

Notes about job hopping (from an ex-job hopper)



Hi I'm RM! I'm 35 years old,
and I'm a job-hopper.



This is what my CV looks like



Co-founder

The Woke Salaryman

Apr 2019 - Present • 4 yrs 9 mos



Creative Lead

99.co

Jun 2019 - Jul 2020 • 1 yr 2 mos

2 jobs just slightly over a year.



Content Lead

BLKJ

Jan 2018 - May 2019 • 1 yr 5 mos

The longest I've stayed at any job is three years.



Manager, Creative Services Team

Mothership.sg

Jul 2014 - Nov 2017 • 3 yrs 5 mos



Copywriter

Havas Worldwide Digital

Aug 2014 - May 2015 • 10 mos

I've done 2 that I stayed less than year.



Marketing Executive

Tusitala (RLS) Pte Ltd

Jan 2014 - Jul 2014 • 7 mos



This was considered 'job-hopping',
at least for my generation.

There's a lot of passionate discussion
about job-hopping on the internet today.

Many people are against it, many people
say it's the only way to go.



As someone who
has job-hopped...



...and someone who also
hires people today,

here's my perspective
about job-hopping.

Let me first put on my
pro-job hopping hat.



Nice.

Let's go.

MAKE
JOB-HOPPING
GREAT AGAIN

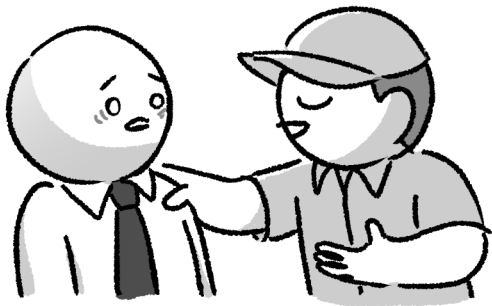


It is okay to not want to
endure a job to clock time

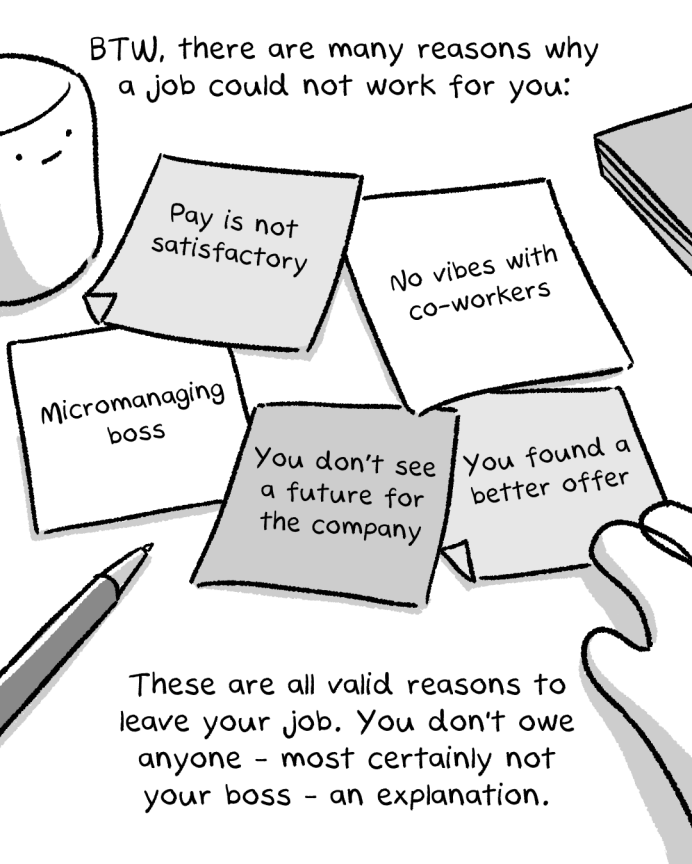
If a job doesn't work for you,
it is completely fine to leave.

This is regardless of how long
you've worked there.

1 week, 1 month, 3 months, 1 year...



You don't need anyone's
permission to go.

A hand-drawn illustration of a desk with several sticky notes. In the top left, there is a simple drawing of a person's head with a sad expression. In the bottom left, a pen is shown. On the right side, a hand is holding a pen. The background is white, and the desk surface is represented by a light gray area.

BTW, there are many reasons why a job could not work for you:

Pay is not
satisfactory

No vibes with
co-workers

Micromanaging
boss

You don't see
a future for
the company

You found a
better offer

These are all valid reasons to leave your job. You don't owe anyone - most certainly not your boss - an explanation.

Yes, job hopping will often help
you increase your salary

One of the reasons why people job hop
so much, is because it is a way to
increase their salaries.



Not all companies will reward their employees with pay increases naturally.

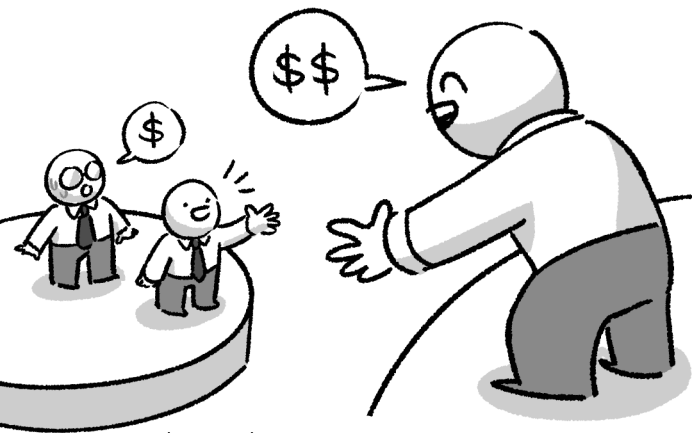
In some companies, there are also limited opportunities for promotion.



If we stay in these roles,
our salaries will stagnate.

We don't trust companies enough to look out for our interests, so we job hop to protect ourselves.

Typically, companies extend a % jump to the job-hopper to sweeten the deal.

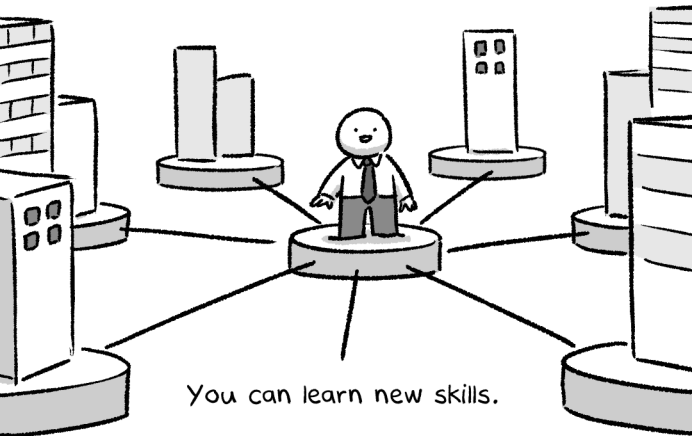


That's how many of us get our increments!

Job hopping can give you network and experience

Done right, job-hopping can expose you to many different companies and how they operate.

As opposed to sticking it out in one place, you gain perspectives on how you might want your future career to pan out.

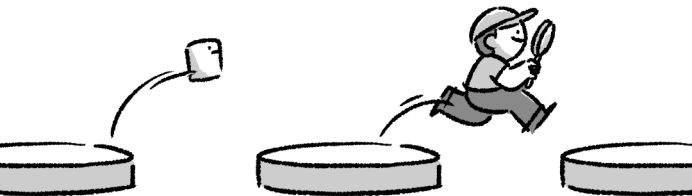


You can learn new skills.

Meet many new people.

This can be very, very, valuable.

Job hopping in the 2010s gave me
different perspectives about



- 1) How different industries work
- 2) How companies can be run differently
- 3) How to treat fellow co-workers
- 4) What challenges businesses face

All of which come in useful today
when running my own business.

But of course, job hopping
also comes at a cost.

Which brings us to...

THE DOWNSIDES TO JOB HOPPING



It DOES affect your reputation

Frequent job changes can make employers wonder about a person's reputation and relationships with past employers.



Employers also often rely on references to learn more about a candidate's work ethic and abilities.

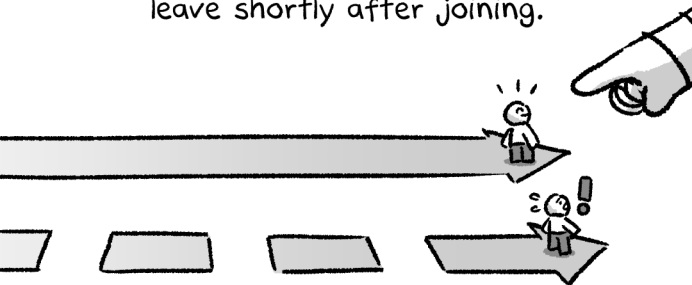


Job-hoppers might find it harder to get strong references from previous employers.

Companies will be less likely
to invest in you

Hiring and training new employees
takes time and money.

If someone has a history of job-hopping,
an employer might worry about
investing in someone who could
leave shortly after joining.



This could lead to wasted resources
and disrupt the company's workflow.

If you job hop too much, it affects
what roles you can qualify for

Job hopping might be okay, especially
at entry levels where not a lot
of commitment is needed.

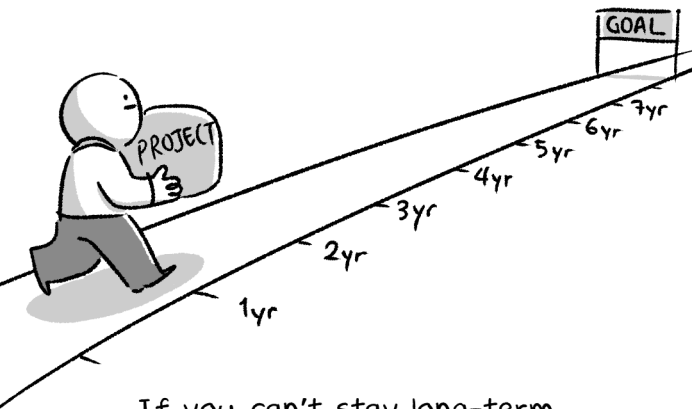


But if you want a senior role, then
generally, some level of long-term
commitment is preferred.

Why?

Senior people tend to work on projects that take longer to see into fruition.

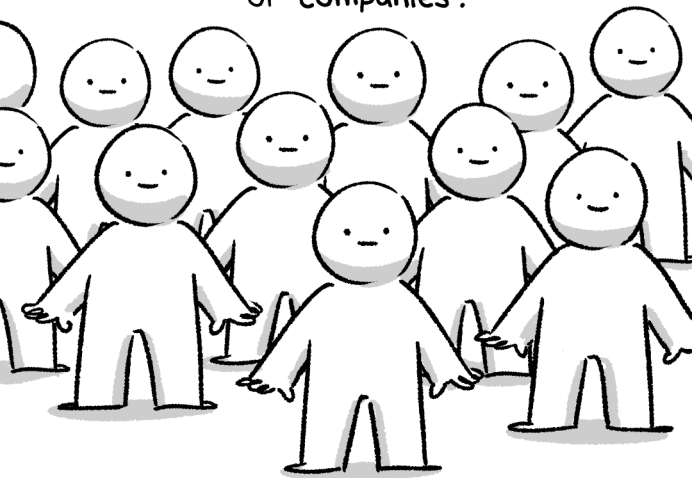
These can take 3, 4, 5 or even 10 years.



If you can't stay long-term, companies won't want to hire you for senior positions!

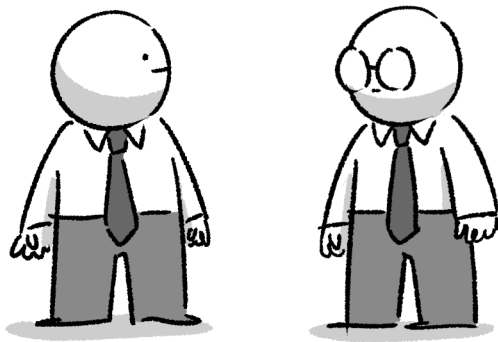
Our take:

We often divide people into groups
such as 'employers' and 'employees'
or 'companies'.



But at the heart of it,
these groups are just people.

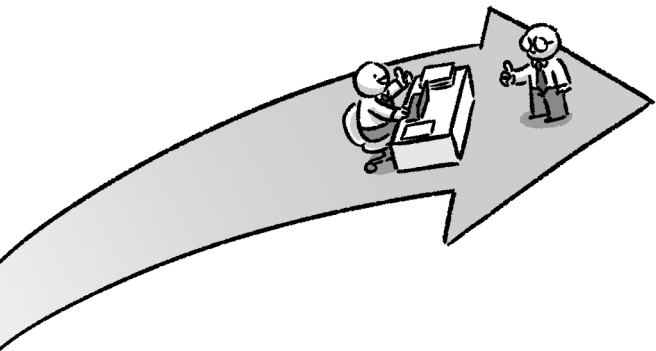
Whether you're an employer or employee,
it's good to put yourself into someone
else's shoes, so you might understand
why they're acting that way.



The reality is that people are
not so different.

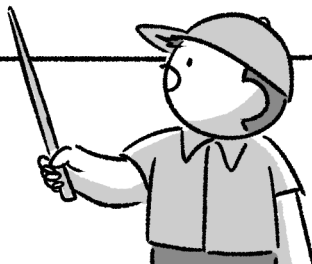
Put in their situation, you might
also behave just like them!

So, employees, if you want long-term stable income, then you gotta do the things that suggest you want that.

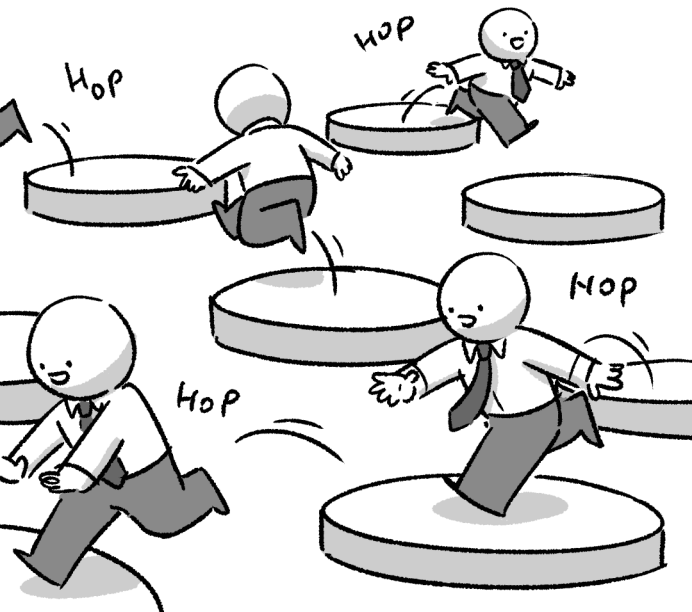


And Companies, if you want people to stop job hopping:

- ✓ Treat your people well
- ✓ Promote internally
- ✓ Acknowledge their growth with pay increments
- ✓ Be interested in your people's growth (not just in \$\$\$)
- ✓ Be serious about talent retention

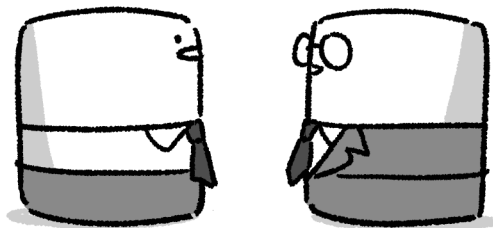


And until we truly understand,
expect job-hopping to continue
becoming the norm.



"You never really understand a person until you consider things from his point of view—until you climb into his skin and walk around in it"

- Atticus Finch, To Kill A Mockingbird



Stay woke, salaryman