



Safeguard steps to take to protect your job in a time of crisis

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Employability: 8 ways to protect and save your job in a time of crisis

Your professional excellence is no longer a synonym for job security. The "earthquakes of the job market" affect everyone. Your best protection and "employment /career insurance" is to invest a little bit of time in eight safeguard measures.

1: TEST YOURSELF

When you feel that things are not going well, do a quick check before relying on your impressions. There is a very simple tool, the "7 parameters of your career," which is completely free. This non-scientific test allows you to look at things closely to evaluate the situation and measure the risks involved. It alerts you if your department/company presents a threat or if your own job is in the process of turning into an "ejection seat!" You will then have a more rational idea of the situation and can react better.

2: EVALUATE THE STATE OF THE MARKET

The Internet is the easiest entry point to get to know the state of the market. You can do this by visiting the job boards like monster.com, which bring together the employment opportunities offered by companies. Or you can use a search engine like Indeed. Also visit company websites that interest you and in your preferred sectors to know what they have to offer you. Next, feel free to play the market as you wish, to know your market value and measure your "employability." As for your salary, research the last two or three surveys on salaries that can give you a general idea and allows you to triangulate.

3: VISIT YOUR OWN COMPANY

"The grass is no always greener on the other side...". If things are not going well in your job and/or department/division, it does not necessarily mean that they are going badly in the rest of your company. If you have the opportunity to work in a big company or big group, take advantage of all the opportunities to get to know what is happening in the departments and divisions that you perhaps don't know very well or know very little about. Talk to the people that work there and find out the related skills that you have which will be added value for you so that you can offer them if you were to join them.

4: HIGHLIGHT YOUR ACHIEVEMENTS AND PROFESSIONAL SUCCESSES

Write down your past achievements and make sure to link them to tangible results in figures. Then, translate these achievements (increases, decreases, avoidance, removal, maintenance, creation, duplication, distinction) into financial contributions for your company/employer. That is, the increased earnings, reduced costs, or error avoidance...

5: ENHANCE YOUR VISIBILITY

It is essential to come up with a strategy for discrete, regular, continuous, and very effective visibility. When the economic situation is bad, it is vital to be known and recognized as someone who can help weather the storm. Go a non-traditional route by carrying out a reverse plan. Identify the people that you want to recognize and/or contact you. Then, find people from your projects that have the most interest for these key people (you only need one to three). Your projects must be of interest to the recipient, or be part of his or her world. They must be unusual and represent certain value. Finally, communicate in a targeted way by avoiding communication that is too loud, informant, or...heavy.



6: JOIN SOCIAL NETWORKS

Be active on professional networks (LinkedIn, Viadeo, Xing...). Choose to create a profile rather than submit a CV. The majority of companies that look for candidates on a social network look at profiles, where they find the winners, rather than CVs, where they find the losers.

Create your profile by entering information that relates perfectly to your objective or your future job. Make sure to include key words that will be useful to the companies that are looking for you. Remember that on a social network, your objective is not to get a job but rather to be contacted and approached.

7: HAVE YOUR PLAN B

Like a good pilot, you have to have a flight plan and be perfectly sure that your crossing happens seamlessly. And like a good pilot, you have to create an evacuation plan that has a parachute and a fallback landing strip. These devices make up your *Plan B*.

It could be:

- A "standby/safeguarding" job that you can land within less than a week. Generally, it is not very fun, but it could, at least, allow you to survive.
- Or a copy-and-paste job that consists of doing a job that you can do very well but that does not interest you
- Or independent consulting work. This is an activity in which you can immediately work for small and large companies in one of your field of expertise that corresponds with added value and is part of one of your professional qualifications.

8: GET INVOLVED WITH A PROFESSIONAL ASSOCIATION OR FORMER STUDENTS

There is a very obvious parallel between physical exercise in fitness centers and networking within associations of former students. The activities involved have a preventive purpose. We go to the fitness center before an accident: a myocardial infarction. It is the same thing for professional associations or former students. It is good to go to them frequently before an accident happens professionally, such as a dismissal or resignation and not...afterwards.

Visit them regularly and offer your time and your talents by accepting posts with responsibilities. This is the most elegant formula to represent and apply this principle: "Give and you will receive."

* on our site www.porot.com, in the "tests" section