



**YOUR MEDICAL  
SALES CAREER  
CHECKLIST**



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The world of work has changed significantly during the last few years, and I wonder if your medical sales career goals have, too?

Let me remind you of several recent shifts you might have experienced.

Remote and hybrid working has become more commonplace, yet many companies now ask or demand employees return to the office full-time.

In June 2022, the four-day week was tested in the UK, and this has occurred across the US and Australia over the past two years.

About 3,000 US workers tested the four-day workweek, and the results were resounding. People love working four days per week for the same pay. 15% of participants said no amount of money would convince them to work five days a week again, according to the Washington Post.

However, this has yet to translate into four-day weeks being offered.

For many US workers, flexibility is their ultimate goal, as it is for employees worldwide.

Many markets continue to be skill short, including ours the medical sales sector.

An uncertain economy with high inflation and interest rates has seen many candidates consider a move that, in the past, they wouldn't have.

The talent search has created a pay war, with many companies increasing their offers to new employees and counteroffering current employees to stay.

Well-being is a real focus for many organisations as employees suffer from the worst mental health and burnout in history.

Though work in the medical sales sector may appear in turmoil, companies are growing, and opportunities for skilled medical sales employees like you are available.

With opportunity all around you, is it time to re-evaluate where your career is going and who it is with?

A better-paid role with flexibility might now be possible for you in a company with a great culture.

When was the last time you sat down and reviewed whether you were meeting your career goals and what you now want?

And I don't mean your annual review with your line manager; I'm talking about your personal career goals, intentions, and ambitions.

Wherever you are in your career journey, it is a good idea to periodically analyse your current position, depending on where you want to be.

When you dig deeper, is everything on track and working out as expected? How flexible are your employers? How stimulating and stretching do you find your work? What changes do you need to make to meet your goals?

To help you measure if your medical sales career is progressing as you envisaged when you started, we have created the following checklist to provide a snapshot of whether you're on the right track.

When you work through this checklist, it is essential to remember the reasons you got into your current role in the first place.

What did you set out to achieve in your career – did you plan on making a certain amount of money in a specific timeframe?

Was your move into your current role related to what was going on in your personal life? For example, were you about to leave home and get married, or were you saving for a deposit for a house?

Also, what is important to you about the company you work for? Do your values and what's important to you align with the company? Do you feel you fit in with your company's culture? What kind of relationships do you have with your colleagues and managers? Are they the kind of relationships you want?

If your current role or company is not fulfilling you as you had hoped, or if the pace has slowed recently, it could be a sign that you need to start making some big career decisions – is it time to move roles or organisations?

Read each statement below and decide how much you agree, using the following scale:

- 1 – Strongly disagree
- 2 – Disagree
- 3 – Neutral
- 4 – Agree
- 5 – Strongly agree

So, let's get started!

1. I am progressing the way I want in my medical sales career

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

2. I have achieved some of my career goals, and others are within reach

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

3. I enjoy my work and look forward to going in each day

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

4. The people I work with are very supportive and friendly

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

5. My company looks after my well-being

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

6. I am paid fairly for the job I do

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

7. I feel like a valued member of the team I work with

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

8. My manager gives me the right balance between support/guidance and working under my own initiative

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

1    2    3    4    5

9. I feel I make a difference within my company rather than just being a number

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

1    2    3    4    5

10. The company I work for invests in supporting me to achieve my goals

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

1    2    3    4    5

11. I have set performance objectives

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

1    2    3    4    5

12. I have regular reviews with my manager

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

1    2    3    4    5

13. I can see a clear progression path within my current company

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

1    2    3    4    5

14. I am happy with the training and personal development offered by my current employer

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

15. The company I work for believes in me and trusts me to do my job well

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

16. The company offers me flexible working options

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

17. I feel that my company enables and supports my focus

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

18. I am recognised and rewarded for my work and contribution

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

19. The sector I work in really excites/inspires me

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

20. I am happy with the location and commute to my place of work

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

21. I feel my company offers a fair and competitive commission structure (if applicable)

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

22. The monetary remuneration I receive has enabled me to achieve goals in my personal life (i.e., buy a house, go on my dream holiday, etc.)

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

23. I feel I have the right work/life balance working for my current company

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

24. I am happy with the way my working day is structured

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

25. I can see myself staying with this company for a long time

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

## What did you score?

Tally up what you scored and take a look below at some of the points you may want to consider when thinking about how you want your career to progress in the future:

23-43

### Alarm Bells!

This score says your career isn't going to plan, and you are probably not enjoying your current role.

We suggest thinking about why you aren't enjoying your position or not achieving what you want. It might be time for you to move on or think about whether your current company or role is for you.

Do you need a more supportive environment, better career progression, or even a sector change?

44-64

### Room for More

A better score suggests you enjoy aspects of your job, but there's room for improvement.

For example, you might like the people you work with, but you feel you aren't personally getting the support you need to achieve your career and personal goals. Maybe your current company doesn't agree with remote or hybrid working.

Consider if you can see changes happening in your current company by speaking to your manager, or if you feel working here has run its course and want to progress, it's time to move on.

65-85

### Meeting Some Goals

You're neither happy nor unhappy, though you wouldn't describe yourself as wholly engaged, which means that if the right opportunity came your way, you might consider it.

When you feel this way, sometimes the grass isn't always greener on the other side. You need to decide if you want to move, and why is this? Understand if it's just a case of you feeling like this because you are having a bad day or two or if it's a regular occurrence.

85+

### Loving Life and Your Job

You are achieving your goals, meeting targets, and enjoying your workplace. There may be small elements that you feel could be better, but they aren't big enough to make you think about working elsewhere.



# FINAL THOUGHTS

If this checklist has prompted you to think harder about what your current role and company are providing you with, and it has made you realise that now is time for a change, then get in touch with Advance Recruitment today.

We have been helping candidates like yourself make positive career decisions for over 25 years, and we can help you decide what step to take next to further your medical sales career.

# About Advance Recruitment

Advance Recruitment is a specialist medtech recruitment agency with a focus on filling commercial positions such as management, sales, marketing and clinical training.

Founded in 1997, we are the longest established recruitment agency in our sector.

Based in Manchester, our in depth knowledge of the medtech sector allows us to help our clients attract the brightest talent and enables our candidates to build exciting and fulfilling careers.

We work with everyone from large, blue-chip multinational companies to SMEs and start up organisations.

## Memberships



Corporate  
Member

The REC is the voice of the recruitment industry, speaking up for great recruiters.

It drive standards and empowers recruitment businesses to build better futures for their candidates and themselves. They are champions of an industry which is fundamental to the strength of the UK economy.

REC members are recognised for their professionalism and the value they provide to clients and candidates. If a recruitment agency displays the REC logo, it's a sign of quality. It demonstrates that they have passed the REC Compliance Test and adhere to their Code of Professional Practice.

Advance Recruitment's values are aligned to that of the REC and you are guaranteed a high standard of ethical conduct and professional behaviour.

## Next Steps

Connect with us on LinkedIn:

- [Follow our company page](#)
- [Karen McCurdy - Director](#)
- [Dave Johnson - Director](#)
- [Liv Riley-Joyce - Senior Recruitment Partner](#)
- [Clare Brennan - Resourcer](#)
- [Jasmin Williams - Talent Partner](#)

Follow us on:

- [Facebook](#)
- [X \(formerly Twitter\)](#)
- [Instagram](#)

If you are looking to make your next move in medical sales, please do not hesitate to give us a call.

Call: 0161 969 9700

Email: [info@advancerecruitment.net](mailto:info@advancerecruitment.net)

## Joshua Clegg, Product Specialist - Medartis

Dave and Advance are by far the best recruiters I have ever worked with. I discovered Advance when they reached out to me about some roles that they were recruiting for. From the start they have demonstrated a superior level of professionalism but have also made the working relationship a pleasure to be a part of.

Dave and Karen both have exceptional knowledge of the roles that they are recruiting for but also are extremely personable.

I cannot recommend working with Dave and Advance enough, and my expectations from recruiters are now set to a very high standard after dealing with them. I cannot thank them enough for their assistance through the interview process and their genuine investment in their roles.

## Lauren Turner, Clinical Educator - AMBU

Advance Recruitment stood out to me as they specialise in medtech companies and healthcare practices. Karen was incredibly helpful in listening to what my current situation was and helping to find me a solution to that.

With a very quick interview turnaround, I managed to secure a fantastic new role within a week of leaving my job. I've got a new role with a better territory, training and support and a higher income.

Advance Recruitment are lovely to work with, they answered any of my questions very quickly, listened to any concerns I have, and helped with interview preparation.

I have already recommended 2 of my friends to Advance Recruitment and will be happy to recommend again in the future! :)

## Dawood Iqbal, Territory Manager - Teleflex

I have used Advance Recruitment since 2015 and Karen McCurdy has always been on hand to support. Karen has always been professional in her approach but has a friendly and supportive manner which is why I always prefer working with her.

When I contacted Advance Recruitment I instantly felt like a valued partner and was offered roles that were right for me.

Karen helped me find my previous role in 2015 which was a perfect fit for me, I excelled in that role and decided to look for new opportunities in 2023 and again Karen found a role that was exactly what I was looking for in regards to the opportunity itself and career progression.

I would highly recommend that anyone looking for a new role or career advice reach out to Advance Recruitment.

