



Size Matters – What size firm will keep you happy?

When you look for a job or new career, you start out looking at job titles, compensation packages, commute distances and many other factors. One thing that may or may not come into the forefront in your decision making process is how large – or small – is the company for which you want to work.

Occasionally, if you are trying to re-enter the job market, you are more interested in getting cash flow started again. You decide to accept a position with a company, but six months down the road, you are feeling some remorse because the number of co-workers just doesn't mesh with your working style. Here are some pros and cons to large and small firms.

Big Business		Small Business	
Pro	Con	Pro	Con
1. Potential for Benefits	1. Can be difficult getting hired	1. Family Run	1. If benefits are offered, they will be less generous
2. More creative or flexible benefits	2. Can be "just a number"	2. Personal pride	2. Limited possibilities for promotion
3. Potential for Career Advancement	3. Higher level of turnover	3. Often asked to be responsible for multiple areas leading to multi-tasking	3. Wage caps
4. Other associates with which to brainstorm	4. Can get overlooked for promotions	4. More likely to hire ex-offenders	
5. May offer job training	5. Office politics	5. Community oriented	
6. Larger pay ranges/job classifications	6. Creativity may be discouraged	6. May train candidates without experience	
7. Creativity may be encouraged	7. Want employees with experience or higher education	7. Creativity is welcomed	
8. Often hire "newbies"	8. Job training may be specific only to that business	8. More sensitive to family related issues.	

Ultimately, what may be an advantage to one person may be a deterrent to another, but as you consider your options, use the size of the business as one of your considerations.

How we can help – We offer many resources to help you gain a new position on your way to a career. The Employment and Training Representatives at **Kane County Department of Employment and Education** can help you find all the information you need to make your resume get noticed. Visit www.illinoisworknet.com and click on the JOBS link, you can find additional tips to help you in your job search.

Four Offices to serve you:

Elgin – 30 DuPage Court	847-888-7900 x 230
N. Aurora – 2 Smoketree Plaza	630-844-6640 x 203
DeKalb – 1701 E. Lincoln Hwy.	815-756-4893 x 240
Yorkville – 811 W. John St.	630-553-8304

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