

Downsizing: How to Recover in Tough Times
Three R's for Beating the Odds
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Even when expected, downsizing is a traumatizing event. Most people feel unsettled from the lost of their routine and what's familiar, followed by feelings of being discouraged, disillusioned and/or defeated, worrying often what to say when asked: "Why did you leave your last job?" To start moving again and beating the odds, try these 3 R's: recognizing, reevaluating and recovering.

Recognizing the facts of downsizing:

- First, no matter how bad you feel, downsizing is a business decision that has nothing to do with you. It has everything to do with the company's bottom line.
- Second, the decision was not about your skills, ability, or personal worth.
- Third, you are not alone. The downsizing numbers exceed 10 million Americans, and anyone in today's unstable times recognizes they could fall victim, too, worrying they'll be next.

Reevaluating your options:

- First, just because you feel bad doesn't mean you're not coping or getting back on track.
- Second, if you're online looking for jobs, consider that you're dealing with your situation.
- Third, seek and identify resources/support to help you, like those offered through:
 1. Center for Career Life Planning (CCLP) <http://www.centerforcareerlifeplanning.com/>
 2. Your state-supported one-stop career service centers.
 3. Qualified career counselors in your area who will work with you in-person, coaching you through the job search process. Link at: <http://www.nbcc.org/directory/FindCounselors.aspx>

Recovering from Downsizing:

- People recover differently, at different rates. Allow yourself to take whatever time you need.
- Then when you're ready, find support in your community or online.
- Next, learn all you can about yourself by identifying your strengths, achievements, interests and values. This information will help you set new goals and develop a plan. It also prepares you for interviews, not to mention helping you to regain your confidence.
- Also, find new companies. CBS's "Eye on Business" reported that, "Small and emerging companies are adding millions of new jobs...not unlike Google and Monster 10 years ago."
- Finally, as you research and prepare for interviews remember, how you say something is as important as what you say. When the dreaded questions about why you left your last job comes up, if you're prepared, you'll answer confidently that you're looking for new opportunities. This is where a strong network and career counselor can help you most.

As you work on the three Rs you'll soon find yourself growing in confidence, competence and risk-taking, all traits necessary to go for your dreams and attain your goals. When you do you'll have the added bonus of knowing, you've earned them!

