

117: 4 QUESTIONS TO ASK BEFORE YOU QUIT YOUR JOB

EPISODE NOTES

Thank you for joining the *Craig Groeschel Leadership Podcast*! Right now, some of you are deeply dissatisfied at work and might be considering quitting your job. In this episode, discern your next best career move by learning the four questions you need to ask before you quit your job.

The numbers are concerning.

According to a study done by Microsoft, 41% of employees are considering leaving their job within the next six months. Similarly, McKinsey found that 40% of employees are considering quitting.

The numbers don't look any better for those in ministry. According to Barna, 42% of pastors are considering leaving full-time ministry.

There's a good chance that two out of every five people you work with are considering leaving. That should get your attention.

Unfortunately, many of those who have left already, or will leave soon, end up regretting their decision.

Craig has two goals for this teaching:

1. Help great organizations keep great people. (This will be the focus of next month's main episode.)
2. Help great people in mismatched organizations find a better place for their talents.

Leaving isn't the only option.

You might be frustrated with the place you work right now. But you might be surprised by how much better your work can become if some adjustments are made.

For example, you might be dissatisfied with a specific problem, but your organization is actively working to fix that same problem. You might have a bad supervisor, but that bad supervisor may not be around three months from now.

If you leave now, you won't be able to see those things get better.

A warning: If you leave your current job to go somewhere else, there are going to be problems there as well.

No matter where you work, you will face frustrating seasons. Don't let temporary problems lead you to make permanent decisions.

*“Don’t let temporary problems lead you to make permanent decisions.”
—Craig Groeschel*

Many leaders react emotionally. *Wise leaders respond strategically.*

Here are **four questions you need to ask** before making a change.

Question #1: What specifically is frustrating me?

It’s critical for you to get to the root cause of your frustration.

Some of the most common frustrations are:

- Not feeling valued
- Not feeling appreciated
- Not getting enough feedback
- Not feeling like you’re growing
- The environment has started to feel unhealthy
- Your values have stopped aligning with the organization’s
- The work feels tedious
- The hours have become too much for your family
- The work has started to negatively effect you or your family’s health

You need to clearly define what’s frustrating you. If you don’t know the problem you’re solving, you’re likely to have that same problem later.

“If you don’t know the problem you’re solving, you’re likely to have that same problem later.” —Craig Groeschel

Question #2: Is this problem solvable?

Your first instinct might be, “I can’t solve this problem. It’s over my head.”

You might be shocked by how many problems can be solved with a bit of upward leadership.

For example, you might think the hours at your current role aren’t sustainable. You could ask to work from home one or two days a week.

If you think you aren’t receiving enough feedback, try asking for it.

Maybe you aren’t receiving enough responsibility. Ask for more.

Pro tip: The best leaders find ways to add value without being told. Take the initiative.

It’s so important to make an effort to solve the problems where you are.

If you do go somewhere else, there will still be problems. Sometimes it’s easier to fight the devil you know than the devil you don’t know.

Question #3: Are you the reason you’re unhappy at work?

We all have challenges that aren’t necessarily work-related. Maybe it’s a sick family member, a lack of confidence, or a strained personal relationship.

Whatever it is, that challenge might be what's causing your frustration at work.

For many, the great resignation is turning into the great regret and the great return. If you're not happy at this job, you may not be happy at a new one.

"For many, the great resignation is turning into the great regret and the great return." —Craig Groeschel

Question #4: Am I running *from* something or stepping *into* something?

If you're considering quitting, make sure you aren't running *from* something but running *to* something.

Seek wise counsel, pray deeply, and consider your own personal calling and values.

If you do decide to leave, **leave well**. Do not burn any bridges. How you leave an organization is more important than you can imagine.

When you do resign, resign in person, give ample verbal and written notice, and finish strong.

Offer to train your replacement, and be open, honest, kind, and grateful in an exit interview.

The world is smaller than you think. It bears repeating: don't burn bridges.

"The world is smaller than you think. Don't burn bridges." —Craig Groeschel

DISCUSSION QUESTIONS

Here are exercises you can do to grow as a leader—ask yourself and your team these questions:

1. Are you or someone you know frustrated with your current job? What specifically is frustrating you? (Be as specific as possible with your answer.)

2. What negative emotions are you feeling about your work right now? What are some ways you could change your environment that would improve those emotions?

3. Have you ever watched someone “burn bridges” when leaving an organization? What could you learn from their mistakes?

LEAD LIKE IT MATTERS

Building and maintaining momentum can be extremely difficult. Learn how to create a lasting impact in Craig's book [*Lead Like It Matters: 7 Leadership Principles for a Church That Lasts*](#).

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