



CAREER CRISIS

Career Transition | Changing Jobs | Starting Over

BREAKING INTO A NEW CAREER It's Never Too Late to Try Something New

So, you're ready for the next step in your career only there's one little teeny tiny problem: You have no experience in your new chosen field. Believe it or not, your ship isn't quite sunk. There are ways to break into a new career even if it's something you've never done before.

1. Be willing to start over. First and foremost, you must be willing to go back to basics. That means regardless of your current professional standing, you're comfortable taking at least a few steps back. It also means you'll likely have to accept a pay cut. No matter how experienced and talented you are at what you do today, you'll have to prove yourself all over again in this new field. The good news? It typically goes a lot faster the second (or third or fourth) time around.

2. Get some education. Without experience, education is your new best friend. Take classes, get certified, earn a new degree if you have to. This demonstrates your interest and commitment to the new field, and it gives you at least some kind of background on which to build. Of course, theory and practice are often two different things so education certainly isn't a replacement for hands-on experience. But it's a nice way to fill the gap when experience is missing.



3. Volunteer. Volunteering is a great way to demonstrate skills and abilities that aren't necessarily seen in your regular work experience. It's also a helpful way to see if you actually enjoy this new kind of work. For example, you're thinking about leaving your corporate desk job to become a veterinarian. Before you enroll in school, consider volunteering at your local animal hospital or shelter. This will give you a taste of the world you're about to jump in to. Plus, you'll get valuable real-world experience to add to your resume.

4. Frame your existing experience appropriately. Regardless of your current position, chances are pretty good that you have some transferable skills. You might not do the same kind of work, but your existing experience is still valuable. Let's refer

back to the example above. If you're leaving a corporate desk job to become a vet, you might not see the correlation right away. But consider the fact that your corporate position has taught you how to remain poised under pressure. That's a skill you'll definitely use in the future. Perhaps you've also mastered multitasking and prioritization—both helpful skills for almost any role in any industry. This process requires some creativity, but it's not deceptive in the slightest. You absolutely have honed skills that apply to this new role. The challenge is finding and articulating them.



5. Use non-traditional ways of finding a job. When a resume doesn't look like the typical resume for the field, it's easily pushed aside. Most people who are hiring have a clear idea of the experience they want for the role. Don't rely on traditional job search techniques like online applications. Instead, use your network—your family members, friends, former colleagues, mentors, etc.—to help you find a position. You will have much better luck getting the interview if you have a cheerleader saying you are the perfect fit for the job. Personal recommendations go further than a resume any day.

6. Spruce up your cover letter and LinkedIn summary. When transitioning into a brand new career, it's essential that you include a very strong cover letter with your resume. In it, you'll want to express your desire to change careers and discuss why your existing skills make that a logical progression in your professional growth. Be specific, energetic, and persuasive. Tell your story. Share your passion. Express your desire to learn and explain what you've done so far to help make this transition possible (i.e., education, volunteering, etc.).

Include this same information in your LinkedIn summary so people know why your past experience doesn't perfectly match up with your future career goals.

Remember that experience isn't the only thing prospective employers are looking for. They also want to find the right person for their organization. Many companies are far more concerned with personality and cultural fit. Plus, with less experience, you don't bring a lot of baggage with you (like unwanted behaviors and techniques learned elsewhere). You're a clean slate (at least in this field). Use that to your advantage.

7. Give it time. A successful career transition takes time so don't get impatient. If it's a move you believe in, it's worth it. You can always start slow, right where you are. See if there's a way to hone new skills in your current position that would directly apply to your new career path. Even one small step in the right direction can make a big impact. Stay motivated and focused on the end goal. And most importantly, don't give up.

[Chrissy Scivicque]



DEALING WITH A MID LIFE CAREER CRISIS

Meet Kate – the corporate type. She joined the company as soon as she graduated. She worked hard because she really wanted to have a great career. Her efforts got noticed and she quickly got promoted. She was considered a talent. She worked even harder and moved up the ranks. She is now in her mid-40s. She just found out that she was made redundant.

This shouldn't be a surprise. This is the expected natural course of a corporate career.

Here are the career phases of a corporate person: Mid-life career crisis

Mid 20s - Late 30s | Rising up the ladder
Early 40s - Late 40s | Moving sideways
Early 50s - Late 50s | Moving out

“Moving out” usually means that a younger person can do the job with double the energy and half the money. It is a painful realization but it has always been the case. The only difference is that due to the economic recession the average age of moving out' has been decreased to mid-40s.

If you are in Kate's situation, here are five top tips:

1. Don't take it personally. There is no need to start beating yourself and think what you could have done differently. You really didn't do anything wrong. This is how corporate works. Unfortunately, nobody had told you that before and you were unprepared.

2. Take some time off. Don't rush into conclusions. Go on vacation, if possible. Have some fun. Clear your mind before you start reflecting 'what's next'.

3. Consider it as the mid-point of your career – and NOT the end. We will live longer. Most of us will have to work until our 70's anyway in order to increase the value of our pension fund. So, don't take it as the end of your career. On the contrary, take it for what it really is; the mid-point of your career. You will probably have at least 20 more years to work.

4. Check your finances. On the one hand, you probably have significant financial responsibilities at this age. On the other, you might have been lucky enough to get a good redundancy package. Check how long you can allow yourself before getting a job. Is there anything you can do to minimize your costs? Can you do some freelance work?

5. Find out what you really want to do. This framework will help you to go through the process:

--Identify your strengths and interests; What are good at? What do you love doing? What motivates you?

--Generate Options; Which jobs fit your abilities and passions?

--Think Long-Term; Where do you see yourself in 10 years? Do you need to get any new skills?

--Connect the dots; Putting all the pieces together will enable you to find 'what's next'.



You may of course decide to go for a job similar to the one you had in another company. Remember though that there is an expiry date on corporate careers – you learnt this the hard way! If you consider changing career, take your time to find out what you really want to do.

Becoming redundant after investing what you consider your best and most productive years in a corporation may be frightening in the beginning. Most individuals though after going through the initial shock find it to be an empowering experience. Dealt correctly, a mid-life career crisis provides you with a second chance to find what you truly want to do.

The bottom line: Don't bury your head in the sand and think that this will never happen to you. Look around; how many colleagues do you have who are above 55 years old?

[Korina Karampela]

TIPS FOR A MID LIFE CAREER CHANGE

When you don't feel comfortable with the present boss or the present job, you think about changing your job. A new job means happiness, better salary, and better status. If you really think that you should change the job to have job satisfaction, then there is no better time for it. These are the six tips to a midlife career change.



1. Do Not Stay in an Unsatisfactory Job

People often stay in a job because the pay package is attractive. At that point of time, there is no better option for you. But, as the time passes on the present job becomes stressful because you are no more interested in it. It doesn't give you the same satisfaction it used to when you first joined the company.

It is wise to be in a job you like. But, it would be a bad decision to stay in a boring job for a long time. A good job is one which helps you to learn new things from it. So, it is advisable to change job when you start feeling that you are wasting time staying in the boring job.

2. Don't Sacrifice Income for Doing a Job you Love

It is true that you should be in a job which stirs up your enthusiasm. But, don't stay in a job which doesn't give you a regular and enough income to take care of your expenses. Look out for options which give you a better pay. Having the guts to hunt for your dream job doesn't take you anywhere in your career.

3. Do a Complete Research Before Planning Change Jobs

Before thinking of shifting to a new job; do a complete research to find out from the people who are in the already in that dream job. Sometimes, your understanding about the job may be different from what you think. So, a complete research would be of a great help to you.

4. The Most Important Cause of Dissatisfaction with the Present Job is Monotony

You may have a good boss, good pay, and a good corporate culture. When you stay in the job for a very long time you may feel bored because you are doing the same job every day. You should change the job before it is too boring for you to do it day in and day on.

5. If you Feel Dissatisfied you Should Find Out the Cause

There are only three possible stages in a job career. One is when you are a fresher. The job appears to be complicated and you don't seem to completely understand the job. The second stage may be when you start getting a hang of it, but still you have a lot more to learn from it. This is the most interesting stage of your career. The last stage may be when you have completely mastered the job you are doing. This is the perfect time to hunt for a new job.

6. Search for a Job After Doing a Career Planning and Financial Planning

Career planning is just a futile exercise without financial planning. Career planning means understanding which job you want to do. Financial planning is how much you want to earn from the job. So make a career roadmap keeping in mind how much you want to earn.

[Success Story]



FEELING STUCK Changing Career Paths Midlife

If you are starting a career today, you will experience at least 5 career changes and have 17 jobs over your lifetime. You are probably surprised at that prediction as the whole idea of career change sounds scary and the practical steps to career transition may have you feeling stuck what to do and how to go about it. The idea of changing careers should not be such a scary task. Change itself is something we are all tolerating and must tolerate daily.

We all now hold daily change in our hands. Our handheld phones alert us to the latest change in the News, Facebook, Instagram etc. Technology, Politics, Environment and our Society are constantly changing. Your family and you as an individual are changing physically, mentally, emotionally and spiritually.

So, jobs and careers will naturally follow these changes. We cannot expect them not to change. If change is happening all around us, why don't people know what to do when it comes to career change decision making. Why do they feel stuck?

Simple. They haven't been taught the career skills to navigate the complexities of the interaction of all the above changes with their own life, as the script of career has changed dramatically.

The Career Script

The script that was handed to you from your parents and grandparents went like this: Choose one Career, stick to it, get promoted and you will have that Career for Life. This idea came from the 20th century and has played out for generations. In the 20th century, people moved from the farms to the cities where institutions, corporations and organisations developed.



It was within these institutions the worker would gain work, structure, predictability, and security. Your career progressed in a linear fashion and through loyalty and hard work you would have been expected to be promoted via the career ladder.

Your career path was laid out for you by somebody else. This allowed you to move through your personal life stages in a predictable fashion knowing you always had a job and financial security. You typically went to school, university, left the family home, married, raised a family, retired, got your gold watch and/or pension and then you would die. Pretty easy and straightforward. Right?

Well, the problem is that we are now in the 21st century and the career script has been torn up! It's simply outdated and is causing anxiety and stress among many Generation Y and Generation X workers.

Unfortunately, this script is what many are hanging onto when making career decisions. It's time to talk about this and set the record straight. There has been a fundamental shift in the reality of the workplace and it is mismatched against the expectations of current workers.

The Global Shift

Let's start at the beginning when things started to change. In the 1990s globalisation opened markets, competition and the free flow of goods and services across continents.

Worldwide economics changed in a major way that challenged our local institutions to supply new goods/services to new markets. In doing so, they could no longer operate based on the structures they had created for a local domestic market. They had to change.

Career Changes

Redundancies & downsizing resulted and to this day continues to happen. This is not going to change, it is now part of the working landscape we all have to accept.

With new international supply chains opened, this created new job opportunities that would see the start of job change for many local workers. They were highly sought after for their expertise & skills which had many leave to take advantage of these new job opportunities.

For the past 10 years, Job Change has continued with many seeking out different employers both locally and overseas. What is emerging now, however, is a new trend of making a complete career change. Career change takes the next step of dismantling the idea of a Career for Life.

While globalisation redefined institutions, the rise of the internet has eroded the idea that an institution will give you the career path you expect it gave your parents and grandparents. The internet has allowed an even playing field for anybody and anyone to be an institution and take part in the demand and supply chain across the world.

The career options and possibilities you have available to you now are so diverse at the same time as being confusing and overwhelming. Simply, there is an abundance of choice available to you and you now are the institution!



Feeling Stuck

No wonder you feel stuck. All this outside change would have anybody confused about what to do. The economics of work carries more risk and uncertainty than ever before and people are not equipped with the right career tools and strategies to navigate the rough seas.

Nobody is telling you what to do with your career. You don't have a predictable timeline of what job you will have which gives you no security to plan other things in your life.

Take Action

The biggest mistake I see people make is to postpone making any decisions about their own career paths. They still are under the illusion that the organisation will look after them in the long term.

As I indicated, you are now the institution and it is up to you to take control of your own career change. But remember nobody expects you to be an island. If you don't have the skills, reach out and get support and assistance.

In the age of knowledge abundance, don't expect an internet search engine to be your career advisor and provide you with personalised solutions you need to move forward. You are an individual different to others, you have your own career story to date and there are many complexities and layers to your unique career situation.



Getting people unstuck needs a comprehensive approach with lots of discussion & other activities to see how you can fit into this new way of working. Understanding how to write the next chapter of your individual career story is an empowering feeling.

People are becoming bored, dissatisfied and unfulfilled in their careers and jobs. The work they once enjoyed has become routine and the challenge of the problems they are there to solve has disappeared for them.

Worldwide the rate of disengaged workers is a whopping 87% reported by Gallup. That means 8 in 10 people hate their job, feel trapped and stuck in a rut.

To escape the pain, they hang out for annual leave entitlements and spend big on holidays for some rest, relaxation and pleasure. When they return they are back to the job they hate and recycle through the whole process year after year until something jolts them.

Don't wait till somebody taps you on the shoulder and hands your last pay slip. If you are thinking of Career Change, know that it is a process and it involves learning new skills.

The goal posts in the new world of work have shifted and will continue to shift. If you are serious about improving your lifestyle or work satisfaction remember two things:

1. The old Career Path script has been torn up

2. It's your responsibility to adapt and learn what is required to increase your chances for a meaningful and secure livelihood to look after yourself and your family.

If you want a career change, what do you feel is stopping you?

[Extraordinary You]

TIPS FOR COPING WITH A BAD JOB

Having a job you just hate is never an easy thing to deal with, but sometimes you just need to grin and bear it until another opportunity comes along. Whether you're currently stuck because you just have to pay the bills or are holding out for the next great job, here are some things you can do to help you get through the day.

1. Set weekly goals for yourself. Sometimes it is easier to get through the day when you can keep your eye on the prize. Even if you hate your job now, there is something out there that will make you happy. Make weekly goals to help you find that golden opportunity. One week you might strive to send out five resumes or attend one networking event. Setting these goals will give you something to work towards.

2. Do one thing each day to help you reach your goals. You don't need to cross all your goals off your list every day, but you can chip away daily. When you get up in the morning, set a daily objective for yourself and make sure you achieve it. This will give you a sense of accomplishment and keep you feeling good about your progress.

3. Give yourself "me time" before work. Going into a job you hate will be worse if you get to the office feeling rushed, stressed and frazzled. Set aside some moments of solitude each morning. Develop a positive morning ritual. Treat yourself to a latte, get up early enough to read the paper, or just set your alarm to play upbeat music when you wake up. Improving your mornings can do wonders for your afternoons.



4. Create a diversion for yourself in the office. Does being in your office make you yearn for the outdoors? Are the incessant ringing phones driving you batty? Do something to brighten your mood while you're at work. Take in a tropical picture and use it as your screensaver. Find sources of humor in your office environment. Buy yourself a "joke of the day" desk calendar. Plug headphones into your computer or bring your iPod to work. Go out for lunch.

5. Use your time to develop your skills. Hating your job doesn't mean you can't learn new skills. Use your time to make yourself a better candidate down the road. If your company offers training courses, take advantage of them. Use downtime to learn something new on your computer. Pick up a management development book and read it at lunch. Turn this job into an opportunity for self improvement.

6. Blow off some steam. Manage your stress. Most people have an activity that helps them unwind and get rid of tension. Go for a run after work, go swimming on your lunch hour, or take a nice long walk. Put this time on your schedule so you will have something to look forward to every day.



7. Treat yourself. To make up for your office misery, find little ways of treating yourself. A little escapist distraction could be therapeutic. Buy a good book to read. Treat yourself to ice cream. Rent a movie. Shop for a new interview suit. Plan your next vacation. Find out what makes you feel better inside, no matter what is going on outside.

8. Maintain your performance. Don't let your bad feelings affect your attitude or the quality of your work. It is important to continue to do your work and do it well, regardless of your current situation. Set personal performance goals. Then use the accomplishments in future interviews. When you do eventually leave, you want to leave on good terms.

9. Keep your bridges intact. It really is a small world, and you never know when you will run into co-workers from your past. Don't burn any bridges at your company because you are unhappy. Maintain your contacts and keep your relationships on a positive note. You might just need a reference or a good word from one of your colleagues in the future.

10. Realize that this too shall pass. Right now, it might seem like you will be stuck in this job forever. Keep you chin up and remind yourself that you are in charge of your destiny. Search internal postings for new positions. Start your search for a new job externally.

[Kate Lorenz / CareerBuilder]

LINKS

Identifying and Capitalizing on a Mid-Career Crisis

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Dealing With a Mid Life Career Crisis

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