

## **EMPLOYMENT TRANSITIONS**

The reality of coping with change means we always have to give up something to get something. There are no free rides. Each work experience leads to another. It's a step by step process that provides an opportunity to grow and adapt to various work situations.

Choose not to be a victim of your past or current work experience. View employment transitions like you would a debit and interest-free credit card. It's an "eye opener" that can prepare you for a lifetime of meaningful employment. It's possible to achieve your employment/job-related goals if you avoid compromising. Strive to be self-confident by enjoying the highs and handling lows. Recovering from harmful job experiences involves dodging the "pitfalls." They usually appear when you're in the middle of an employment transition. "Pitfalls" represent personal stop signs such as time, money, and self confidence. Try to let go of the "I'll never get a position I like" mind set because there will always be wonderful positions to move you forward toward your ideal work situation.

To handle these transitions review your current work situation from all angles. Job options may look bleak when you feel frustrated. Think about how many family members and friends work in a job or career they don't enjoy. While employed, they constantly walk on a tight rope of job related frustration. Employment opportunities are available if you learn how to successfully cope and adapt to change. It means developing a survival mindset filled with perseverance and pride. It doesn't matter how many times you experience disappointments. What really matters is how many times you keep on trying. Success is the result of trial and error.

Going through employment transitions helps you focus and reevaluate your work values and goals. They provide an opportunity to reflect on the importance of balance in your work and personal life. Decide to keep your membership as brief as possible and never join for life.

### **Employment Transition Suggestions**

- Count on yourself because only you can measure your employment success.
- Choose to give up old ideas and expectations and replace them with calculated risks.
- Keep learning about yourself and realize change is all anyone can count on.
- Understand what it means to network with others and learn how to be an insider.
- Tap into hobbies that may lead to satisfying work and career opportunities.
- Cope with change on a daily basis and you will be able to handle surprises.
- Develop a "never give up" attitude because great positions are never created by chance.
- Risk making changes rather than staying stuck in a career or job you don't like.
- The world of work is a two way street and you can choose to continue in your current job path or select a new one.

### **Employment Transition Exercises**

During employment transitions your feelings are a barometer of how you handle your current career/job search.

- Phase I of the transition process begins when you are faced with a stressful employment situation. It begins when you find yourself unemployed, underemployed, or employed and looking.

In a global job market it's critical to adapt to change. Fear of the unknown must be faced and dealt with in order to formulate an active employment search. For a moment, pretend you're a puppet with too many strings. If you adjust one string without being careful, the remaining strings tangle and twist, leaving you totally unbalanced. There is a little comfort in the fact that most job searchers probably have or will have a similar experience.

Describe the circumstances of your current employment situation. For example, "*I want to begin or change careers,*" or "*I'm job hunting because I'm graduating from college,*" or "*I have just lost my job.*"

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Give three specific examples of how you feel about your employment situation.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Identify your current employment goals and objectives in priority order.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Please give yourself credit and never give up on your current and future employment goals and objectives.