



Relocation Due Diligence

Excerpted from "Business Insider", July, 2015:

If you're considering relocating, here are questions to ask yourself before making a decision.

Have I done my homework on the new city, the new job, and the new company?

- The more you know about the job, company, and the new city, the more educated your decision — and the less stressful the choice will be
- Make a list of pros and cons

Have I created a budget?

- Create a budget, including cost of living
- Review the cost of living in the proposed city, your salary, and other income, as well as home, car, and other expenses, before agreeing to any offer
- There are several cost of living calculators online, such as those on Salary.com or Payscale.com.

Have I weighed the pros and cons?

- As with any tough decision, it helps to make a pros and cons list
- The bottom line is: What am I gaining and what am I forfeiting?

Do I know everything I need to know about the job?

- Ask informed questions — those that show you've done preliminary

Will I like my new boss?

- There's no way to answer this with complete certainty before you start working for them — but think about whether it would be a good fit.
- This person will have the most influence on your job satisfaction — more than any other single factor
 - Is your new manager someone you can learn from
 - Is your long-term career of genuine interest to your boss
 - Is there chemistry
 - Are there signs that raise concerns
 - Spend time with your new boss before the big move.

Does the position offer growth?

- Try to ascertain whether the position offers sufficient upward mobility, not just from where your career is now, but once you're on board.

Is the salary desirable, and is it adjusted to the cost of living in this new place?

- Make sure that the salary you're offered is competitive and worth the big move
- A general rule of thumb is that you should earn 10% to 20% more than your current salary when changing jobs in the same city
- When you're relocating, you can generally be a little more aggressive, depending on your industry, current salary and background — unless the cost of living is significantly lower in the new city
- Do your research online and find out what the salaries are for your specialty in the new city.
- Remember to take into consideration other factors, such as benefits, incentives, and advancement opportunities

Have I discussed and negotiated moving allowances?

- Understand and be able to negotiate allowances, ranging from the move itself, to arrangements for the sale of your home if you don't sell in a certain period (if applicable)

Do I know anyone in this new city? Am I willing to leave certain people behind?

- Who will you be leaving behind
- Consider the personal side of this move
- Are there family members, relatives, or friends in the new city
- Some that you hate to leave behind
- It's helpful for some to have a friend in the new town who can make them feel welcome and supported
- Some people make friends easily and find that to be a rewarding new challenge
- Be true to yourself and have realistic expectations

Have I talked to my family about what *they* want?

- You may well have to take into consideration the opinion of others before getting too amped about the relocation
- Check in with all those affected — like your partner, kids, parents, siblings, or anyone who you feel might be impacted
- On the flip side, the new job could take you closer to family members or friends
- Having open and honest communications with all those involved will be critical
- Think about what's best for everyone involved

Have I spent enough time in this new city or town, and is this community the right place for my family and me?

- Think about what's most important to you and your family, and find out whether the new location offers these things
- Spend time looking at housing, local schools, traffic patterns at various times of the day, and places where you would pursue activities outside work
- Check out the local attractions, parks, beaches, shopping, restaurants, clubs, and cultural or religious organizations

- Ask about the climate year-round and talk to as many people as you can

What is my gut telling me?

- Most often, your gut instincts are accurate
- The problem is that people don't always follow them; if you're doing a lot of second-guessing, you probably have your answer
- If you can't stop thinking about the prospects of this potential move and have an unstoppable feeling of elation, you also have your answer: take a leap of faith

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