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Preparing to apply for a new role

Self-reflection before beginning your job search

Applying for a new position is a significant decision. Therefore, it is important to consider several things before beginning the job search process.

By reflecting on the questions below, you can save valuable time and energy by only applying for roles that best suit your skills and capabilities but also align with other factors that are important to you within a role, a team, or an organisation.



Motivation

- What are the areas that motivate you the most in your work? Do you prefer to work independently or with others?
- What does a role need to have that would make you satisfied 80% of the time? Remember, it is unlikely that any role is perfect 100% of the time.



Organisation or industry

- Is there a particular type of organisation or industry you would prefer to work in?
- Are there particular areas within Local Government that interest you?



Culture

- Is there a particular type of organisational or team culture that you prefer to work in?
- What does this culture look like for you? What are people doing or not doing in your preferred culture?



Values

- Are there any values that you would like your organisation or team to have?
- How do organisational values align with your personal values?



Location

- Do you have a preferred location? How far are you prepared to travel for a role?
- Is working locally important to you? How many days a week would you prefer to work on-site? Hybrid arrangements are becoming more common among organisations.



Flexibility

- How important is flexibility to you and what does this look like in your work?
- Ensure you are clear on flexibility, as everyone has a different perspective or definition of what a flexible working environment looks like.



Development and career opportunities

- What sort of development or career opportunities are you looking for?
- What would be the impact to you if career progression was limited in this organisation?



Deal breakers

- Is there anything that would prevent you from accepting a position? Consider working hours, location, salary, or culture and your deal breakers.