

THE EXTRA POINT

BY JERRY ROBERTS



159 Think You Might be Fired? Do This.

Some people go their entire working life never being fired from a job. Others have been shown the door over and over again. In the next couple of Extra Points we'll consider some tips on what you can do if it happens or you think it's going to happen to you. Let's get to it, right now.

Today we talk about if you think you're close to being terminated. There may be a number of signs. Maybe the boss stops looking to you for input, and doesn't communicate as much with you as before. In fact, things might seem a little chilly when the boss is around.

The first thing to do is ask your manager for honest feedback. If your boss is a straight talker you should come out of that meeting with assurance that your job is not in jeopardy, or that they need to make a change and you're being let go.

If the answer is that the company needs to lay some people off, or your performance is being questioned, ask what you can do to improve and make yourself more valuable to the organization. Maybe that's adding a new skill.

If so, find out what the company's pressing needs are, or where it's headed and the talents they're looking for. Perhaps you can offer to add that new skill on your own time, in return for keeping the current position.

Consider taking on a special project or an additional role. "What? They're thinking of firing me and you want me to do more?" Here's why. In situations where terminations or layoffs are considered, there may be a certain degree of uncertainty as to who should be affected.

If there is, you being proactive and offering to add more value to the organization may be the difference in you staying and somebody else going. It may not always end up saving your job, but a decent manager is going to have a

tougher time getting rid of a committed worker. If I want to keep my position, I'm going to play this card. Do my best and do more. I want to make it as hard as possible for the boss to cut me from the payroll.

Let's go a step farther. Your job is being cut but you have a good overall relationship with not just your boss, but other managers, too. Ask about openings in those other divisions or departments. Too many people walk away from a company without even thinking about transferring to another position. Ask your boss to give you a recommendation.

Even if you salvage your current job, this is the time to update your resume. You don't have to go crazy with design on it but it should have a strong appeal. In any case, make sure it accurately reflects your achievements. Get a professional photo taken, and also add it to your social media accounts. Speaking of those, go through them and ask yourself if what you see adds to your professional image, or detracts from it.

Above all, remain positive. Don't complain, don't whine, don't accuse the boss of being unfair. If it turns out you do have to leave, walking out under good terms will keep the door open for a future return, if you're interested. It can also get you referrals. On the other hand, if you're angry and make things ugly, nobody is going to want to help you in any way. Do it the right way and add to your options.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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