

## Take a Hint from Your Children: Changing Jobs Is Easier Than Ever

*Dear Stephen:*

*My daughter is graduating from college in the next couple of weeks, and she has accepted a job at a Silicon Valley tech company, where she interned while in college. She seems happy with her decision, is moving to a new city, has already found a place to live, and is looking forward to starting her new life as an independent adult. In all, she is thrilled. The problem is that I don't think she necessarily should be. I had a similar type of start to my career. Back in the day, when I finished college, Steelcase had something called the PACE program, which was a management training program for recent graduates. I worked at headquarters, learned product management and marketing, and eventually ended up in field sales, which was what I thought I wanted to do with my life.*

*I am now an RVP at a different major manufacturer, and I hate my job and wish I had explored more career opportunities. I attribute most of this disappointment to accepting the first job I was offered and getting lured into a field I thought would be creative and fun. It didn't work out that way. Back then, having one single job for a long time was important.*

*I read that today millennials change jobs every two years. Is that right?*

*I thought my daughter would interview around and really try to find something she loves, not just take the job where she had an internship. I do not want to be a downer or sound like I am not happy for her, but I also do not want her to end up like me and someday re-*



You can send your workplace questions to Stephen at: [StephenSays@bellow.press](mailto:StephenSays@bellow.press)

Questions selected to be answered, will appear in this column. Please use the Subject: Stephen Says for all emails. Stephen Viscusi is a bestselling author, television personality, and CEO of The Viscusi Group, global executive recruiters located in New York. Follow Stephen on Twitter @stephenviscusi, Like Stephen on Facebook; and follow him on LinkedIn.

*gret that she never pursued her dream career. I am not sure what my dream job would even be anymore. But now that I'm older, I realize there are many more options I should have, and could have, explored. Should I say anything or be happy she has a job she thinks she'll like? Most of my friends' kids can't decide what to do or can't find a job, and they think I am crazy for worrying. Do you?*

*Signed,*

*Like Mother Like Daughter*

## Millennials, in particular, have proven unafraid to change jobs quickly and frequently--something earlier generations were scared to do.

Dear Like Mother Like Daughter:

I can relate to your quandary, but knowing there are other career choices beyond what we currently do is often only something we realize as we get older. Do you know how many people I know that graduated from law school and are not practicing law at all? How many people in sales regret thinking they wanted to make all that money? And how many people's dream is to sell their startup company to Mark Zuckerberg one day, only to have it flame out in a year?

Most parents would envy that your child seems to know what she wants to do, but you know that. She found a job so fast and even has a place to live. So, you haven't earned my sympathy, but as someone who was raised in a family where a "good job" was being a postal

worker or any job that had a pension (remember those?), I can relate to your concern that your daughter may not be open to other options and may regret that. My advice is to keep your mouth shut and let her learn on her own, even if she makes mistakes along the way. She is building her own path to adulthood and she needs to discover her passion on her own terms.

Millennials, in particular, have proven unafraid to change jobs quickly and frequently--something earlier generations were scared to do. In fact, I suspect if she's smart enough to have organized her life so fast and so soon, she will either have a new job and career in three or four years or be one of the lucky ones that is bought out by Mark Zuckerberg. Your daughter should follow her current dream because that dream may change tomor-

row, and when and if it does there is little reason to believe she won't be able to follow that new path. The only words out of your mouth should be, "Congratulations on graduation and finding a job! We love you!"

As far as you're concerned, take a hint from your daughter and her generation. It isn't too late to move on from the job you do not like and change careers! Get that resume ready!

### Stephen

*(Editor's note: This is how Steelcase defines its PACE program -- The Steelcase PACE 2.0 [Professional Alternative Career Entry] program provides a unique opportunity for a select group of talented college graduates. This comprehensive training program [which begins in June 2013] is founded on our commitment to learning and development. As part of PACE 2.0, you will train with other recent college graduates to prepare you to join our dynamic sales team. During this fast-paced training period, you will work with industry experts and cross-functional teams at our global headquarters in Grand Rapids, Michigan.)*