

Career Change Decision Guide



Career Stay or Go Workbook

Yinka Adesina

02 Stay or Go?



Is Now The Time?

You have been asking yourself "Should I stay or go?" for months. Every pro and con list created leaves you more confused.

The problem is not that you cannot decide. It's that you might be asking the wrong questions.

This framework gives you clarity in 3 questions and 1 week of tracking.



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The 3-Question Decision Framework

Stop Overthinking. Start Deciding.

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How It Works?

Step 1

Answer 3 Questions

Step 2

Track Energy for 7 Days

Step 3

Use the Decision Guide

Step 4

Take Action



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3 Critical Questions

1. Well-being: If nothing changed, could I stay another year without jeopardising my wellbeing?

2. Action: Have I already tried to fix this? What happened?

3. Root Cause: Is the issue the work itself, or the environment?

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Your Energy Tracker

Identify your energy highs and lows with precision.

7 Day Energy Audit

For 7 days, at the end of each day answer.

- What drained me today?
- What energised me today?
- What felt meaningful today?



Day	Drained	Energised	Meaningful
1			
2			
3			
4			
5			
6			
7			



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Energy Analysis

Answer these questions to gain clarity on what affects your energy the most at work?

1. What drained me MOST consistently?

2. What energised me the MOST?

3. Are drains related to WORK or ENVIRONMENT?

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Decision Time

Explore insights on where you are now and decide your next steps for support.



Decision Guide

Use the table below as a guide on what your next steps could be. This is a starting point only. For personalised support, get support from a professional career coach or qualified counsellor.

Your Answers	Indication
Q1: No Q2: Tried, failed Q3: Work itself	Could suggest it's time to leave and a career change is needed.
Q1: No Q2: Tried, failed Q3: Environment	It may be time to change companies. Explore the same work in a new company or sector.
Q1: Maybe Q2: Not tried Q3: Environment	You could stay & fix things. Give yourself 3 months with clear actions and monitor.
Q1: Yes Energy: Positive	You might want to stay. This could be temporary while prioritising recovery.
Unsure/Mixed	You may need more time to complete this e.g 1-3 months, or book a career strategy call.



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What You Can Do Next?



Make the most of your results (Part I)

Where you've decided to leave, change companies or stay and craft your current role.. You have an opportunity to become stuck avoid repeating the same patterns for another 6 months, or another year. Hear's what you can do instead.

To leave on your terms:

- Do not quit current employer yet. Build exit plan while employed
- Download [Career Change Readiness Assessment](#)
- Start exploring through informational interviews with desired profession
- Set your timeline: Allocate 3 months to explore + 3-6 months searching
- Get quality career coaching support



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What You Can Do Next?

Make the most of your results (Part II)

To change companies or sectors:

- List your non-negotiables
- Update CV and LinkedIn
- Interview them about culture
- Do not settle for not as bad roles, aim for meaningful and energy boosting roles

To stay and craft:

- Have direct and open conversation with manager
- Set clear boundaries
- Give yourself a 3-month deadline, define job craft goals and purpose
- Document everything (emails, feedback, internal opportunities)
- Revisit this in 3 months

Get in touch for career change strategies, research-backed, no fluff, designed for professionals navigating transitions without burning out.

✉ **Get In Touch**

Know someone stuck in their career?

Share this guide. Sometimes the best way to solidify your own clarity is to help others find theirs.



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Career Coach



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About Me

I'm Yinka, a career coach who specialises in supporting self-empowered professionals to navigate meaningful career transitions without burning out or always starting from scratch.

My Background

- BSc in Psychology with Business & MSc in Business Psychology
- 10+ years experience across Careers and HR (including Recruitment & OD)
- Expertise in career transitions, professional identity and well-being at work
- Mission to support professionals transition into more meaningful careers.
- Memberships: Association for Coaching, Career Development Institute.

Why My Approach Is Different

I don't believe in a one size fits all approach or treating your career change like a purely transactional job search. As an active researcher, my career coaching is:

- **Evidence based and academically informed.** I draw on traditional and cutting-edge psychological research (Career Development, Positive Psychology and Behaviour Change models) to help you make sustainable and transformational career changes.
- **Grounded in social justice philosophies.** I understand that career transition barriers aren't just personal, many are systemic and complex. I bring an intersectional lens to our work together, supporting you to be self-empowered and overcome challenges that arise.
- **Focused on your whole self.** Career change isn't just about landing a job, it's also about wellbeing, life stage, identity, meaning, and sustainable work.
- **Practical and tactical.** You'll have tools and techniques: positioning strategies, application materials, interview prep and decision frameworks.



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Career Coaching Effectiveness

Why & How Career Coaching Works

Career coaching gives you the time and space to think out loud without judgment, or someone telling you to "be grateful" or pushing their own agenda. It provides objective clarity when you're stuck between knowing something needs to change and knowing what to do about it.

It works because it gives you:

- Evidence-based frameworks from psychology research
- Strategic direction built from your values, not generic "follow your passion"
- Structured accountability to take action even when doubt or fear creep in.
- Research shows career satisfaction rose for professionals who engaged in structured career coaching vs. those who didn't ([Brown & Lent, 2013](#)).

The process of how it works:

- First, we clarify whether your dissatisfaction is temporary, burnout or fundamental misalignment. Then we build a career direction that reflects who you are now, not who you used to be.
- You learn to position your experience without apologising for the change, translate your skills into employer-ready language, and create a search plan that sustains you.
- When it's time for action, coaching provides tactical support: interview preparation, negotiation planning, and first 90 days support in a new role.
- Career coaching is **NOT** therapy, and it's not a quick fix. It's a strategic, research-informed approach to making sustainable career change without burning out or having to start from scratch.

Career coaching isn't just a motivational chat, it's a structured, psychologically informed process that improves career outcomes.



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Book Now

If you're indecisive about making a career change, my mission is to help you.

Schedule a free career strategy call now. Let's have a conversation on where you are and what you want to achieve in your career.

→ **[Booking Link](#)**

Know someone who's stuck in their career? Share this guide.

→ **[Let's Connect](#)**

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