

The 7-month itch

By **Katie Taylor**

Relationships often run into trouble with the seven-year itch. But when it comes to the workplace, employees become restless much more quickly. Eight out of ten workers say they suffer from the seven-month itch.

That is the point after starting a new job when they decide whether to walk away from the company.

According to a survey by recruitment consultancy Office Angels, more than half said they would consider leaving if they had been oversold the job and it had not met expectations.

And a fifth would move on if their boss failed to mention a pay rise. For one in four, promises of a promotion that failed to materialise would be enough to make them look elsewhere.

It took public relations manager Natalie Jim seven months to realise she was in the wrong job.

Natalie, 28, from Whitechapel, east London, originally wanted to work in public relations and jumped at her first job offer with an agency that specialises in the IT sector.

'There was a honeymoon period when I was very excited about my future, but after a few months I realised the IT sector wasn't inspiring me,' she says. 'The people I worked with were fine, but my heart just wasn't in it.'

Natalie moved to a job as a manager at

That's how long it takes to find out if your heart is really in the job

a general consumer PR agency and has been there for the past six years.

Ali Gill, co-founder of talent management consultancy Getfeedback, believes that short-lived appointments could be avoided if employers were more honest with applicants about a job rather than saying what they think the person wants to hear.

Gill says: 'Bosses focus on selling the organisation and the possibilities of the role instead of being specific about what the job will involve.'

She thinks that the key is identifying what motivation is needed in a position and matching that to the motivational requirements of the candidate.

For example, someone who thrives in a tight-knit team environment will struggle in a job that is based on working independently.

Gill adds: 'Talk of possible pay rises and promotion so early on can also raise expectations.'



Honeymoon over: Natalie Jim quit her first job after seven months