

GET THE JOB

Finding a Job While Still Working

Finding a job while you're still employed is never an easy task.

But, according to many professional recruiters, it could be the best way to get your name into the job market.

That's because employed candidates are considered "passive." Recruiters like the fact that they are still with a company, which shows loyalty, dependability and the ability to hold down steady work. Active candidates, or job seekers unemployed, have a bit of an uphill climb compared to their counterparts to explain why they are not with a company.

While this is good news for passive candidates, looking for a job while employed can require a balancing act that doesn't sacrifice the quality of your job performance or your potential to find new opportunities.

ANALYZE YOUR SITUATION

Before deciding to enter into the job market, consider all of your internal options. Would your employer be willing to move you into a role



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that would make you happier and more productive? Would a salary increase or better insurance benefits make you comfortable with staying in your role?

Job searches can be stressful, so you'll want to make sure you have all of your bases covered before jumping in. Sometimes being upfront and honest with your employer can help turn a potentially negative situation around, especially if you work for a

people-first company.

Talk to friends and family about your potential decision to leave your current role. They may be able to be a sounding board to make sure you're not missing any opportunities to stay with your employer.

HIRE SOME HELP

Once you've decided to leave your current company, it's time to hire some outside help. If your résumé and

LinkedIn profile could use some enhancements, you may find yourself without the time to do so properly. There are many high-quality résumé writing and personal branding companies on the market that are focused on positioning job seekers for success.

Do some research and always read online reviews before engaging. Set a budget and stick with it so you make sure you're not overextending. Remember that investing in

your career materials will likely pay off, especially if you land a higher-paying job that makes you happier.

You may also consider hiring a career coach or interview expert who can help polish your communication skills for the job market. Headhunters are also good resources for helping you find new job opportunities, and they are paid by companies to find talent, not the other way around.

CHECK IN WITH FORMER EMPLOYERS

The term "boomerang employee" has been around for a long time. It defines someone who left a previous job on good terms and comes back later to rejoin the company.

It might be worth getting back in touch with your former coworkers to see if there are new opportunities. If there were negative parts about the team culture, you may be able to ask around to see if employees have noticed any kind of change or positive turnaround.

Employers like when employees come back because it usually means less time needed for onboarding and integration into the team. Just make sure you're rejoining for the right reasons and giving yourself the best chance to be a happy employee.