



THE VERITAS DECISION CHECKLISTS

Checklist 01

10 Questions Before You Make Your Next Career Move

A structured tool to separate clarity from urgency, before you decide.

BEFORE YOU DECIDE

The Checklist

Most career decisions do not go wrong because people choose the wrong option. They go wrong because important questions remain unanswered.

This checklist is designed to slow the decision down. It will not tell you what to do. It will help you examine whether you understand the problem, the alternatives, and the consequences before making your next move.

Tick each statement only if you have a clear answer — not because the answer is positive, but because it is informed.

A closer look at each question is available in Looking Beyond the Checklist, if you'd like to think it through in more depth.

- 1 I know whether I am solving a real problem or reacting to a recent setback.
- 2 I can name exactly what I'm unhappy with — role, company, sector, or pace of growth.
- 3 I know which parts of my current work I'd still want to keep doing.
- 4 I know whether I am moving toward a clear goal or simply away from my current situation.
- 5 I know what I'd need to learn or unlearn to make this move.
- 6 I have tested — or know how to test — this direction before making a major commitment.
- 7 I know what this will cost me financially, and I've discussed it with the people it affects.
- 8 I've spoken to at least one person who has made a similar move.
- 9 I've checked how this role actually works day-to-day, not just how it looks from outside.
- 10 I have considered what I would do if this move does not work out.

Score Interpretation

- 8–10** You have thought through most of the important questions. Review your assumptions once more, then make your decision with confidence.
- 4–7** You have a direction, but several unanswered questions remain. Closing those gaps now may prevent costly course corrections later.
- 0–3** You may be reacting faster than you are evaluating. More information and structured reflection are likely to improve the quality of your decision.

A NOTE BEFORE YOU READ FURTHER

What This Checklist Is – and Isn't

This checklist is designed to improve the quality of a career decision. It is not a personality assessment, a career recommendation, or a prediction of success.

A high score does not mean you should change jobs. A low score does not mean you should stay.

It simply indicates how well you understand the decision you are about to make.

FOR DEEPER REFLECTION

Looking Beyond the Checklist

A closer look at each question, for when you want to think it through rather than just check it off.

1 Am I solving a real problem, or reacting to a recent setback?

Start here, before anything else. A poor rating, a skipped promotion, or a demanding manager can feel like proof that the whole path is wrong. Sometimes it is. Often, it's one difficult period, not the whole career.

Ask yourself: Has this feeling lasted for months, or started after a specific event?

2 What exactly am I unhappy with — the role, the company, the sector, or the pace of growth?

Once you know the feeling is real, get specific about its source. "I want a change" often really means one particular thing: a services-to-product move, a switch out of a slow-moving organisation, an escape from a difficult team, or frustration with how long promotions are taking.

Ask yourself: If you changed only the company but kept the same role and sector, would that solve it?

3 What parts of my current work do I still find genuinely engaging?

Before you look outward, look at what's already working. Even in roles people are ready to leave, certain tasks — client conversations, a specific tool, mentoring juniors — usually still hold up. These are clues about what to look for next, not distractions from the bigger question.

Ask yourself: Which two or three parts of your current work would you gladly continue doing?

4 Am I moving toward a clear goal, or simply away from my current situation?

Many career moves are driven by comparison — a friend's package after switching, a cousin's MBA, a batchmate's new posting. A move made only to keep pace with others rarely holds up. A move made toward something you can name usually does.

Ask yourself: Can you describe what you're moving toward, without comparing it to anyone else's path?

5 What would I need to learn or unlearn to make this move?

A shift from execution to strategy, technical to managerial, or salaried to entrepreneurial each demands a specific skill gap. Courses and certifications help only when they close a gap you've actually identified.

Ask yourself: Is this a 3-month gap, a 1-year gap, or a fundamentally different skill set?

6 Have I tested this direction before making a major commitment?

Look for a smaller first step before committing fully. A weekend project, a certification, an informational call with someone already in that role or company — these lower the cost of being wrong, without requiring a major commitment upfront.

Ask yourself: What is the smallest possible test of this direction, before you commit fully?

7 What will this move cost me – financially, and in the expectations of the people close to me?

Committing has a cost worth naming honestly. A home loan EMI, support for parents or siblings, or family that measures stability differently than you do — these are real factors, not obstacles to hide from. Naming this cost clearly, including the conversations it will require at home, makes the decision sturdier, not weaker.

Ask yourself: Can you sustain this move financially for 6 months, and have you discussed it with the people it affects?

8 Who do I know who has made a similar move, and what did they actually learn?

Somebody in your network, LinkedIn connections, an alumni group, or even a distant relative has likely made a similar switch — services to product, a sector change, or a move into entrepreneurship. Their lived experience is more useful than any forum thread.

Ask yourself: Who could you message this month to ask about their move, not just their outcome?

9 Am I deciding based on the LinkedIn version of this role, or how it actually works day-to-day?

Roles that look impressive from outside — consulting, product management, a posting abroad — often look very different once you're inside them. Titles and outcomes are visible; the actual workload, hours, and politics usually aren't.

Ask yourself: Have you spoken to someone doing this role day-to-day, or only seen the outcome from outside?

10 If this doesn't work out, what would I do next?

This isn't pessimism — it's what makes a bold move sustainable, especially where safety nets are thinner and expectations at home run higher. People who know their fallback tend to take bigger, better-considered risks, and can explain their decision with more confidence when questioned.

Ask yourself: What would you do if this specific move didn't work out in a year, and could you say that plan out loud to the people closest to you?

CLOSING REFLECTION

A decision made with real clarity, at your own pace, tends to hold up better than one made quickly under pressure. If this checklist surfaced more open questions than answers, that's not a setback — it's useful information. A structured conversation with someone outside the situation can often help separate temporary frustration from a genuine need for change.

Want help thinking it through?

[Book a 20-Minute Career Clarity Conversation →](#)

ABOUT VERITAS PATHWAYS



VERITAS PATHWAYS

SHAPING PROMISES



WEBSITE

veritaspathways.com



PHONE

+91-8138883335



EMAIL

veritas.pathways@gmail.com



INSTAGRAM

@veritaspathways

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