



Millennials, Here's How To Successfully Change Jobs In 2017



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# Millennials, Here's How To Successfully Change Jobs In 2017



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I discover how millennials change the workplace. [FULL BIO](#)

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Millennials bear a lot of labels. One of the most common is “job hopper.” Unlike some labels, this one has data to support it: Gallup says 60% of millennials are open to a new job opportunity. And only half of millennials plan to be with their company within a year.

As the year comes to a close, many people set goals and plans for the coming new year. For millennials, a new job or new company is likely a plan at the top of the list for 2017.



Credit: Shutterstock

Finding a new job can be challenging in today's job market. So what does it take to change jobs successfully? That's the question I asked a number of executives, leaders, and HR pros:

## 1. Develop relationships and mitigate risk

"If you want to change roles within a company, you'll want to make sure that you've built relationships with others outside your function within the company. Don't wait to do that when you want to change. Do it day one when you arrive at the company. People like to hire people they know. It turns out the same is true when wanting to change careers—outside relationships matter, but you'll also need to help the new employer see why they're not actually taking a big risk hiring you by sharing the specific experiences you've had that matter to the new role thereby mitigating that risk. It will be up to you to do that. You can't expect a prospective employer to figure that out." - Mercedes De Luca, COO, [Basecamp](#)

## 2. Leverage your network

"Great career moves can feel like a leap of faith for both the professional and the employer, so it's important that you stand out from the rest of the applicant pool. The key to doing this is finding someone at the company that will take a chance on you. Ideally, you can start by looking for jobs at

employers where you know someone. You should also leverage your existing network by reaching out to people that used to work at your company, or went to your university and are now in the field you are considering. Once you have someone on the inside who knows and believes in you, it is much easier to get an interview and show the company what you're made of." - [Daniel Shapero](#), Director of Product Management, LinkedIn Careers

### 3. Be a person of execution

"Be an FBI. Be known for doing one or all of these three things well – fixing things that are broken, building something because the solution doesn't exist, or improving something that's good but has the potential to be great." - [Jeff Vijungco](#), VP Global Talent, [Adobe](#)

### 4. Be confident in your strengths

"When making a career change, it's essential to think about what your strengths are beyond how your current role is defined. While working in different positions, your skill sets evolve over time, and lots of companies now have programs to help practice and refine both your soft and technical abilities, such as communicating with clients or learning a new software. Very importantly, don't let a label stop you from taking on a role that interests you. In my role, I focus on bringing new financial advisors into Merrill Lynch, and I've found that the most successful candidates aren't always from the expected industry but are able to repurpose their capabilities and use it to their strength in the new venture." - [Cheri Lytle](#), Head of Advisor Strategy & Development, [Merrill Lynch Wealth Management](#)

### 5. Find a mentor

"If you're hoping to change roles within a company, consider developing a mentor or sponsor relationship with a more senior colleague in the department you're interested in transferring to. They can provide insight into what to expect and how to be successful in that new role or even help you make the transition." - [Joyce Russell](#), President, [Adecco Staffing USA](#)


### 6. Develop a vision for the future

"Create the vision. You're not going to get a new role by twiddling your thumbs. Go to leadership and respectfully show how your understanding of millennials can help transform the business for the next generation." - [James Goodnow](#), Millennial Attorney, [Fennemore Craig, P.C.](#)

### 7. Have a game plan

"Have a game plan for what you want to do and relevant interview questions to determine the fit of the position. If something interests you, make sure the employer has an idea of what the ideal candidate would be in that position; what kind of goals do they expect to be met, what kind of responsibilities to be fulfilled, what a rockstar employee looks like. Become that rockstar." - [Josh Blanton](#) CMO/Co-founder, [Next Steps Digital](#)

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