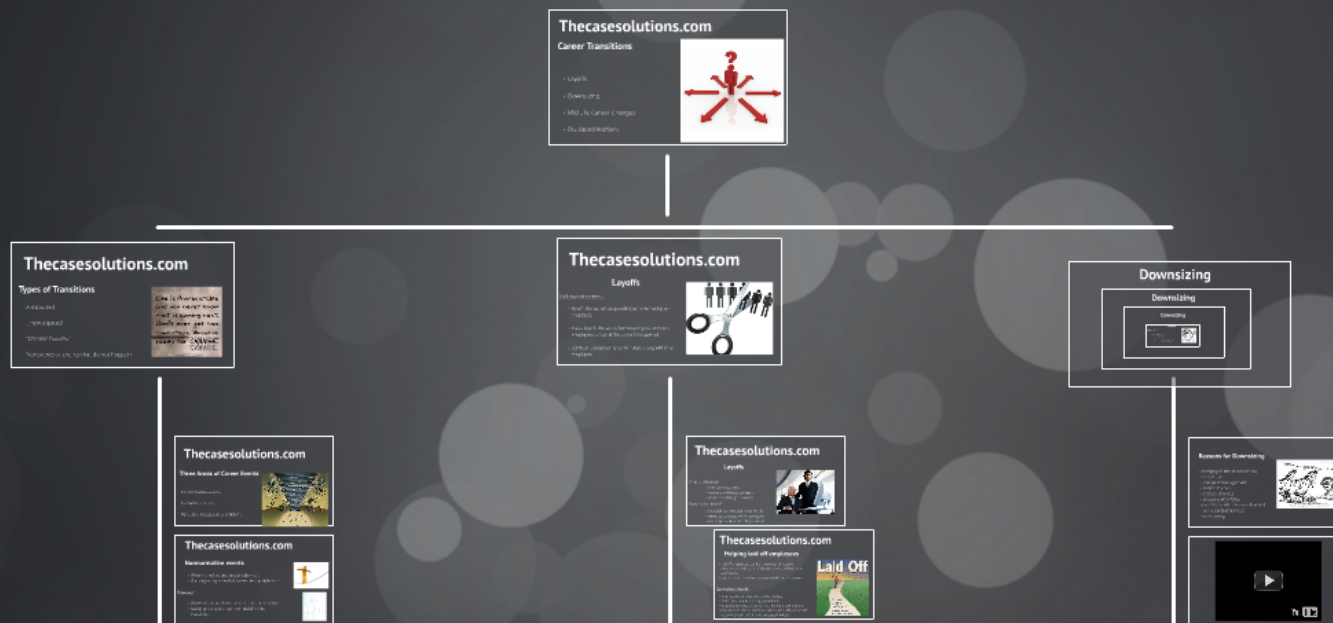
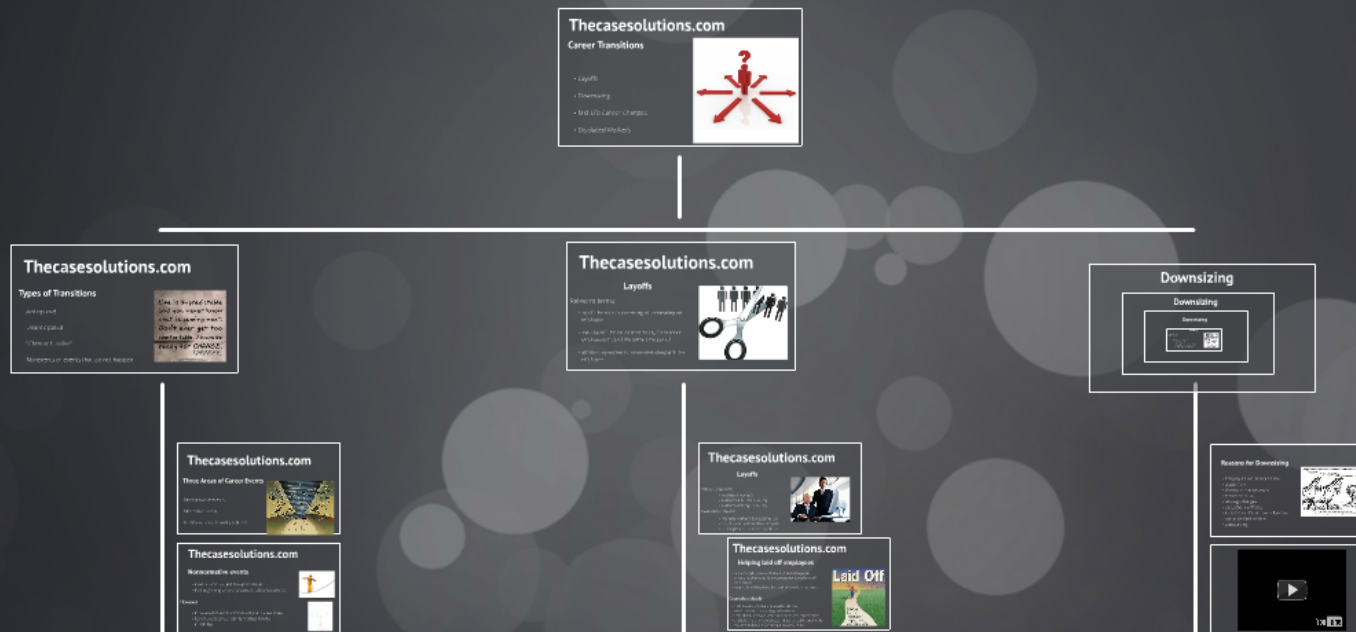


Sarah Vickers: Post Acquisition Career Management



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Career Transitions

- Layoffs
- Downsizing
- Mid Life Career Changes
- Displaced Workers



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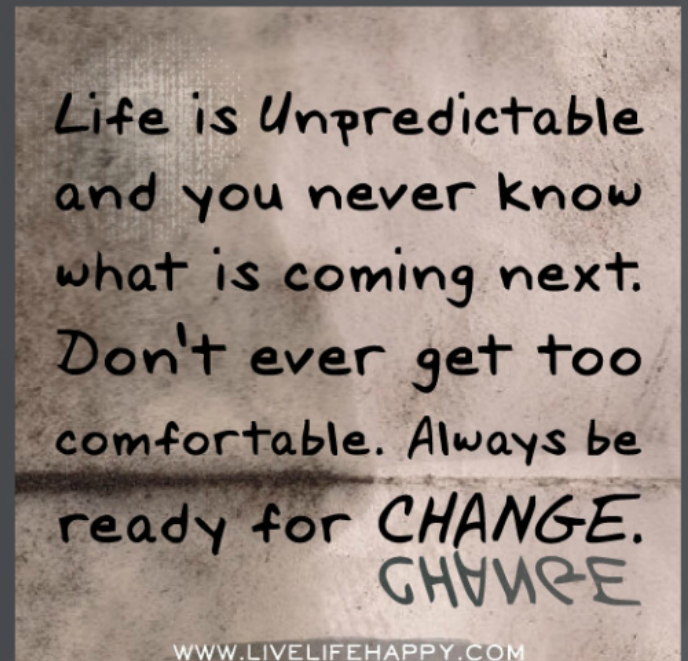
Types of Transitions

Anticipated

Unanticipated

"Chronic hassles"

Nonevents or events that do not happen



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Three Areas of Career Events

Nonnormative events

Normative events

Persistent occupational problems



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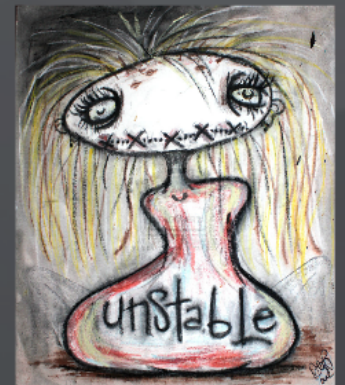
Nonnormative events

- if work is not valued, less problematic
- if at beginning or end of career, less problematic



However

- if invested at work and value it, can cause crisis
- losing one's career can turn stability into instability



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Layoffs

Relevant terms:

- **layoff:** the act of suspending or terminating an employee
- **mass layoff:** the act of terminating 50 or more employees around the same time period
- **attrition:** a position is terminated along with the employee



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Layoffs

Who is affected?

- inefficient workers
- workers with least seniority
- workers with high seniority

Reasons for layoffs?

- multiple workers doing same job
- need to cut costs within company
- no longer a need for the position



ed to cut costs within company
longer a need for the position

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Helping laid off employees

- laid off employees can feel a number of negative emotions; shame, guilt, embarrassment, and low self-confidence
- may feel that they have lost part of identity or purpose

Counselors should:

- help resolve emotions related to job loss
- assist the client in building self-esteem
- help clients increase sense of control and competence
- evaluate the client's interests, values, and skills and make recommendations for new job opportunities

