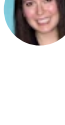


8 Signs You Should Take the Job

If you are wondering whether you should accept a job offer, learn the signs that tell you to say yes or that tell you to ask for more information.



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- **Accepting a job depends in part on your personal values and priorities.**
- **It may be a positive sign when a potential employer offers a hybrid or remote option.**
- **Mentorship, growth opportunities, and pay transparency are green flags in a job offer.**
- **A diverse executive team may indicate a company values workplace diversity.**

Have you received a job offer you aren't sure you should accept?

It's difficult to know when a potential job and employer are the ideal fit. You may risk choosing an opportunity you end up regretting. In fact, a survey conducted by Jobvite revealed **30% of job seekers** left their new position within 90 days of accepting it.

The right position can **enhance job satisfaction**, reduce stress, and improve financial well-being. Gallup polls show that **pay and benefits** are among the top reasons people accept a job. However, they are not the only factors to consider.

Here are some green flags you should look for when considering a job offer.

Flexible Work Atmosphere

Due partly to the **COVID-19 pandemic**, working from home or in a hybrid role is now a top priority for job seekers.

"If work flexibility is important to you, you may want to accept a job in a more relaxed atmosphere," says **Darek Johnson**, founder and career coach at Coachable.

While remote work is **still on the rise**, certain industries may be more open to it than others.

In the technology industry, "no one really cares when you are working or in office, as long as you get work done," Johnson says. "Of course, there are scheduled meetings, but no one is going to be upset if you're not at your desk during work hours."

If you are trying to break free from a standard 9-to-5 schedule, a job offer with a flexible work environment can be a huge green flag for you to accept the position.

Company's Values

Your **potential employer's values** can say a lot about that company.

If this is the reason you are considering accepting a job offer, it's essential to do your research. In addition to reading the company's website, research executives, reviews, and any online materials its executives have published to see if they put action into the employer's values.

"Consistent messaging from the interviewers is a good sign that these values are ingrained and lived. If they align with yours, it's a win-win."

— Christine Heinrich, recruiting manager at Taurean Consulting

Christine Heinrich, who worked as a recruiting manager at Taurean Consulting, also says you should pay close attention to the synergy between team members.

"Consistent messaging from the interviewers is a good sign that these values are ingrained and lived. If they align with yours, it's a win-win."

It Meets All Your Deal Breakers

It's important to have a set of criteria you are looking for in a company and a position.

Sarah Doody, founder of Career Strategy Lab, compares it to finding a life partner. "It can be helpful to create a deal-breaker list when you're looking for a new role."

Low pay is **one of the top reasons** people leave their job, according to Pew Research. Other reasons include a lack of respect, minimal flexibility, and no advancement opportunities. **Defining your goals** and understanding what you hope to find in a new position is essential.

"Consider factors beyond salary and benefits," Doody says. "For example, is working remotely a must for you? Is it important that the company you work for aligns with your values and interests?"

Growth Opportunities

When considering a job offer, keep the future in mind. Before accepting the position, get clarity about what your position will look like one, five, or 10 years down the road. Don't be afraid to ask **follow-up questions**.

Additionally, check if the company offers tuition assistance or career-enrichment stipends for training and continuing education.

Mentoring and Career Development

If the company that wants to hire you shows a sincere effort to invest in training and development, that's another green flag to take the position. A study by MentorcliQ revealed **mentors and mentees** both felt their work improved because of this relationship.

Unfortunately, mentorship and other development programs aren't always clearly available.

Be sure you ask for clarity in the interview process. Dawid Wiacek, executive career coach at Career Fixer, offers an example of how to ask: "Can you give me one example of a successful mentorship program at your company and perhaps one example where it wasn't fully successful?"

"You can ask how the company plans out embarking on this path. ... You can also ask the hiring manager what metrics of success they utilize to assess the effectiveness of their mentorship or coaching program ... What they're willing to share with you can be very telling."

— Dawid Wiacek, executive career coach at Career Fixer

However, it's possible the organization hasn't fully implemented a program yet. In that case, Wiacek recommends you ask: "Why now?"

"You can ask how the company plans out embarking on this path. ... You can also ask the hiring manager what metrics of success they utilize to assess the effectiveness of their mentorship or coaching program," he says. "What they're willing to share with you can be very telling."

Transparency About Pay Increases

Asking bluntly about raises during the interview process may not be the best idea, considering the **state of the economy**. However, there are ways to ask for this important information.

Be sure you discuss this with **the hiring manager**. **Emily Sander**, founder of Next Level Coaching, recommends you ask:

- What does success look like in my role?
- What advancement opportunities are available if I'm hired and prove myself to be a consistent top performer?

Look for concrete, in-depth answers to these questions. At the same time, if your starting pay is too low, don't wait for a raise to meet your required salary level. Consider a **salary negotiation**, instead, if that's the case.

Diversity Among Executive Staff

A **2021 CNBC/SurveyMonkey** workforce survey showed that 78% of respondents want an organization that supports **diversity and inclusion**.

"If the company leaders seem to belong to different ethnic backgrounds, it most likely indicates a fair, merit-based system," says **Anjela Mangrum**, president of Mangrum Career Solutions.

With the rise of **diversity, equity, and inclusion** (DEI) jobs, it's become a priority for companies and their employees.

"I'm not saying companies with leaders from similar backgrounds are always biased, but some diversity is an indicator of a workplace keen on DEI initiatives," Mangrum says.

Your Gut Instinct Says Yes

While it shouldn't be the only reason you accept or reject a job offer, your **gut instinct** can be an excellent guide.

"If your gut says 'go,' and you can back it up with logical reasons why you feel that way, you should take the job," says **Eli Bohemond**, career transition coach of GetFive.

However, you still want to weigh the role's pros and cons. Make sure you **ask yourself the necessary questions** about whether the position is right for you based on your career goals, desired company culture, salary expectations, and work-life balance.

Frequently Asked Questions About Job Offers

Should I accept a job offer if I'm not sure?

It depends. If you have unanswered questions or are considering another job offer, let your potential employer know you want time to consider their offer. Take the opportunity to ask any clarifying questions.

However, be cautious about telling them you received **another offer**. Instead, use this existing offer to encourage an expedited answer from the other company.

Your instinct may also be at work here. If you are uncertain because of lingering doubts you have about the company, your potential boss, or the position, listen to your gut. Explore why it may be telling you to decline the position.

What is a good reason to not accept a job offer?

There are a variety of reasons to **not accept a job offer**, such as:

- Low salary
- Few advancement opportunities
- Company reputation issues
- Bad rapport with the interviewers
- Vague job duties
- Any indication of a sketchy situation, such as cash payments

You may also discover the company doesn't fit into what you value in a future position. For example, if remote work or a flexible schedule matters a great deal, don't be afraid to say no. You don't want to accept a position that you'll only want to **quit several months later**.

Is it OK to accept a job offer and then decline it?

While legally, you can decline a job you have accepted, you still need to **weigh the consequences**. You risk burning bridges with the company and hiring manager. Additionally, if you have signed a contract, there may be issues related to your contract you may face by declining the job.

At the same time, it's not uncommon to decline a position after accepting it, especially if you've received a better offer.

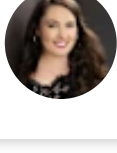
Consider using the opportunity to **renegotiate your job offer**. If you are certain you want to decline it, remain professional by **writing a letter** to the hiring manager/employer about your decision while expressing how thankful you are for the opportunity.

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by **Laura Briggs**

Updated May 9, 2022



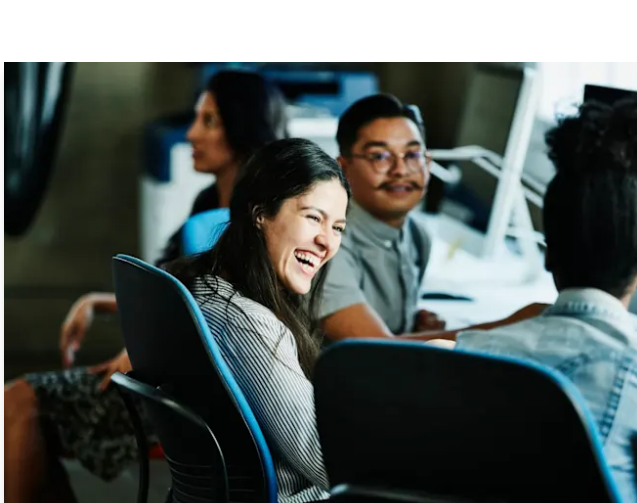
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by **Meg Embry**

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