THE SPQ MODEL

THE SWITCH, PIVOT OR QUIT MODEL

STEP 1: PERFORM AN OVERALL ANALYSIS OF YOUR CURRENT SITUATION.

- Decide why a change is necessary.
- Analyze your skills and talents.
- Analyze areas for improvement in your skills.
- Analyze the current work environment.
- Analyze potential areas within the company where a move can be made.
- Identify possible mentors or promotors within the company.
- Determine your end goal in the next six months, one year and five years from now.

STEP 2: ANALYZE WHETHER A “SWITCH” IS POSSIBLE.
To “Switch” means to stay where you are but with improved conditions, such as a promotion, new job responsibilities, etc.

- There is a way to improve what I am currently doing and remain where I am.
- There is a way to change/modify what I am currently doing in my current position.
- There is room to grow in my current position.
- I have the support of my supervisor, manager, department head or person in power.
- I have not outgrown my current position in regards to skills/talent.
- I am still interested/love this type of work.

STEP 3: ANALYZE WHETHER A “PIVOT” IS POSSIBLE.
To “Pivot” means to make a move internally to a different department in the same company or to change or add to what you currently do such as through a side hustle while maintaining your current job.

- I am more excited about another position I heard about than my current position.
- There is another department/group that I can move to.
- I can use my current skills for a position in a different department/group.
- I can easily gain new skills or certifications that I can use to move to a different group.
- I have the support of my supervisor, manager, department head or person in power.
- I have a promotor(s) outside of my current department who can put a word in for me.
- There is a possibility to rotate into the department on a temporary basis, part-time or short-term basis.
- There is a possibility to create a side hustle to fill my needs while keeping my current job.

STEP 4: ANALYZE WHETHER IT IS BEST TO “QUIT.”
To “Quit” means to leave the company and current role and find a new position externally. This could also be starting your own business full time.

- I don’t have the support of my supervisor, manager, department head or person in power.
- I’m at a ceiling and there is nowhere to expand within my current department.
- There is nowhere to go within the company in general.
- There are open positions that I am unfairly blocked from being considered.
- I have no mentors or promotors who can vouch for me.
- No one values, appreciates or recognizes what I do.
- I am unhappy overall with the organization as a whole.