

# Job Transition—Reaction and Response

Job transitions can happen in different ways. Sometimes, we choose to move to a different position or job, sometimes we're promoted. And, sometimes, the company does a reorganization, causing us to transition out of our current job whether we're ready to or not. What does a job transition mean to you? How do you interpret and define the job transition when the company has done a reorganization which directly affects you? You can allow a company imposed job transition to immobilize you, freezing your life and work. Or, you can see it as a time to make changes. Consider these "predictable symptoms" and some ways to respond.

## *Predictable Symptoms in Reaction to this Transition*

- Loss of self-esteem and sense of self-efficacy
- General and specific anger
- Unspecified fear and anxieties
- Family tension and apprehension
- Interpersonal blame and projection
- Fear of the future
- Role ambiguity
- Helplessness and hopelessness
- Physical symptoms and somatic hyper vigilance

## *Things You Can Do in Response to Job Transition*

- **Practice healthy personal habits**—exercise regularly, eat wholesome foods and don't turn to drugs or alcohol.
- **Don't catastrophize**—watch your thoughts to be sure you don't dwell on "the worst case scenario" thus bringing yourself further down.
- **Try to find any "silver linings" to the event**—were you thinking about a career change anyway? A relocation? Opportunities to work closer to home?
- **Seek support from others**—social support (from friends and family) is one of the most effective buffers to stress.
- **Voice your frustrations in appropriate ways**—whether in writing or in spoken words, say what you feel to the appropriate parties and in the appropriate ways. Don't bottle up your feelings.
- **Take action to cope**—re-work your family budget; begin the process of finding another job by contacting others, redoing your résumé or getting applications; reduce expenses. Don't sink into a passive attitude and inactivity.
- **Ask for help!**