

Moving On.....

Having been a recent victim in a downsizing effort with a large national company, you are faced with the task of "pounding the pavement" to identify employment opportunities and ensure your future career success. The severance package, tho' generous will pay your bills for a couple of months but it isn't the financial aspect of unemployment that keeps you awake at night. Your fragile ego has been shattered. After all, you have been very successful at attaining your assigned company goals and enjoyed appreciation from your past employer. Rejection comes very easily and you feel that your self confidence has been shattered. Why is it so hard to move on? To follow are some pointers that will get you over the hurdle and hopefully, assist with the transition.

- The decision to downsize probably wasn't made by your immediate manager with you in mind. Although it appears that you were singled out (one of 2 employees in the local branch that was released), do not take it as if you were the outsider and that they were looking to build their own team. Many times these decisions are made at the highest level within a corporation and your manager has the difficult task of "pulling the trigger". Now is not the time to deal with the blow that punched you in the stomach or to take it out on them. Remember, they will be contacted for future employment verification and they are just the messenger. You need their support or candidness for your future success.
- During the exit interview (should there be one) ask for the specific reason that you were released from the corporation and request that the reason for separation be put into writing. This will alleviate any future discrepancies, misunderstandings and false assumptions that might come up in your future employment. As a displaced employee, it is up to you to secure this information and to set the record straight. After all, it's your career and entirely up to you how you handle and explain the details of your separation.
- Perhaps over the last year you observed that your employer was having financial problems and the pattern of branch downsizing was a common monthly/quarterly event. It was a matter of time before the axe would fall. Eliminating staff is no surprise, the handwriting was on the wall and you were already exploring your employment options. It was your choice to be searching for a new position. The message that you send to future employers is very important. It is important that reliable, factual information be shared. Opinions about previous or current employers financial problems, and management style have no place in the interviewing process. Remember they are your inner thoughts and they may expose a character trait to a potential new employer that isn't complimentary.
- Remain confident and self-assured throughout the interviewing process. Remind yourself that you contributed positively to the organizations success and that you are now prepared to bring that expertise and success to another employer. The positive message that you send to a potential employer should assist them in making the hiring decision. If the decision comes down to 2 equally qualified candidates, personality and professionalism will be a deciding factor.

- Should the potential employer select another candidate, ask for information that can help you with your next interview. Perhaps you weren't ready for a management type of position and it would have been a real stretch. Wasn't it nice to be considered and to make it to the final round?

Clearly these aren't all of the answers, just suggestions that need to be shared. We can only offer tips and suggestions that will better prepare you for what is "a sure thing" in the industry; constant change. Should you feel "out of control" and "over the edge" with your professional situation, perhaps it's time to check your ego and fix your attitude, so that you can once again be a True Winner.