



Session
#14533

Career Speedbumps

How to Survive & Thrive Through Career Losses

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About Your Speakers



Denise P. Kalm, Chief Innovator at Kalm Kreative, Inc. is a career coach, consultant and writer; she uses her experience in the tech and coaching world to bring professional development to technical audiences.



Linda Donovan, owner of Thought Leadership Success, LLC, provides marketing communications and thought leadership services to technology companies. Donovan is also an experienced grief support volunteer for Hospice of Santa Cruz County, where she helps people move through the stages of grief with compassion.

What You Will Learn

- The size of the problem – sharing some stories of different kinds of loss
- The challenge for people in this industry
- The grief journey
- Transformation
- Q&A
- Summary

We'll discuss different kinds of career losses and how people recovered and learned how to thrive. We'll show you how to move beyond career grief and embrace transformation.

“Grief is a normal and natural response to loss. It is originally an unlearned feeling process. Keeping grief inside increases your pain.”
- Anne Grant



What is Tech Grief?

Tech Grief is the way people in the tech field react to career losses using the same pragmatic solutions they use in their jobs.





There are various kinds of grief. Too often, we don't even acknowledge anything but the layoff as a real loss. But they can all have impacts. For example, you may need to adjust to a new boss who has an entirely different style of management than your prior manager, who you admired.

The Impact of Loss



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Losing Your Way – Sarah's Story



Physiological

Breathing, Food, Water, Sex, Sleep, Homeostasis, Excretion

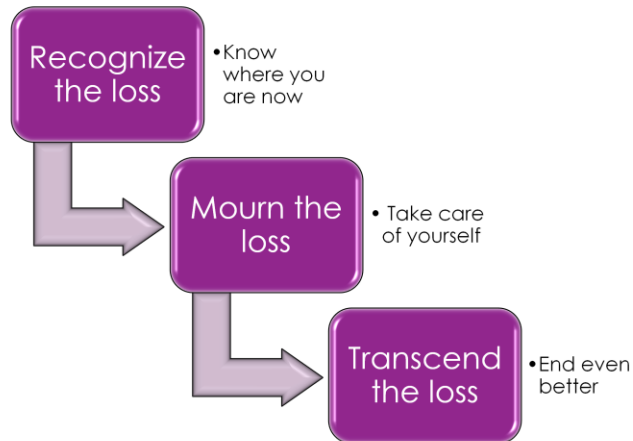
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Sarah loved her job until a new boss came along. His style was micro-managing and demanding. Sarah began to worry about being able to keep her house and keep her kids fed if she lost her job. She went back to basic survival needs.

Goals



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Know the impact of how an unwanted change can push you down Maslow's hierarchy. You can work your way back up and even find something better with the right strategy.

Losses

Loss of Safety – the Layoff



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It takes time, but you can survive and thrive after a layoff. Once you process the impact of the loss, you can take steps to move forward. If you have advance notice, you can look for other opportunities inside and outside the company. Do this at a comfortable pace. Update your resume and network. Join professional groups, volunteer, and learn new skills. Focus on what appeals to you.

Loss of Belonging – Forced Move to Office



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While you may miss the flexibility of working from home, recognize that there are a variety of benefits when you move to the office. Use this as a chance to become more involved with team activities. Find ways to make the commute more appealing. Explore options in other organizations within your company.

Loss of Self Esteem – Status Change



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Acknowledge the impact of the change, particularly if it is a move that pushes you further down the food chain or does not fit in with your personal goals. However, do your best to listen, learn, and look for opportunities. Make sure your new management is aware of your skills. Stay positive. Volunteer for challenging assignments and continue to do your best. If all else fails, think like a contractor. What this means is to do your job well but don't look to your management for praise. Have your friends and family provide emotional support.

The Grief Journey



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“One of the things that happens to people in grief is that they secretly think they’re crazy, because they realize they are thinking things that don’t make sense.”

-Joan Didion



Anticipatory Grief



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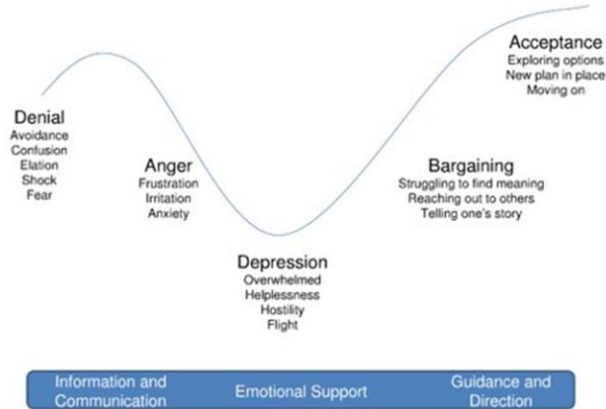
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Anticipatory grief is a warning. Discuss your concerns with your manager to get insight into changes that impact your role. If you are fairly certain an unwanted change will happen, understand the timing and make adjustments

Identify what you'd like to pursue if you decide to take your career in another direction. If you expect that some of your team members will be moved or laid off, identify how you can cope with that change in circumstance. You may need to take on some of their responsibilities.

Grief Cycle

(Based on principles developed by Elisabeth Kubler-Ross)



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Not everyone goes through all of these stages and they don't necessarily happen in sequential order. These are the five stages that Elisabeth Kubler-Ross developed to help people cope with the loss of a loved one, but they can also apply to dealing with career-related grief. Sometimes you may go through one stage, like anger, move directly to bargaining, and then move to back to anger again before reaching the acceptance stage.

Sample Process – Denial

- Determine what phase you are in
 - They made a mistake
 - They'll call me back when they can't get my work done
 - If I keep working until the last day, they'll change their mind
 - This is just a bad dream
- Use exercises to cope with it
 - What would you really like to do that you couldn't have done before?
 - How do you need to change your daily routine?
 - Describe your feelings
 - What can you do to take care of yourself?

Here's an example of how to deal with denial. Our book includes exercises to get you through the various phases.

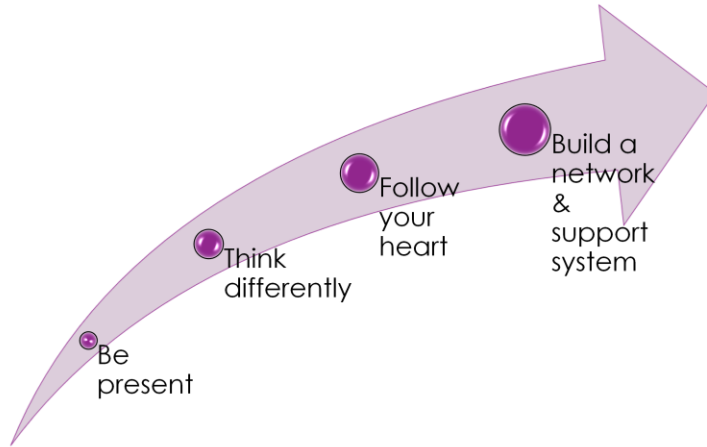
From Grief to Meaning

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Four Steps



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Acceptance is not Enough

“Human beings have the awesome ability to take any experience of their lives and create a meaning that disempowers them or one that can literally save their lives.”

- Tony Robbins



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Carlos' Story



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Getting back to being a techie – first love.

Loss to Success & Philanthropy



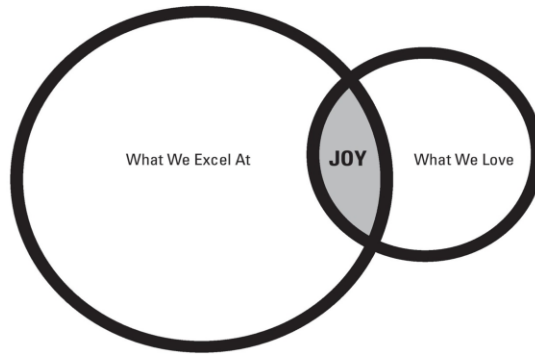
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This is a real-world example of a former tech worker who became a successful food stylist and philanthropist. She had an injury that made it difficult to work long hours at a computer and that motivated her to find a new career. She took cooking and pastry courses and is recognized for her accomplishments. Her expanded network helped her to raise funds to create an all-volunteer school in an impoverished village.

The Happiness Intersection



Making Peace With the Past



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Business models change. Requirements change and often there is nothing you can do that could have prevented the loss from happening. Think about what's important to you and build upon that.

Reaching the Top

“What a man can be, he must be. This need we may call self-actualization.”

- Abraham Maslow



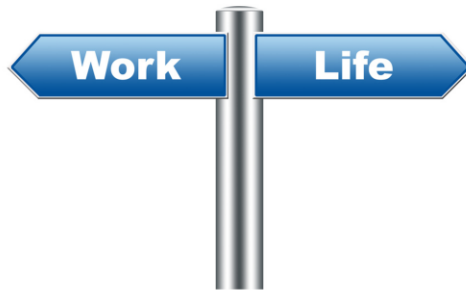
Renee's Story



“As you grow older , you discover that you have two hands, one for helping yourself, and the other for helping others.” -- Sam Levenson

Marco's Story



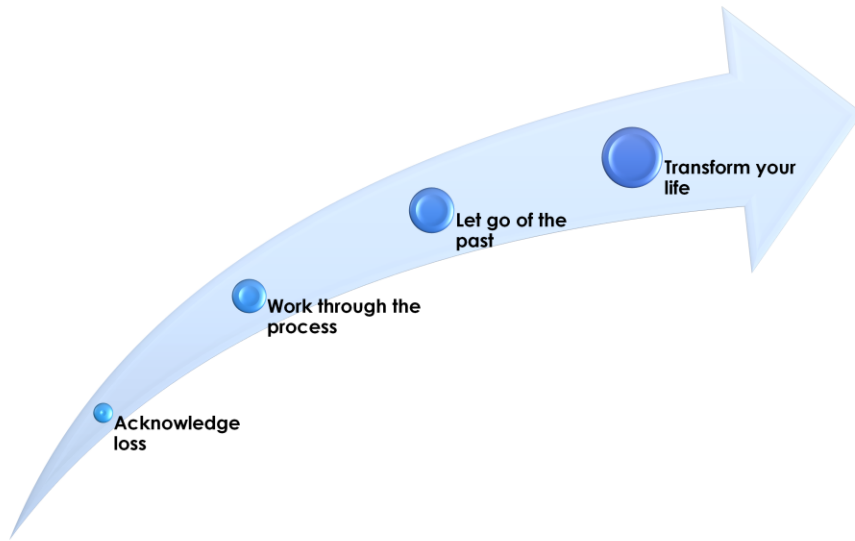


Everything can be taken from a man, but one thing;
the last of human freedoms – to choose one's
attitude in any given set of circumstances, to choose
one's own way."

Viktor Frankl

Questions?







“If you don't like something,
change it. If you can't change it,
change your attitude.”
- Maya Angelou

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