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askers ask this question to assess your motivation, cultural fit, and potential red flags. Valid reasons for job changes include seeking career growth, new challenges, and better work-life balance. Example answers should be tailored to reflect your personal motivations and align with the job you're applying for. Follow the dos and don'ts to ensure your answer is both compelling and professional.

Navigating job interviews can be challenging, especially when faced with the common yet tricky question, "Why are you looking for a job change?" This query often leaves job seekers, career changers, and recent graduates in a bind. But worry not! In this post, we'll break down why employers ask this question, how to craft powerful responses, and what to avoid. By the end, you'll feel confident and prepared to tackle this interview hurdle with finesse. ([quick-link=3/sandbox/home-v3"\)](#)

Why Do Employers Ask "Why Are You Switching Your Current Job?" Employers ask this question for several reasons. Understanding these motivations will help you tailor your response accordingly.

Assessing Your Motivation: One of the primary reasons employers ask this question is to gauge your motivation for seeking a new role. Are you driven by professional growth, or are you simply looking for a change? Employers want to understand if you're genuinely interested in the position they're offering or just shopping around.

Evaluating Fit for the Company Culture: Another reason is to assess whether you'll be a good fit for their company culture. By understanding why you're leaving your current job, they can infer what you value in a workplace. This helps them determine if their company aligns with your professional needs and values.

Find Jobs at Qoreos **Job Change/Crafting a compelling response requires understanding acceptable reasons for wanting to change jobs. Here are some that will resonate well with employers:**

Seeking Career Growth: One of the most positive reasons to change jobs is the pursuit of career growth. This shows that you are goal-oriented and committed to advancing your profession. You might say, "I'm looking for opportunities to develop my skills further and take on new challenges."

Example: "I've enjoyed my time at [Current Company], but I feel ready to take on new responsibilities and grow in my career." I'm particularly excited about the opportunities for skill development and advancement that your company offers. "Desire for New Challenges"

Another valid reason is the desire for new challenges. This indicates that you are motivated and eager to learn. A sample response could be, "I'm eager to tackle new projects that will push my boundaries and help me grow professionally."

Example: "I thrive in environments where I can contribute to innovative projects and solve complex problems. When I learned about the exciting initiatives at [Target Company], I knew it was the right place for me to further my career."

Better Work-Life Balance: If you're seeking a better work-life balance, it's essential to frame this positively. You might explain, "I'm looking for a role that offers a better balance between my professional and personal life, which I believe will enhance my productivity and job satisfaction."

Example: "While I've gained valuable experience at [Current Company], I am seeking a role that better aligns with my work-life balance priorities. I believe that [Target Company]'s flexible work environment will enable me to be more productive and engaged."

Suggested: Employee Retention Strategies **Dos and Don'ts:** Remember, while it's important to be honest, you should also avoid negative comments about your previous employer. Focus on the positives and your future goals. For example, instead of saying, "My last job was too stressful," you could say, "I'm looking for a role that allows me to manage stress more effectively while continuing to grow professionally."

Following these tips, you'll be well-prepared to answer the question "Why are you looking for a job change?" effectively, making a strong case for why you're the ideal candidate for the role.

Positive Reasons: How to Answer "Explain the Career Gap in Your Resume?" When looking for a new position or trying to change jobs, employers will ask why. Without a convincing answer, it could cost you the opportunity. So in this article, I'll provide six full answer examples and walk you through: Why interviewers ask why are you looking for a new job. How to answer to impress a hiring manager (including 13 good reasons you can provide). The biggest mistake to avoid when answering. Frame your answer around what you want to gain in a new role, rather than negativity about your current or past employer. Be sincere about your reasons but avoid sharing details that might portray you negatively. Rehearse your answer to ensure you deliver it confidently and without hesitation. Employers ask this job interview question to assess your antecedent in your previous jobs. They want to ensure you didn't cause problems at your last company. They want to understand your goals so they can hire someone who will be a good long-term fit for the role!

Available stats show that more than 80% of recruiters believe culture fit is an important factor when hiring. This is because hiring with cultural fit in mind can potentially minimize recruiting and onboarding costs. They would ideally like to find someone who is looking for career advancement and/or is genuinely interested in their company and position. Employers might phrase this question in slightly different ways, too, including: "Why are you interested in new job opportunities?" "Why are you looking for a job change?" "Why are you looking for new opportunities?" You can answer all of these questions in the same way. Coming up, I will share time-tested tips on how to answer the question. With insights gained from years of hiring and coaching top talents, these strategies will help you navigate even the trickiest interview questions with confidence and ease. While there are many reasons why people leave their current jobs, not all are created equal. Some are red flags, while others are strengths. As a hiring manager, I look for candidates who can tell me about why they left their previous employer. It tells me about what you're looking to get away from. In your answer, explain how this new role connects to your overall professional ambitions. Your interviewer will be interested in knowing how this new role contributes to your professional journey. Demonstrate how this opportunity aligns with your long-term plans and how it will help you achieve specific milestones in your career. You want to show them you're not simply job-hopping for the sake of it. Neither do you want to tell your interviewer your sole reason for wanting the new job is the ease of commute. While this may be true, this response isn't going to help you get the job offer in most cases. Therefore, it's better to ensure your answer reflects the strategic importance of the new role in your career trajectory. Frame Your Job Transition in a Positive Light It can feel challenging to communicate your motivation for looking for a new role, particularly if you're unhappy with your current employer. Instead of focusing on why you want to leave where you're at, focus your answer on why you're interested in the company you're interviewing with, as you want to avoid badmouthing your current organization. Talented recruiters and hiring managers can often read through the lines. Plus, the focus of the interview is on the value you will bring to the next company, not harping on the past. Are there specific skills this new job will help you sharpen? Mention them in your answer. Highlight how this position will enable your professional growth and how your enhanced skill set will add value to the company. Doing this shows the interviewer you're eager to get better at what you do. This makes you a more attractive candidate because it demonstrates your commitment to continuous improvement and your proactive approach to personal and professional development. With these first four steps, you will have a solid answer. The next step is to practice your answer to ensure conciseness. Practicing your response will help you deliver it smoothly during the interview, making a strong and positive impression. In my interactions with clients, I've found that many struggle with providing a clear, concise answer. To help, I've created a template that guides you through the process. It includes prompts for you to think about your own experiences and how they relate to the job you're applying for. Overall, I encourage you to be honest about why you're seeking new opportunities, but sometimes it's best to omit certain details. If you're currently employed, frame your reason as career advancement or unavoidable personal circumstances, such as needing to relocate due to a partner's new job. "30% of my department was laid off and I was a part of that. I enjoyed the role and learned a lot, but the company had struggled financially for the entire time I was there. I'm hoping to find a company that's in a better financial position so that I can continue learning and growing as a Staff Accountant and take on more responsibilities over time. One other thing that attracted me to your role was the industry that you're in. I've always been passionate about the travel industry and am an avid traveler myself!" My current role is going well. However, I've been at the company for six years, and I think it's time to experience another organization to expose myself to new challenges and keep growing professionally. I've known about your organization for many years since we're in the same industry, and I've always liked your line of products. I also read some fantastic reviews from current employees online." Notice how in both of these answer examples above, I'm concluding by explaining why their job and company interested me. This is a great idea because it shows them that you have specific reasons for wanting to work for them. Hiring managers usually prefer someone who's excited about their job and company, rather than someone who seems like they just want any job they can find. So even if the interviewer doesn't directly ask, "Why are you applying for this position?" it's often a good idea to explain your reasons and show that you've done your research. "My family is relocating to the Chicago area for my wife's job, so I'm looking to find the next step in my career here in Chicago, too." "I'm looking to change jobs because my family had to relocate for personal reasons and my commute is now 90 minutes each way. I'm hoping to find a position that's closer to my home while still allowing me to continue growing professionally." "I'm looking for a new challenge and growth opportunity. I've been working at my current company for five years, and I feel it's time to explore new roles and responsibilities. I'm excited about the possibility of contributing to your team and helping drive the company forward." "I've enjoyed my current company but we're going through big changes right now. Both of my bosses and the person who recruited me into the company have left the organization, and I feel that it's a good time for me to look to make a transition as well if I'm able to find the right opportunity." "I wasn't actively job searching, but a recruiter contacted me and your role sounded like an interesting opportunity. The story they told me about your company's history and recent growth caught my attention, so I was hoping to learn more." One situation not covered in the sample answers above is being fired for performance issues or misconduct. If you were fired and need help explaining it, read this article for guidance. The biggest mistake you can make when answering this question is badmouthing a former boss, coworker, or employer. Never do this! Whether you were laid off, fired, or are currently employed, it's better to stay positive when explaining why you're seeking a change or a new opportunity. Complaining about a previous employer during an interview will only make the hiring manager wonder if you were part of the problem since they haven't heard the other side of the story. As a recruiter, I've seen this happen many times. Candidates who complain and badmouth their former employers don't leave a good impression. It makes me question what their former employers would say about them. For example, if your last position was chaotic and stressful, and you were laid off due to financial struggles, you should explain what happened without dwelling on the negatives. Instead, focus on what you're looking for in a new job and why the next company seems attractive to you. This is exactly how I recommend answering. "Why did you leave your last company?" too! And if you're currently employed, don't badmouth your current job or company either. The less you badmouth, the better! About the Author Brian Clark is a former executive recruiter who has worked individually with hundreds of job seekers, reviewed thousands of resumes and LinkedIn profiles, and helped countless professionals land their dream jobs. He's a seasoned career coach and mentor, advocating, transforms his side hustle into a notable practice, aiding Silicon Valley professionals in maximizing potential. Follow Kyle on LinkedIn, About the Editor Sanja Bojanic, Career Sidekick's Editor-in-Chief for over a year, expertly curates content to empower job seekers and professionals. Anytime you look to make a career change, you'll face the interview question "Why are you changing careers?" And if you aren't prepared to answer, it can result in job rejections and potential failure in your job search. As a former recruiter, I'm going to share: How to answer the "Why career change?" interview question (and why employers ask this) 9 good reasons for a career change 4 word-for-word sample interview answers to why you want a new career Mistakes to avoid when answering career change interview questions Why Employers Ask This Interview Question Employers ask interview questions about why you're making a career change because they want to understand your career goals. In a job interview, they aren't just looking to see if you can perform their job well; they want to know if you're likely to stay long-term and enjoy the job. And the more you can show them that you have solid, well-thought-out reasons for changing careers, the more comfortable they'll be in hiring you. If you seem unsure, they're less likely to hire you into their organization. They also want to make sure you've researched and taken time to understand this new career/industry you're looking to join. They aren't going to hire you if you don't seem like you understand the work and challenges that you'll face. Finally, they're hoping to get a sense of whether you performed well in your past career or not. If you tell an employer, "I'm looking to switch into a different career because I've been getting poor performance reviews in my current job," they'll worry that you may struggle to perform well in their job, too. So as you answer this question, it's best to focus on the favorable aspects you hope to gain in your next role, and don't talk too much about the negatives of your past industry. The only exception to this rule is if you're currently unemployed, in which case, you can mention your previous employer's shortcomings to show that you're not just jumping ship, but that you're looking for a better fit. Address the question head-on with one or two clear reasons. Avoid badmouthing your current job, employer, or industry, and instead, focus on what you hope to gain in your next career path. You can talk about how it's more in-line with what you're passionate about or interested in, how you feel it's a better industry for future growth and job security, or how you've always wanted to be a part of this industry and finally feel it's the right time to change careers now. Also, highlight any ways in which your skills and experience from previous jobs will be relevant to the new career you're pursuing. If you can point out how your past work will help you succeed in this new job, it'll make the interviewer feel better about offering you the position. And it'll also explain why you want to change your career now. Also, it's best if you point out one specific career you're pursuing now in your job search. If you tell the interviewer that you're looking at five different new careers, it's going to cast doubt about whether you know what you want. I'll discuss this more in the "mistakes" section later in this article. To recap, there isn't one "right" answer here but you need to be direct and head-on. Avoid badmouthing, and stay positive in your answer. Don't worry if you're still not sure what to say for why you're changing careers. Coming up, I'll give you sample reasons for why you want to change career, and word-for-word interview answer examples. Why Make a Career Change? 9 Good Reasons More opportunities for long-term career growth and higher pay. Personal interest/passion in an area. Make a bigger social or community impact. Uncertainty about the long-term prospects of your current industry. (This isn't considered badmouthing if you simply share your unemotional observations about the industry in general.) Seeking new challenges and personal growth. Taking a job that is better suited to your skills, experience, and/or personality. Following colleagues from a previous company who have made a successful career change and have recommended this new job/career to you. Financial reasons. Transfer well into this new career. For example, I saw your job description mentions communication with clients and the ability to lead projects, which were key parts of my last job. And overall, I've received career advice from a few colleagues who have successfully made this same career change and recommended it as a way to grow, earn more in their career, and find new challenges. This is a great answer to "Why make a career change?" for a few reasons. You're pointing out your relevant skills and experience. You're mentioning a few colleagues who have successfully made this change, which will put the hiring manager's mind at ease about whether you'll "work out" in this new career. And you're explaining your personal reasons for wanting this new career path... such as higher potential for career growth and earnings. This is a solid interview answer to why you are looking to change careers. Let's look at more examples. Example Answer 2: My current industry is struggling and I feel this industry has many overlaps with my current industry and role, so I'd be able to use my skills quickly to contribute, rather than having to start over and learn from scratch. For example, in my current role, I manage projects for four to five large clients at a time and use many of the skills listed on your job posting, like leading teams, leading meetings, and interacting with clients to provide progress reports and updates. So I see this as a way to shift into a healthier, more stable industry while also keeping my relevant skills and being able to hit the ground running in my next position. Notice how this answer is positive and direct. It also shows how you'll be able to perform well for this employer based on your previous work experience. All of these factors make this a good answer that will impress the typical company. Example Answer 3: I'm looking to change careers to join a company that's more aligned with my personal interest and passion for community service. I want to make a positive impact, not just help a company generate profits, and I love that your company has a focus on giving back to the community. I'm excited about the opportunity to contribute to your mission and