**True Teaching’s 3 P’s**

**Three things to consider before accepting an offer of employment.**

**Nadine Tyro**

**True Teaching**

It’s difficult to decide on whether an opportunity is a good ‘fit’ for current circumstances. Our needs and wants change over the course of an international teaching career and what was a high priority for acceptance of your last overseas teaching contract, may in fact be low on your 3 P’s list for acceptance of any current offer.

My family found the 3 P’s a useful way of ‘drilling down’ on what was truly important in terms of making a decision that reflected current needs and wants. We went through this exercise each time a move was imminent just so we could be absolutely certain of making the right decision.

Here’s how it works…

Consider Place, Position and Package- (description follows) Depending on your current circumstances, your needs and your wants, one of these has strong priority.

However, to avoid your heart ruling your head and impending disaster, make sure **YOU HAVE AT LEAST TWO P’S IN PLACE** before applying for a position and agreeing to an interview. Preferably one of these P’s should be ‘your holy grail’ or your top priority for this move.

* If only one P is present, then dismiss the opportunity as not meeting your expectations for a move this time’
* If two P’s are in place and particularly if one is your ‘holy grail’ then go ahead and apply and accept an interview
* If three P’s are in place, then you have struck gold!!!

**PLACE**

Place/Location/Demographic- Where in the world would you like to live? How important is environment to you?

For instance, when my family where making a decision to leave Jakarta we were keen to have parks and pavements, green areas to walk easily and enjoy and a temperate, seasonal location. We moved to Vienna, Austria.

**POSITION**

Teaching role/Career Advancement opportunity/ Responsibility- Does the position you are applying for meet your career goals or make you happy.

Perhaps you feel you are ready to take on more responsibility and your current school environment is too small? Perhaps you have too much responsibility and you would be happiest having less to do? Perhaps you are moving into a different teaching field altogether, or moving from classroom or subject teaching into an Administrative role?

**PACKAGE**

Salary and benefits package: Your circumstances may have changed. A mortgage to furnish in your home country? An addition to your family? A desire to travel more extensively, or to save more rigorously? To receive a tax fee income?

When considering your next move Package, or the amount you earn and the benefits you receive might be a high priority.

Be honest about your needs, wants, expectations and if you are a couple or a family, be sure to involve everyone in the decision making. Accepting a contract is an important decision, you are entering a serious agreement between you and the school and it is not taken lightly.

You want to avoid making quick decisions. Discuss the three P’s well ahead of an impending move and be clear about priorities for a move. This will avoid making rash decisions that could end in disaster for you, your family and the school.