

5 Signs You're Chasing the Wrong Career Opportunities

A practical worksheet for tech and software professionals who want clearer direction, better-fit roles, and fewer dead-end applications.

Use this before you apply, interview, accept a counteroffer, or decide whether a role is actually moving your career forward.



How to use this guide

Read each sign and score yourself from 1 to 5. A score of 1 means it does not sound like you. A score of 5 means it is happening often. If your total score is 16 or more, your next step is probably not more job boards. It is sharper diagnosis.

- Print this guide or duplicate the questions into a note.
- Score quickly first, then come back to the prompts that sting.
- Use the scorecard on page 6 before your next application or interview.

Sign 1: The role looks good on paper, but your energy drops when you imagine doing it.

A role can match your skills and still be wrong for your season of life. Many people keep applying for jobs they are qualified for because qualification feels safer than desire.

What to do instead

- Separate capability from fit. Write one list for what you can do and another for what you want more of.
- Name the conditions that give you energy: pace, autonomy, problem type, people, product, and reward.
- Reject roles that require you to become a version of yourself you are trying to leave behind.

Sign 2: You keep editing your CV, but the real issue is positioning.

If the story is unclear, more bullet points will not fix it. Hiring teams need to understand the commercial problem you solve and why your move makes sense now.

What to do instead

- Write a one-sentence career thesis: I help X solve Y by using Z.
- Cut anything that makes you look broad but forgettable.
- Make the first third of your CV prove direction, not just history.

Sign 3: You are attracted to urgency more than alignment.

A fast interview process can feel validating, especially after a slow period. But urgency from the market is not the same as alignment with your goals.

What to do instead

- Before each call, define the two things the opportunity must prove.
- Ask what success looks like after 90 days and what made the last person succeed or leave.
- Do not let speed replace due diligence.

Sign 4: The salary conversation feels reactive.

When you wait until offer stage to think about money, you negotiate from pressure. Strong salary outcomes start with evidence, timing, and a clear value case.

What to do instead

- Document measurable results, scope, risk, and market benchmarks before interviews begin.
- Practise a calm number and rationale before anyone asks.
- Treat pay as part of fit, not an awkward add-on.

Sign 5: You are trying to think your way into certainty.

Career clarity rarely arrives as a perfect answer. It becomes clearer when you test assumptions, speak to the right people, and make smaller directional decisions.

What to do instead

- Pick three target role hypotheses and test them through conversations.
- Use interviews as research, not only as pass-or-fail moments.
- Create a 30-day plan with one visible action each week.

Role Fit Scorecard

Use this before applying, interviewing, or accepting. Score each line from 1 to 5, then total the score. A strong-fit role should usually land at 28 or above.

Question	Score
Does this role solve a problem I want to be known for?	
Will the work build the skills I need for my next chapter?	
Is the company clear about expectations and success measures?	
Does the salary range match the value and responsibility?	
Would this move improve my confidence, not just my title?	
Can I explain why this move makes sense in one sentence?	
Do I have evidence that the culture fits how I work best?	

Simple next step

If your score is low, do not just apply harder. Pause and diagnose the gap: direction, positioning, interview confidence, negotiation, or decision-making. That is the work Outerview helps with.

Book a free call at outerview.co.uk/contact

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