



Instructor's Guide

REBOUNDING FROM JOB LOSS

INTRODUCTION

The ability to survive job loss and to move forward to the next career opportunity is an important skill in the new workplace. This video uses real-life stories to outline the grief that comes with job loss, the emotional downside that is part of the natural process each individual must go through to get that next — and better — job.

In first-person accounts, job seekers share their emotional ups and downs and outline what they have learned in the process. They are joined by a career consultant, the head of a career development program and a grief specialist who comment on the skills necessary to move beyond grief to renewal and new opportunities.

Program Objectives

In this video, viewers examine the conditions of the new work-place and learn how to deal with the emotions that come with job loss. Viewers will be able to identify the basic principles in the process of working through grief. They will be able to identify some myths about job loss and will learn some behaviors and skills that will help them move forward to the next job opportunity.

The goal of this video is to better prepare workers to anticipate changes in today's workplace and to show them how to prepare themselves for the lifelong process of changing jobs. The lessons learned in dealing with job loss will prove invaluable throughout our working lives.

Rebounding from Job Loss gives us a new perspective. It gives us a chance to develop new aspects of ourselves. It helps us develop inner strength we never knew we had. It allows us to let go of our illusions. But with this learning process can come a lot of pain. The grief that comes with job loss requires an emotional adjustment that can be crucial in personal and professional development.

Working through job loss is seldom done alone. This video shows how young job seekers use career counselors and support groups for career advancement. These resources in rebounding from job loss can help you determine the kind of job you want, recognize your skills and take charge of your future.



The New Workplace

In the new workplace, the rules have changed. The contract between employers and workers where loyalty was repaid with security is no longer in effect. More and more workers are freelancers or contract workers who can be laid off suddenly when a specific project is done. This can result in a workplace of unfulfilled commitments, cynicism, and indifference.

Global economics enables work to travel anywhere. In America, that has meant the departure of secure manufacturing jobs to underdeveloped countries where wages are lower and unions non-existent. Rebounding from job loss, then, will be a necessary skill for the 21st century.

Mourning Job Loss

The news of a job layoff usually comes suddenly. And with that can come feelings of grief that can feel like a death in the family. Shock. Anger. Denial. Grief from job loss can make you feel confused, slow to act, unable to function. It can produce anxiety and uncontrollable fear. It can also cause depression that keeps you from thinking and acting clearly.

Grief can be useful in that it relieves pain and helps you endure. But it is important that this grief be expressed. Honor that fear. It is real. You have to express yourself. Get it out of your system. Declare what you have learned. Don't condemn yourself or feel sorry for yourself. Don't withdraw or run away. Above all, don't underestimate yourself!

Here are some steps to take to relieve the stress of job loss:

- Express your feelings
- Acknowledge pluses as well as minuses
- Ask for help from trained people. Let yourself be helped.
- Face the future with confidence

The Right Preparation

With the right preparation, grief does not have to be as profound or as intense as you might think. Only 20% of the time is a layoff a complete surprise, so 80% of the time you should be prepared.

The way to combat grief of job loss is to take charge of your future and be resilient. This means managing change and changing jobs, not just to "get a job" but to find a job that fits you. That is something no one can do for you. You have to do it yourself. But you can get help from a career counselor or support group.

Pre-Viewing Questions

1. Name three reasons people get laid off that are beyond their control.
2. Discuss feelings of loss that you have experienced. Do you think these feelings are similar to those experienced with job loss?
3. One grief counselor described job loss as a "shattered dream." What do you think he meant? What exactly gets shattered when you lose your job?
4. Why is a job important to our self-esteem?
5. How many jobs have you had already? How many do you envision for the future?

Post-Viewing Questions

Q: How many jobs will you have in your lifetime?

A: Eight to ten

Q: What is the average length of stay at a job today?

A: Two to three years

Q: Name some symptoms of job loss.

A: Frustration, anger, fear, shock, pain, despair, low self-respect

Q: What are the three stages in job transition?

A: Endings. The Neutral Zone. New Beginnings.

Q: Job loss offers opportunities for what kinds of self-assessment?

A: Reassess your skills, your values, your interests, your personality, your environment. Think about what you really want to do for a living. Review your skills. Develop a strategy for attaining your career goals.

Q: What skills do you need to learn to help you get work?

A: Learn to write a resume, learn how to interview, learn how to network.