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The Daily Star

DHAKA, FRIDAY, FEBRUARY 15, 2019

FALGUN 3, 1425 BS

e-mail: nextstep@thedaily.net

# NEXT STEP

## SHOULD YOU STAY OR SHOULD YOU GO?

Things to reconsider before you make the final call

You approach an organisation like you'd approach a romantic relationship. You start excited at the thought of a new job, but with time you notice flaws and quirks of the organisation and start to doubt your decision. Any relationship can shape you and help you become a better person; it is always about the company you keep, figuratively and literally. The downside is that it can also bring you down and become a source of stress and negativity. Sometimes, the best relationships are the ones you are willing to fight and put in the work for to make them great. Thriving in a company is very similar to that.

Nowadays, we are quick to leave our jobs citing statements such as "The job is too hard and boring" or "I can't get along with my co-workers and I'm paid too little to put up with it". Facing challenges while being averse to them, is not a quality many employers will respect or admire. While boredom (and lack of a challenge) can be absolutely derogatory to your professional development, it is not a good enough reason to immediately move on, at least not until you've explored other options within your company. There's probably a lot more you could be doing if you just asked. It's one thing if the corporate culture just isn't

the right fit for you, but if you're moving from job to job because you've fallen out with your co-workers or your boss, it might be time to do some thorough soul searching. The only common denominator in the equation is you. It might be a good idea to restructure your thought process if increasing your salary is your only incentive for job-hopping. Otherwise, you're more likely to end up unsatisfied in the long run.

When you're in a love-hate relationship with your job for too long, your primary instinct might be to leave and end it for good. But before you do any permanent damage, you might want to consider the following things and rethink:

### SENIORITY

If you stay at one company for a prolonged stretch of time, your seniority will definitely establish an air of credibility around you and the work you do. You don't have to scratch and fight to establish a stronger role, something that you might have to do if you switch companies every now and then.

### LEADERSHIP OPPORTUNITIES

Your seniority will give you the chance to lead others and mentor newcomers as they make their transition to their new jobs. Your success refines your abilities, builds a loyal following and makes you an esteemed

leader in your workplace.

### STABILITY

If you're constantly worrying about where you'll be in the next year, it's difficult to make long-term plans. A little stability in your career and workplace can help you cope more effectively with the stress that is predestined to occupy you for the rest of your life.

### INCREASED BENEFITS

Many companies increase employees' paid time off if they stay at a job for a certain number of years. You can spend more time with your family and achieve non-work goals with the extra time off and maybe even start your retirement savings.

### FLEXIBILITY

Most people who stay at a company for a decade or more, proceed through increasingly challenging roles with time. It gives them an opportunity to try their hands at a variety of roles to help determine what they're the most passionate about. By moving within the company, you retain your status and benefits, but you're also free to experiment and try some new things.

### PERSEVERANCE

It is completely understandable if you want to quit over serious reasons or grave challenges. But if the challenges are bearable,

your character strengthens as you persevere, solve problems, repair and take an active role in turning a situation around.

However, if you work in a genuinely toxic corporate environment, you should absolutely take your leave, as quickly as possible.

### CREATING A DIFFERENCE

You can have a positive influence on your company's direction over the years, if you're willing to stick with the company through thick and thin. That is, if you have acquired a good amount of knowledge and experience over the years, you are at a position to make tangible, structural changes within the organisation.

Is your organisation worth fighting and staying for? In many cases, the answer to that question also answers if you should stay at your company or not. The answer always comes down to what you genuinely feel like. Just like all relationships, your relationship with your company takes work and won't always be perfect. There will be ups and downs, but you'll know deep down if it is worth fighting for.

SHABIBA BENTA HABIB

Shabiba is a senior at BRAC University. Reach her at shabibabh1995@gmail.com.

## THE BOSSMAN

BY E. RAZA RONNY



## WHEN YOUR FRIEND WORKS UNDER YOU

Want to turn your work place into a real life telenovela? Hire a friend. Not only will you have to recalibrate your relationship with them and reduce it to fit weekends and after-work hours, you will have to be extra careful about not displaying any form of nepotism as your co-workers will be carefully observing every move of yours. Here's a list of things that can go wrong:

### SUPPORTIVE FRIEND

You can't treat your friend differently compared to other employees just because you know her the longest. She is a valuable resource because you know all her strengths already and communication is effortless. As her friend, you also want to support her so that her future in your line of work can be brighter. However, she needs to reciprocate that. She needs to give her best efforts into trying to bring the best output. Asking you for extended deadlines and other extra benefits makes her a bad friend and a bad employee. Yet, most friends end up asking for them.

### TOO PERSONAL

In a professional relationship, it is the responsibility of a diligent employee to ensure everything runs

perfectly, and if that means having to confront you about work-related concerns, it has to be done.

Compared to her peers, your friend will find it a million times more difficult to challenge your management techniques or point out your leadership flaws. This may give rise to awkward confrontations and conversations when you are least expecting them.

### ORDER! ORDER!

It will be impossible to discipline your friend. I know you might assume that complications of this sort will never arise between you and your friend, but there will certainly be times when you can't engage in a heated argument with your employee even when you want to. You will be embarrassed to point out your friend's errors and misdemeanours in front of the others. If you do that, you become a terrible friend, if you don't you're a terrible, biased employee.

### NO RANTING

Seeing your friend outside work and having her around at work may feel like the perfect solution. But face it; you'll see a lot of each other, almost too much. Spending an hour with your friend after work and sharing all the gossips and

complaints you have about your inefficient interns and bossy managers is the best and the cheapest therapy session. But, if you think you'll still be able to do that when your friend starts to work under you, you are in for a surprise! Your friend will now be professionally acquainted with all your other employees and seniors, and ranting to her about them will never feel the same. Your friend can no longer complain to you about her boss, and you can no longer complain to her about your employee.

### CAT FIGHTS

Not allowing your personal and professional problems to intermingle will be like trying to keep coloured clothes from staining the whites in a washing machine; it's impossible. Imagine having to work with your friend after having a giant argument with her the night before. Dealing with situations like this over and over again could really take a toll on your relationship.

SUSMITA NEWAZ

Susmita is a Lit major who lives on tea and sweet-toast. Send her life-advice and opinions to susmita.newaz@gmail.com

## Making a DIFFERENCE

### Increasing productivity

Manage your energy, not your time

Very often, we regret procrastinating and leaving all our work pending till the very last minute. That's when we hope, we had made better use of time. This applies not just to studies and deadlines but our lives as well. We continuously try to manage time properly to find that perfect work-life balance. But does the proper management of time make us productive or does it just add on to our stress and anxiety?

People often resort to working long hours to complete their daily tasks and duties. These people usually think of life as a marathon and are so passionate about what they do that they believe they don't need a break. Ultimately, it will get exhausting and backfire in ways that we can only imagine. It is rather better to treat life as sprints and recovery, where recovery is the key.

Everyone gets the same 24 hours each day to complete their daily tasks and duties, but the quality and quantity of energy

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are exclusive to each individual. That is where we can discover our strengths and bring forth our best performance. If we focus on managing time, we are just simply creating to-do lists from which we might easily get derailed.

So, how exactly do you manage energy?

**Understand what drains you and what sustains you**

It is important that you allow yourself to manage your world in a way that works best for you.

**Be an energiser**

Your performance will get a boost when you are a can-do person who can energise others.

**Recognize the race you need to run**

Regulate your pace so you don't wear yourself out.

**Don't be a professional pretzel**

Twisting into someone other than yourself is exhausting, so just be your authentic self at work.

NABILA HOSSAIN

Nabila Hossain is a senior at IBA, University of Dhaka. Reach her at nabilaanima@gmail.com

