

Career Change Readiness Assessment Tool

1. Job Satisfaction & Fulfillment	
I rarely feel fulfilled or find purpose in my work.	<input type="checkbox"/>
My values and interests have shifted, and my job no longer aligns with them.	<input type="checkbox"/>
I'm not proud of the work I do or the impact I'm making.	<input type="checkbox"/>
2. Growth & Development	
My current role doesn't offer opportunities for growth or new challenges.	<input type="checkbox"/>
I'm not learning or developing skills that feel relevant to my future goals.	<input type="checkbox"/>
I'm interested in learning new skills that aren't related to my current job.	<input type="checkbox"/>
3. Motivation & Engagement	
I frequently experience burnout or exhaustion at work.	<input type="checkbox"/>
I feel disengaged, often struggling to find motivation for work.	<input type="checkbox"/>
I find myself "going through the motions" rather than truly engaging in my tasks.	<input type="checkbox"/>
4. Career Curiosity & Exploration	
I'm regularly curious about other career paths and explore job opportunities in different fields.	<input type="checkbox"/>
I follow content or individuals in industries that are unrelated to my current job.	<input type="checkbox"/>
I feel excited at the thought of trying a different role or industry.	<input type="checkbox"/>
5. Compensation & Recognition	
I feel underappreciated or under-compensated for the effort and value I bring.	<input type="checkbox"/>
Promotions and raises are rare or based on factors that feel beyond my control.	<input type="checkbox"/>
I believe a career change could help me reach my financial or professional goals.	<input type="checkbox"/>
6. Work-Life Balance & Well-being	
My job negatively impacts my mental, emotional, or physical health.	<input type="checkbox"/>
I struggle to maintain a balance between work and my personal life.	<input type="checkbox"/>
My current job limits my time for relationships, hobbies, or self-care.	<input type="checkbox"/>
7. Alignment with Personal Values	
The values or culture of my workplace don't resonate with me.	<input type="checkbox"/>
I often feel uncomfortable or out of place in my work environment.	<input type="checkbox"/>
I'm looking for a workplace that better aligns with my ethical beliefs or vision.	<input type="checkbox"/>
8. Adaptability & Resilience	
I feel ready and capable of adapting to new roles or learning new skills.	<input type="checkbox"/>
I have supportive people in my life who encourage me to explore new opportunities.	<input type="checkbox"/>
I'm willing to take risks for the chance at a more fulfilling career.	<input type="checkbox"/>

Scoring & Next Steps

- **15-15 statements checked:** You're likely ready for a career change and would benefit from exploring your options
- **10-15 statements checked:** Some aspects of your role may be fulfilling, but consider changes that could improve satisfaction.
- **0-10 statements checked:** Your current career may align well with your needs, but reassessing periodically can help you stay aligned.

😊 Email kim@pivotpeople.co.nz for a free chat about where to begin!
