



SOCIETY OF ACTUARIES

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What Would You Do? New Case: Go for the Offer?

By John West Hadley

Here is our third entry in the "What Would You Do?" series. Write to me at SteppingStone@JHACareers.com to tell me what you would do. In the February issue, I'll compile the responses received (preserving your anonymity, of course), along with what actually happened in the real-life situation.

I need your help in crafting future case studies. Write to me about your own challenging, surprising or nightmarish situations involving business, leadership, management, or any of the topic areas covered by *The Stepping Stone*, and what lessons you learned from them. I'll collaborate with you on turning it into a simple case study, being careful to ensure no one is identifiable.

GO FOR THE OFFER?

Charles was a recent FSA seeking a new leadership role. A recruiter who had placed several actuaries at Industrial Life reached out to him about a position in their actuarial department, telling him she thought he would be a very good fit to their culture and operation. Although it wasn't exactly the role he was seeking, it had enough positive attributes to be worth exploring.

Charles arrived for the interview, and was having a good discussion with Frank, the department head and hiring manager, when he realized that the specific job really wasn't what he wanted. He was tempted to reveal this to Frank, but he had always heard that in any interview you should always go for the offer. After all, there's nothing to turn down until you actually receive an offer, and you can always negotiate once the company has decided they want you.

If you were Charles, would you tell Frank you're not interested in the job? Why or why not?

WHAT WOULD YOU DO? ●

John Hadley is a career counselor who works with job seekers frustrated with their search, and professionals struggling to increase their visibility and influence. He can be reached at John@JHACareers.com or 908.725.2437. Find his free *Career Tips* newsletter and other resources at www.JHACareers.com, and watch for his upcoming book, *Cruising Through Executive Interviews ... To Land That 6 Figure Job You Deserve*.