



Article from

## **The Stepping Stone**

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WHAT WOULD YOU DO?

# A Counterproposal

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Here is our 10th entry in the “*What Would You Do?*” series.<sup>1</sup> Write to me at [SteppingStone@JHACareers.com](mailto:SteppingStone@JHACareers.com) to tell me what you would do. In the November issue, I’ll compile the responses received (preserving your anonymity, of course), along with what actually happened in the real-life situation.

Help me craft 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 your situation into a simple case study, being careful to ensure no one is identifiable. And share your own thoughts (pro and con) on the series as a whole at [SteppingStone@JHACareers.com](mailto:SteppingStone@JHACareers.com).

## A COUNTERPROPOSAL

Susan enjoys her boss and her job at Century Life, but feels stuck. She is a career ASA, the only one at her small company. She hasn’t received a promotion for several years, while of course all of the FSA-track members of the actuarial department have been steadily moving up. Her immediate boss (Alex, who runs the actuarial department) has always been very supportive, but she doesn’t

feel that the chief actuary (Alex’s boss, Thomas) values her for a higher-level role.

Susan gets a job offer from another company in the area, and decides to accept it. When she goes to Alex to turn in her resignation, he asks her about the job. As they talk, he tells her that he would normally be quick to congratulate her and wish her well, but he doesn’t get the sense that she’s excited about this move.

They discuss her current and potential future situation for an hour and a half, and Susan shares her concerns. At the end, Alex tells Susan that it feels to him like this isn’t the right move for her, but that he will respect whatever decision she decides to make. He tells her he will talk to Thomas about a promotion if she decides to stay.

If you were Susan, what would you do? ■

### ENDNOTE

<sup>1</sup> Past issues in the series have considered whether to demote or fire a difficult employee, performance reviews and their aftermath, interview challenges from both sides of the desk, evaluating job offers, a difficult product decision, and how to build connections with the home office. To catch up on the entire series, which started in May 2013, check out back issues of *The Stepping Stone* on the Management and Personal Development (M&PD) website at [www.soa.org/mpd](http://www.soa.org/mpd).



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