



SOCIETY OF ACTUARIES

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What Would You Do? Do You Make the Offer?

By John West Hadley

Here is our fourth entry in the "What Would You Do?" series. Write to me at SteppingStone@JHACareers.com to tell me what you would do. In the May 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.

DO YOU MAKE THE OFFER?

Tim interviewed Joe for an officer-level role within his Actuarial operation. Tim and his boss (the chief actuary) were equally impressed with Joe, and were discussing what offer to make him, when the CEO stopped by. He had also interviewed Joe, and said that while he agreed that Joe was top-notch, he was

concerned that he might not fit in with the company's "old guard" leadership. He didn't say not to hire him, just expressed a concern, and Tim's boss left the decision up to him. Would you extend Joe an offer?

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*.