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EXCUSES FOR STAYING PUT

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When a worker is dissatisfied with her job, one of the obvious choices is seeking another position. Sometimes, however, this is easier said than done – and not because of the economy.

“People dislike change,” says [Joel Garfinkle](#), author of *Getting Ahead: Three Steps to Take Your Career to the Next Level*. “We, as humans, fear the unknown. We crave stability and the familiar. When it comes right down to it, although we may be unhappy with where we’re at, the thought of moving to a new company -- filled with new people, new processes, and new

challenges -- can be daunting.”

In an effort to avoid these uncomfortable feelings, we might attempt to justify inaction. Some common rationalizations include:

- All positions have challenges, and no employer is perfect.
- Things will get better if I just stick it out.
- I should be thankful just to have a job.

But as Garfinkle notes, there are counter arguments to these excuses. For instance, while it might be true that no job is perfect, it also is true that there are other opportunities out there where you could find greater fulfillment by employers with greater appreciation for your contributions. Likewise, sometimes a work situation does improve with time, but it also is likely that the one employee who is making your life miserable or the other issues making you unhappy will be there for years to come.

Finally, hoping for something better doesn’t make you ungrateful. “We should always be thankful for the things we have. In this tough economy, having gainful employment shouldn’t be taken for granted,” Garfinkle says. “However, we can be thankful while still striving for something better. The two are not mutually exclusive, and until we decide to overcome the fear of change, we end up settling for comfortable and familiar unhappiness.”