
Should I Stay or Should I Go?

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X: @SBM_Jo

**“That’s it!
I’m done with this
sh*t,
I’m leaving!”**



We will explore...

- Job satisfaction, how can it be measured?
- Identifying who / what is at fault?
- Can changes be made?
- Will the grass be greener?
- Securing your dream role!

My SBL Story

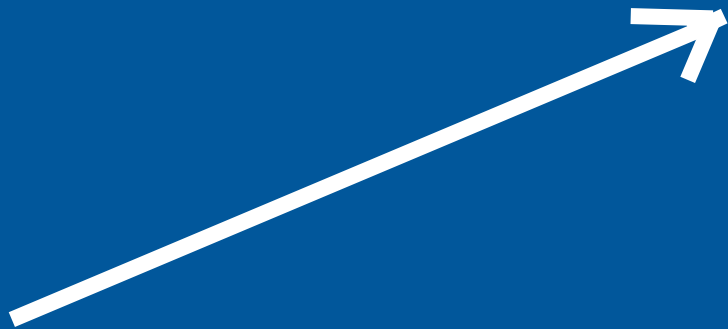
(so far)

Pre-SBL Days

- Trainee Accounts Clerk studying AAT, got bored!
- Data input at large insurance company.
- Married, had children, F/T mum, various p/t jobs
- School admin, got bored!
- Worked at cupcake company - walked out!
- Admin / Sales role for pest control supplies company



My foolproof career plan:



- Finance & Admin Asst
- Bursar - small school 5yrs
- SBM - large primary 5 yrs
- SBM - Secondary
- Maybe a MAT?

Actual career path:



- Finance & Admin Asst - 2 yrs
- Bursar - small school - 2.5 yrs
- SBM - large primary - 3y 4 m
- Maintained Nursery - 1yr
- MAT primary - 2 yrs
- LA primary

Job Satisfaction

- Salary
- CPD
- Progression
- Work / Life balance
- Diversity / Inclusion
- Voice
- Workload
- Job Security
- Workplace Culture
- Performance recognition
- Aligned vision / Purpose
- Work environment (physical)
- Personalities

Compromise vs Non- negotiables

Implimenting Change: Who and How?

- Salary
- CPD
- Progression
- Work / Life balance
- Diversity / Inclusion
- Voice
- Workload
- Job Security
- Workplace Culture
- Performance recognition
- Aligned vision / Purpose
- Work environment (physical)
- Personalities

Remember:
If nothing changes.....
nothing will change!

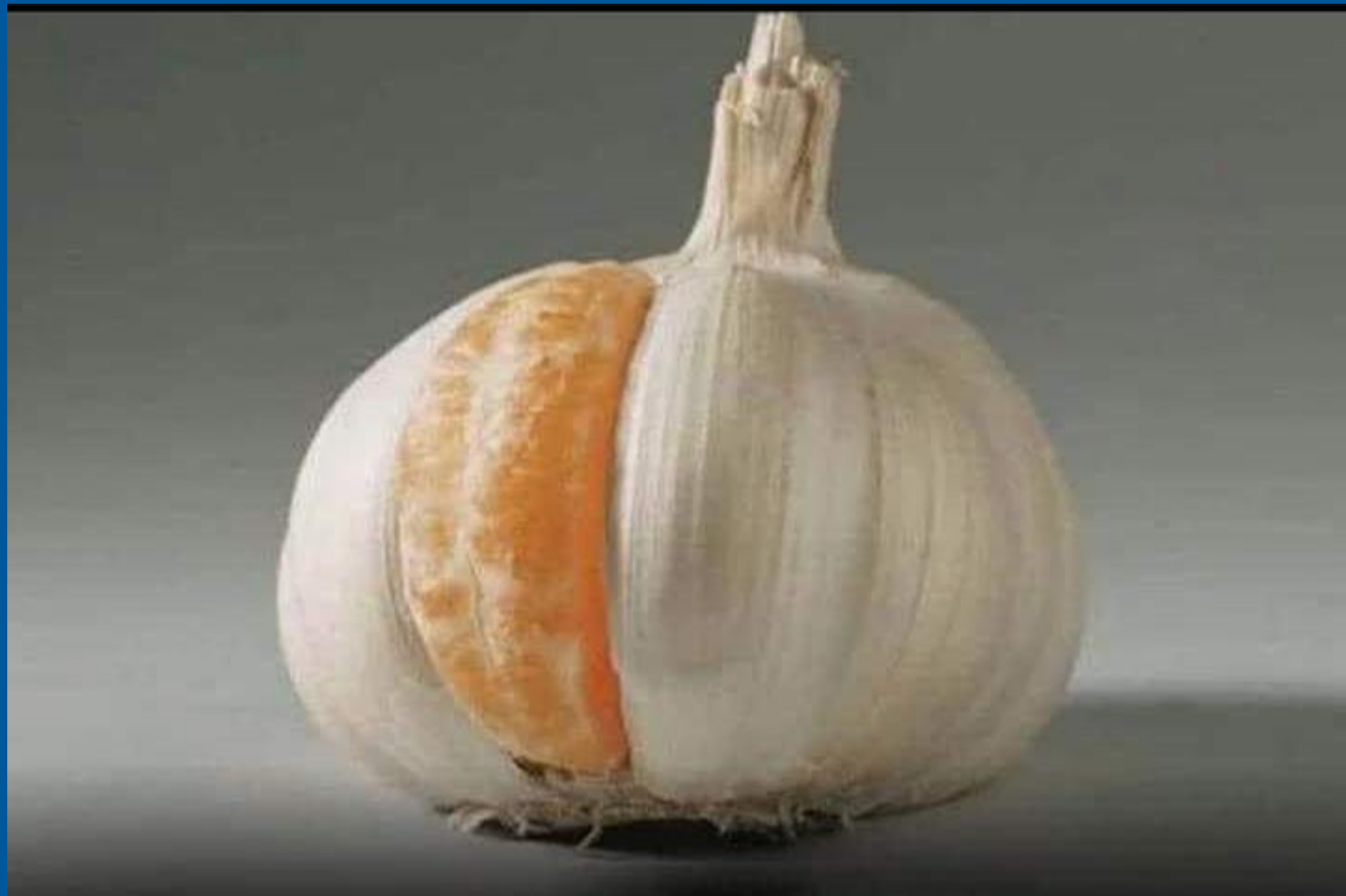


Self-Care Canvas 🦋🔒

@selfcarecanvas

Follow

**Don't force
yourself to fit in
somewhere you
don't belong.**



Moving on: Finding your 'fit'

Vacancy:

Best Job Ever

Best School Ever

.....but is it?

Do Your Research

- Website: Vision, Strategic Intent, Staff Structure, Ofsted
- Google: News articles, reviews, past vacancies
- School Tour: Who is your guide? Listen. Observe.
- Question.
● MAT: Research the Trust and other local MAT schools too
- Departing staff: Ask why!
- Network: Ask around

**You've Been Shortlisted
WooHoo!**



Prepare Yourself

- It's not just for you to prove your worth -you are interviewing them too
- List questions informed by YOUR personal measures of job satisfaction, and from your research

The Interview

- Remind yourself again: It's not just for you to prove your worth -you are interviewing them too
- Be brave. Ask questions. Challenge.
- It's okay to take time to decide / negotiate terms

Summary



- Career paths vary. They are as unique as we are.
- Job satisfaction measures are also unique, what are yours?
- What must change and how can this be done?
- Communicate, raise concerns, ask for help
- If nothing changes, nothing will change
- Due diligence vital when seeking new role
- Interview them too. Be brave, challenge, negotiate.

**Empower yourself to take
control of your career.**

**Give yourself the
opportunity to thrive and
be happy in your role.**



Thank you, and Good Luck

