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## Is your job in the firing line? Relax, these 7 steps can get you back in the game

By Varuni Khosla, ET Bureau | Updated: Jun 05, 2017, 03:01 PM IST

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*Try not to pin your hopes too high and unrealistically on every new lead you get; study, analyze and adjust to the various options you get but don't compromise.*

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### Update your skill sets

Experts say "don't lose hope". Getting fired does not really mean that you do not work. In most cases, it generally means that your skills need sharpening and you need to align yourself with the changing culture of the organisation, according to Rajesh Kumar, vice-president, human resources, Lemon Tree Hotels.

Kumar said it is important for any individual to understand the changing needs of the company and the market. "The work market is abuzz with newer and more specialised talent, hence, keeping oneself updated on the trends does help one get a better suited role.

He said that when you get that break, sit down and pen down your SWOT (strengths, weaknesses, opportunities and threats). This will help you objectively outline your opportunities and the possible threats. "Once you have a clearer understanding of what you possess, it'll help you narrow down your prospective employers, and when you do appear for interviews, you will be able to set realistic expectations. Be transparent about your experience and what you have learnt from the situation," he said.

NEW DELHI: Layoffs may have more to do with an organisation's parlous state than with workers' performance, but it still doesn't lessen the damaging psychological impact of the pink slip.

According to Delhi-based psychologist Aruna Broota, employees made redundant face two immediate issues: they don't know how to break the news to the family, and find their self-esteem slipping amid fears of financial trouble.

"It's even worse to see what is happening to those who aren't laid off but are getting the message that the company will lay off soon," she said.

Layoffs are disheartening and often lead to temporary loss of purpose. One ends up questioning one's competence, leading to loss of self-esteem. But in today's dynamic work environment it is a reality and can happen to the best of us. Industry experts recommend a sharpening of skills and taking stock of your life as your immediate next steps.

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**Finances**

"A quick evaluation of funds in hand will help track expenses and set a realistic budget for the next few months. It is always advisable to have a corpus ready parked in highly liquid mutual funds; this not only helps money grow faster but also helps in contingencies of this kind. One must minimise the EMI of all kinds because that generates maximum pressure / stress," said Captain Partha Samai, group head, human resources, AGS Transact Technologies Limited.

**Meditate**

"Reasoning what went wrong and how it could have been averted is important, but dwelling on the thoughts would only disrupt what you can get in future, hence meditate and stay positive. Control your anger. Losing your temper will only drain away positivity and turn friends and well-wishers away. Connect to your Family. Your family is your strength and will always be, so talk about your feelings and what you intend to do; take suggestions, involve them in your current situation and derive strength out of it," said Kumar of Lemon Tree Hotels.

**Physical activity**

"Very often, in the struggle to keep up with work and social life, people tend to ignore physical fitness. This will be the best time to shift focus back to adopting a healthier lifestyle, taking up running, dancing, zumba or any physical activity. This will not only you help get physically fit but also relieve stress and help gather clear thoughts," said Samai.

**Don't put all your eggs in one basket**

"Try not to pin your hopes too high and unrealistically on every new lead you get; study, analyze and adjust to the various options you get but don't compromise; for that will only lead to newer huddles which you will have to bypass in your new assignment," said Kumar.

**Network, network, network**

"What you should do if you're asked to leave is that you have to make sure you are not damaging your future plans. You must update your resume, update your LinkedIn profile. Find references and network with as many people as you can. You need to push your career plan into action," said Shailja Dutt, founder of Stellar Search.

**Do your homework**

"You stand a much better chance of success at an interview if you have done your homework on the organisation and the person you are meeting well. Doing homework means also getting your thought process clear and talking to someone on some of the obvious questions. Remember, it would help if you have solutions and ideas that can help the organisation that you are interviewing with," said Ronesh Puri, MD, Executive Access.

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