

RESIGNING FROM A ROLE



Doing a phenomenal and remarkable job when you commence a new role is expected. Doing a phenomenal job when you exit a role is just as important as it can cement your professional integrity and reputation. Resigning from any role can be a daunting task and consequently it needs to be managed carefully. In the article below, we have outlined some steps to consider in relation to the resignation process which you may find useful.



1 APPROACHING A RESIGNATION

Resigning from a position can be a daunting task and, as such, it needs to be managed carefully. It is important to resign with your reputation, relationships and dignity intact and without burning any bridges along the way. You never know when you will cross paths with previous employers again, so it is vitally important to depart on good terms.

We recommend that you speak to your manager before speaking with anyone else in the team - even before your most trusted and loyal colleagues. There is nothing more awkward or unprofessional than your supervisor hearing about your future intentions from somebody else. Your superior will need to manage the communication to the wider team so it is important to discuss with them how and when the news will be communicated.

In addition to speaking with your manager about your desire to leave the organisation, we also recommend that you submit written notification explaining your decision to resign.

2 BE FLEXIBLE

Try to remain as flexible as possible during the resignation process. We recommend that you honour your notice period and conduct a thorough handover with your former employer and incoming staff member. The importance of ensuring continuous care of patients and clients within the healthcare sector cannot be overstated so doing your part to contribute to this is vital and will be greatly appreciated and respected. If you wish to maintain positive connections within the sector and protect your reputation, it is clearly to your advantage to leave on a positive note.

Making a difference to the people making a difference

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3 COUNTER OFFERS

It wouldn't be unusual for your employer to be disappointed with your decision and desire to leave. Whilst it is often flattering to receive a counter-offer to stay, you should always reflect on your needs, motivations, goals, values and the reasons why you have decided to leave in first place. Moreover, it is important for you to reflect on why it has taken a resignation for your current employer to spring into action. We recommend you ask yourself whether the counter-offer will alleviate all of the concerns you have had and how likely it is that management will follow through with what they are promising.

It is often worth chatting to family members, close friends, trusted colleagues and your recruiter about the pros and cons of staying there versus moving on. Statistically, 80% of candidates who accept a counter-offer from their employer leave within 6 months whilst 90% who accept a counter-offer leave within a year!

The team at Curamoir Healthcare Recruitment are always here to assist with any aspect of your job search. Just drop us an email or give us a call to discuss how we can help.

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