☐ No

Worth noticing: *persistent fatigue, or a sense that the job is costing more of your life than it once did.*

06 The Pull vs The Push

There's an important difference between running toward something and running away from something. Both are valid reasons to look — but they lead to very different searches.

Reflection question	Yes	Unsure	No
Am I drawn toward a specific opportunity, rather than just the idea of being somewhere else?	☐ Yes	☐ Unsure	☐ No
Do I really love what I do? Am I excited to go to work each day?	☐ Yes	☐ Unsure	☐ No
Do I have a clear picture of what a new role would actually need to give me?	☐ Yes	☐ Unsure	☐ No

Worth noticing: *if every conversation about the future starts with what you're escaping rather than what you want.*

07 Timing & Market

Even the right decision can be made at the wrong time. Understanding your market — not just your own readiness — shapes how a move should be approached.

Reflection question	Yes	Unsure	No
Is my category or function actively hiring right now?	☐ Yes	☐ Unsure	☐ No
Would I be moving from a position of strength, rather than under pressure?	☐ Yes	☐ Unsure	☐ No
Is there a natural point on the horizon — a review, a bonus, a project close — worth waiting for?	☐ Yes	☐ Unsure	☐ No

Worth noticing: *a mismatch between how urgently you feel you need to move and how ready the market actually is for you.*

WHAT NEXT

Reading the whole picture

Rarely does one factor alone make the decision. It's the combination — and how many of these feel true at the same time — that tends to matter most. Once you've worked through the seven, there are usually three honest paths forward.

Stay & address it

Name the specific issue and raise it directly — with your manager, on pay, scope or support. Many of these factors can shift without a move.

Explore quietly

Start a confidential conversation about what's realistically available, without committing to anything. Information reduces the pressure to decide in the dark.

Start a search

If several factors point the same way and the market timing is right, begin a structured, discreet search — on your terms, not under pressure.

Notes

Summarise your key takeaways and action items.

A confidential conversation costs you nothing

At Carrera, we spend a lot of time talking with people who aren't actively job hunting — they're simply weighing things up, the way you might be right now. There's no obligation and no pressure. We can help you think it through, share what we're seeing in the talent market, and let you decide from there.

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