

Self-doubt is preventing Brits from pursuing their dream jobs

British workers are staying in roles they are unhappy in, with a lack of confidence preventing them from searching and applying for their dream jobs.

New research revealed in a study conducted by LinkedIn, found that 42% of Brits said a lack of confidence would deter them from applying for a new position.

22% of the 2,005 adults surveyed said that fears they might dislike a new role, or secure a worse role than their current job, would put them off switching jobs. LinkedIn's careers expert, Darain Faraz, comments on the results:

“Our research shows that Brits are holding themselves back and, in some instances, actively stopping themselves from going after what they really want.”

Fears of inexperience resulted in 35% of jobseekers believing they would be better applying for the same level roles and 24% feeling that they aren't good enough to apply for a new position.

And, it seems that comfort in their current roles may also prevent people from apply for anything new. Permanent job stability made 73% less likely to look elsewhere for a job.

The LinkedIn survey found the top five barriers in the way of job switching were:

- What if I don't like it or it's worse than where I already am? **22%**
- I lack strong enough experience **21%**
- I am apprehensive about taking on a new role **19%**
- I don't think I can do it **18%**
- Can't be bothered to go through the process **16%**

LinkedIn advises people to treat job searching as “a new personal project”.

The guidance suggested confidence boosting exercises such as noting down “examples of experience and achievements that come to mind for each listed requirement” in job descriptions.

But is there a suitable length of time that people should stay put at a job?

According to a Career Advice Expert for TopResume, employees should aim to stay at each job for a minimum of two years. "Between the time and money it takes to find the right candidate, and the investment made in ramp-up, no employer wants to make a hiring mistake and see their new employee walk out the door," she says.

Aside from the fact that frequent job-hopping can waste company resources, recruiters and employers may cast doubts over a candidate's employability. "Employers will begin to question your judgment, your career goals, and your performance as an employee," she concludes.

DSA Comment: *We agree with the above statement although there are of course, exceptions and everyone must consider their own situation and the role that is being reviewed. If a "dream job" comes along when you have only been with your present company for 1 year, are you going to ignore it? Unlikely, as the opportunity may not arise again!*

We have vast amounts of experience in helping candidates make the right choice about moving and helping them find exactly the right position. There is no "one size fits all". Above all, the role and the company must feel right. If they do, then it's most probably worth moving out of your comfort zone.

19th Sept HR Grapevine