

URL: <https://ecorner.stanford.edu/clips/when-to-move-on-to-the-next-phase-of-your-career/>

Virgin Hyperloop co-founder Josh Giegel explains how he decides when to move on to a new opportunity. While he stresses that the decision is always personal, he advises founders to consider leaving a role once it no longer advances them towards their personal mission.



Transcript

- How do you think about the balance 00:00:05,140 between not moving around too much or leaving a project too early while also not getting stuck in a position in which you can no longer grow.. So you've done a great job sorta going through the thought process.. Maybe you could give us a little bit more color there.. - Yeah.. I think that's a great question.. 00:00:26,190 It's a really personal question.. The way that, like what feels like stagnant, right? So in some ways, throughout the evolution of the company, I started out as kind like Head of Design.. I moved through Head of Engineering.. Then I moved into the CTO role.. Then I moved into the CEO role..

And each point along the way, there are aspects of things that I really liked and aspects of things that I didn't, but there was never, it was never dull.. There was always something that was really exciting.. And even at times when things were like really tough or really whatever I would look and say like, is there some other place where I'm going to learn at the rate that I'm learning here? And for me, you said it that I'm really like, that's what drives me.. And it was actually a conversation I had with my dad at one point a couple of months ago.. And he goes, "wait, you're not getting paid very well." I got the sudden changes.. Right now, it's been like 20 years and changes.. So he goes, "maybe you should go look at something else, but kinda keep this on the side." And I was like, dad I'm learning more here than I would learn anywhere else there.. And I'm learning how to be a CEO.. I'm learning, sometimes it's trial by fire and you make mistakes, especially heard during COVID.. We kinda work with different demographics and at the end of the day, I would say like, you kinda know, when you're not happy anymore, and it's not, there's things that make you unhappy, but there's also things that make you say, like you're not aspiring to anything..

And as soon as you see, like it's time to go is like, is this actually getting you back to that personal mission statement.. Is like, am I gonna be better off? Is this gonna drive me all the way back? And that's why I think it's so far,, so important to have this because without that north star, I think companies will fail.. I think individuals will fail.. And in one of his books, the art of the impossible, Stephen calls it the, a massive transformative purpose is what he calls his personal mission statement.. And at the end of the day like, if you think of yourself as like an explorer, like Magellan, if he couldn't see the stars, he probably couldn't navigate.. And you can always kinda chart how you're doing.. You come back, you re-evaluate, you do everything that you need to do.. And you just kinda know each one of those places, I've kinda known that like I've gotten bored and when I get

bored, I start to look at other things.. I look outwards instead of inward.. That's my view..

Since I start looking outward and not inward, it's like, okay, I'm getting restless and getting bored, that's kinda the sign for me...