

The Top Thing You Should Be Looking for in a Job

Shocker: It's even more important than a high salary

PUBLISHED: NOVEMBER 5, 2013 | BY ALISON GOLDMAN



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In a recently released Citi and LinkedIn *Today's Professional Woman Report*, more than 1,000 men and women (who were also LinkedIn members) answered questions about how they define "[having it all](#)" in terms of everything from money, marriage, and kids to, of course, their careers.

The most popular definition for "having it all" career-wise? Sixty-five percent of the women defined it as having a job they enjoy and doing work that's valued—rather than being at the top of the ladder. Interestingly, more women chose this option this year than last year: In 2012, just 57 percent of women gave that answer.

And that's a positive uptick! [Being happy at work](#) is so, so important. When you're job-hunting, you have to consider a whole bunch of factors, says Joel Garfinkle, career coach and author of *Getting Ahead: Three Steps to Take Your Career to the Next Level*. Upward mobility is one of them, but so is work/life balance, for example. Garfinkle says to ask yourself, "What do I want? What's really important to me? What do I want to gain long term from this position? It's looking at things like the people you'd be working with, the culture, the management style," he says.

And here's the thing about aiming to like your job and feel appreciated: If your bosses value you, that means they see that you're churning out some good stuff, says Garfinkle. "And if they recognize that you're doing good work and you're asking for what you want on top of that, there's a good chance that you'll get advancement."