



PIVOT POINT

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PIVOT POINT February 2026

Is it time for a new job?



Your Monthly Career Community Newsletter

February 2026 Edition

Hello there,

Welcome to the February edition of Pivot Point. This month we're tackling something that so many of us quietly wrestle with but rarely talk about out loud, the feeling that it might be time to move on. Whether you're mid-career, contracting, or just sensing a shift, this edition is for you.

Grab a cuppa. You're in good company.

Is It Time for a New Job? Here Are the Signs (and When to Act)

Most people don't wake up one morning and decide, "Right then, new job." It usually creeps up, a feeling, a frustration, a quiet realisation that something's off.

And here's the thing: that feeling matters. It's worth paying attention to. Not because change is always the answer, but because ignoring it rarely is.

If any of the signs below feel familiar, it might be time to stop brushing that nudge aside.

8 Signs It Could Be Time to Move On

1. Sunday night dread has become routine

Not the odd bad week, the regular knot in your stomach when Monday looms. Most of us have the occasional rough Sunday. But when it's every week without fail, that's your mind telling you something important.

2. You're busy, but not progressing

Plenty of meetings, plenty of work... yet nothing's really changing for you. Being busy isn't the same as being fulfilled. If your days are full but your career feels stuck, that gap is worth examining.

3. You've stopped learning

No new skills, no stretch, no challenge. Just repetition. We all need a degree of routine, but when the last time you felt genuinely challenged was months ago, your growth has stalled.

4. Responsibility has increased, recognition hasn't

More pressure, more expectations, but no pay rise, progression, or thanks. Feeling undervalued is one of the fastest ways to become disengaged. If you've raised this and nothing's changed, that tells you something too.

5. You're "just browsing" job sites

A classic. No one updates their CV for fun. If you're spending a Tuesday lunch hour scrolling job listings "just to see what's out there," your subconscious is already a step ahead of you.

6. You're mentally checked out

You do the job, but the spark's gone. You're there in body, not in mind. There's a difference between having a quiet day and feeling genuinely disconnected from what you're doing.

7. Your values no longer align

You're being asked to support decisions or ways of working that don't sit right. This one matters more than most people admit. When your daily work conflicts with what you believe in, it takes a quiet toll.

8. You can't see a future version of yourself there

Not next year. Not in five. Not at all. If you genuinely cannot picture yourself growing and thriving in this role or this organisation, the path forward probably lies elsewhere.

A gentle reminder:

You don't need to hate your job to leave it. Often, it's simply a sign you've outgrown it — and that's not a failure. It's growth.

So... When's the Best Time of Year to Look for a New Job?

Short answer: earlier than most people think.

There's a rhythm to the UK job market, and understanding it can genuinely give you an edge. Here's how the year typically plays out:

Season Rating What to expect

| | | |
|-----------|-------|---|
| Jan - Mar | ★★★★★ | Prime time. New budgets, new headcount, motivated hiring managers. |
| Apr - Jun | ★★★★ | Still strong, especially for specialist roles. More competition too. |
| Jul - Aug | ★★★ | Quieter. A good window to prepare and get yourself ready. |
| Sep - Oct | ★★★★★ | Hiring picks back up after summer. Great momentum to ride. |
| Nov - Dec | ★★ | Slower for hiring, but ideal for positioning. Prep now = a head start in January. |

Sam's CV Focus: Getting Ready Without the Panic

By Sam, your A Smart CV Assistant

Hello job seekers!

If this month's main feature resonated with you, even just a little, you might be wondering, "Ok, so what do I actually do about it?"

Here's the good news: you don't need to do everything at once. In fact, the smartest approach is to start gently. Think of it as keeping your options open rather than pulling the trigger on a big life change.

Step 1: Sort Out Your Career History

Before anything else, make sure your complete career history is somewhere you can actually use it. This means every role, every achievement, every skill, not just the highlights you'd put on a single CV.

With a smart cv, you store this once. All of it. Then when the time comes, you're not starting from scratch, you're drawing from a complete picture of your professional self.

Step 2: Don't Tailor Yet, Just Observe

At this stage, you're not writing CV's for specific roles. You're simply paying attention. When you spot a job that makes you think, "That's interesting," note what caught your eye. Is it the industry? The responsibilities? The company culture?

These observations will sharpen your focus when you're ready to act.

Step 3: Keep Your CV Up to Date

You don't need a polished, tailored CV right this second. But you do need a current one. Make sure any recent achievements, new skills, or responsibilities are reflected in your profile.

Think of it as maintenance rather than preparation. A small weekly habit that keeps you ready without adding pressure.

Step 4: When You're Ready, Let the AI Do the Heavy Lifting

Once you've found a role you genuinely want to apply for, a smart cv does what it does best: it analyses the job description against your complete career history and generates a tailored CV that highlights your most relevant experience.

You review it, add your own voice, and then download a beautifully formatted document. The whole process takes minutes, not hours.

The key message?

Preparation doesn't have to feel like a project. Small, steady steps mean that when the right opportunity shows up, you're not scrambling, you're ready.

LinkedIn Corner: The “Just Browsing” Problem

If you’ve ever caught yourself scrolling job listings on LinkedIn during a lunch break and then quietly closed the tab before anyone noticed, you’re not alone.

It’s one of the most common, and most ignored, signs that something needs to change. But here’s the thing about LinkedIn: it’s not just a place to browse. It’s a place to position.

Why Passive Browsing Keeps You Stuck

Scrolling without intent feels productive, but it rarely leads anywhere. You see interesting roles, feel a flicker of excitement, and then close the laptop. Nothing changes.

The problem isn’t that you’re browsing. It’s that browsing without a plan is just a way of acknowledging the problem without addressing it.

Turn Browsing Into Something Useful

Next time you find yourself on LinkedIn “just looking,” try this instead:

- Note what draws your attention. Is it a specific company? A type of role? A particular industry? Write it down.
- Follow the companies that interest you. Their posts will keep appearing in your feed, and you’ll start to get a feel for their culture and priorities.
- Engage with people who work in roles you’d like to move into. Comment thoughtfully. Ask questions. Build a gentle bridge.
- Update your profile to reflect where you’d like to go, not just where you’ve been. This doesn’t mean announcing a job search, it means making sure the right people can find you.

A Word of Caution

Be mindful about how openly you signal that you're looking. If you're still employed and happy to stay quietly until the right thing comes along, keep your activity professional and low-key. Engage, learn, and position, but don't broadcast.

A Final Thought

Most people wait until they're burnt out or desperate before doing anything about their career.

The smarter move? Start before you reach that point.

Even small steps, reviewing your CV, sense-checking your direction, understanding your options, can make a big difference. And you don't have to do it alone.

Until next month,

Sean & Tom

Founders, A Smart CV

P.S. If this month's edition made you think, "Right, maybe it is time", we're here to help you take that first step at your own pace. No pressure, no rush. Just support.



In the February 2026 edition of Pivot Point, discover how to navigate the unsettling feeling that it's time for a career change without the panic. This insightful newsletter offers practical strategies for preparing to pivot, from updating your CV to engaging with industry connections, all while maintaining professionalism. Don't wait for burnout; take small, proactive steps towards a fulfilling career shift.

