

## Print Coverage

### A 7-Point Survival Guide for those Between Jobs

**Publication: Economic Times**

**Date: June 09, 2017**

# A 7-Point Survival Guide for those Between Jobs

How do you keep your head when you suddenly find yourself out of a job? It's a problem an increasing number of people seem to be grappling with of late, as they find themselves victims of layoffs, automation or downsizing. Sreeradha D Basu gets you tips from experts on how to best manage the transition till the next opportunity comes knocking.

#### 1. IDENTIFY SKILL GAPS

Is cost-optimisation by companies the sole reason or would you blame non-performance or redundant skills as well? Even tech disruption is rapidly automating various jobs. At this juncture, all interim jobseekers could immensely help their cause by taking a long hard look at themselves. "Irrespective of the years of experience, every professional should periodically reassess the marketability of their existing skillsets and identify their improvement areas by doing a skill-gap analysis," said Rajeev Banduni, CEO, GrowthEnabler.

The most in-demand skills by the end of this decade, as predicted by the World Economic Forum, are as follows:  
In 2020: Top 10 Skills

Complex problem solving  
Critical thinking  
Creativity  
People management  
Coordinating with others  
Emotional intelligence  
Judgment and decision-making  
Service orientation  
Negotiation  
Cognitive flexibility

#### 2. ADD A NEW SKILL

With Industry 4.0 knocking at the door, the topmost priority for CEOs is incessant growth despite competition. Thus it is utterly imperative for every professional to acquire new core skills that solve business problems such as increasing customer acquisition or boosting user confidence. "Doing a short certification course (quite a few online are free) or even pursuing a new hobby is a good idea," said Kunal Sen, senior vice president, TeamLease Services.

#### 3. ONLINE VISIBILITY

The world judges every book by its cover, and jobseekers are no exception, said Banduni. In today's neo-digital age, to be sought after by the right people at the



ANIRBAN BORA

right time, it's mandatory for all jobseekers to ensure online visibility, accuracy and completeness of their professional profile on networking sites such as LinkedIn and AngelList, Sen said.

#### 4. WORK ON YOUR PERSONAL BRAND

Branding is a crucial component of orga-

nisational success and it applies equally to individuals. Do everything it takes to build a positive impression in the mind of potential employers. "This includes updating your resume and updating your social media presence to show off your latest work and skills," said Sen.

#### 5. NETWORK

This is the time to hustle; get out there and talk to as many relevant people as possible, who may well be the ticket to your next job. "Speak with peers or seniors to get leads on job opportunities as well as keep an eye on industry trends," said Sen.

#### 6. STARTUP ADAPTABILITY

With the global startup ecosystem now driving the dynamics of world business, corporate jobs are neither the sole beehive to swarm nor the most happening place to be, said Banduni. "Startups at various maturity stages are always looking for people with corporate experience due to the dearth of qualified talent in novel technologies like data science, robotics, artificial intelligence, machine learning, etc," he said. "Discounting the startup employment options due to the risk

of business continuity and job stability is not something career experts would recommend."

#### 7. REMEMBER, THIS TOO SHALL PASS

Often, situations such as these may trigger some bouts of self-doubt or depression, which may eventually lead to lack of confidence. Lohit Bhatia, business head-staffing at Ikya Human Capital Solutions, said that's why professionals need to equate the unplanned breaks with those gaps in games wherein the coach makes one sit out a few games only to change the team. During the period, the sports-person is often asked to work on his or her style, talent or fitness. "Besides upgrading skills, spend some time for fitness, sports, music – anything that interests you and allows positive thoughts," said Bhatia. "Unplanned breaks could also be used to provide time for self and family, which often takes a backseat in busy careers. Use the downtime to get closer to them."

No matter how severe the situation might seem today, with the support of family and friends you will spring back to life and work sooner than you realise, he said.