

CAREER SET BACKS

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INTRODUCING KAREN LLOYD



- I am from the UK
- 1996: I started in recruitment, straight from university
- 1999: set up my 1st recruitment business
- Grew the business from start up to scale up over 14 yrs
- 3 further start businesses in this period
- 2013: worked with a technology business and identified a gap
- 2014: launched Armstrong Lloyd – focusing on Leadership Marketing Recruitment. Predominantly UK, small amount in USA.

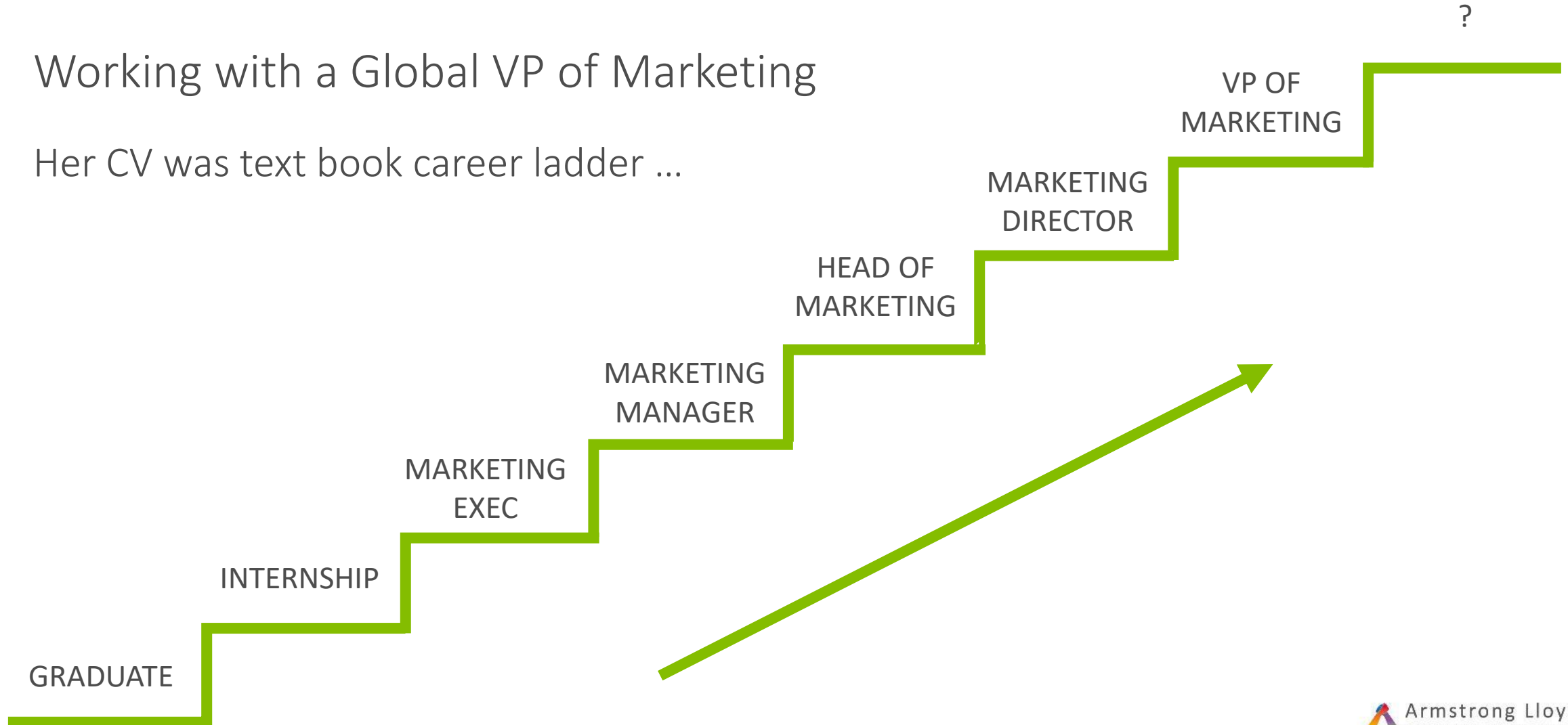
OUR
PERCEPTION
OF OUR
CAREER



LET'S LOOKS AT SOME EXAMPLES:

Working with a Global VP of Marketing

Her CV was text book career ladder ...



WHAT IS A CAREER SET BACK?



A circumstance
or situation
occurs

Your
response /
perception is
to feel that
you are out
of control

It was not
your choice!

EXAMPLES OF CAREER SET BACKS

REDUNDANCY / LAY OFF

PERSONAL CAREER BREAK

PERSONALITY CLASHES - falling out with your boss

NOT BEING PROMOTED - when you believe you should have been

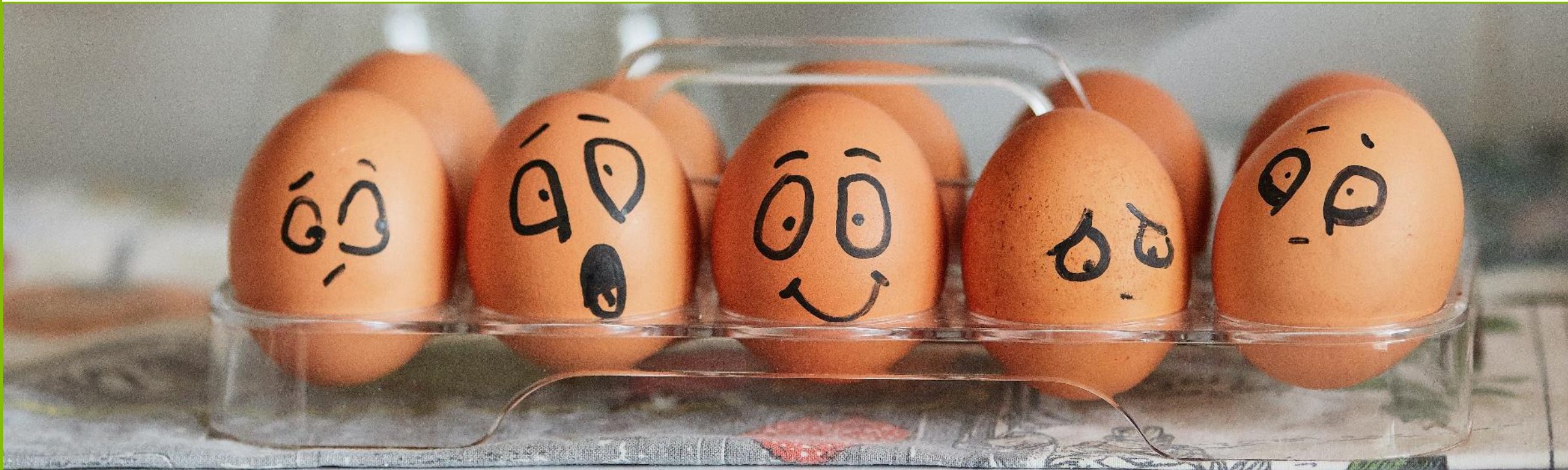
YOU FALL OUT OF LOVE WITH WHAT YOU DO

EMPLOYER OR COMPANY FAILURE – affecting your reputation

BELIEF YOU HAVE NO POWER IN YOUR CAREER ADVANCEMENT

IMPORTANT POINT HERE

Your Response –ie the way you think about it –
internalise or externalise



LET'S LOOKS AT SOME EXAMPLES:

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1st WEEK
THE
PANDEMIC
HIT...

She was laid off / made redundant

The story she told me was that she had been
“stitched up”

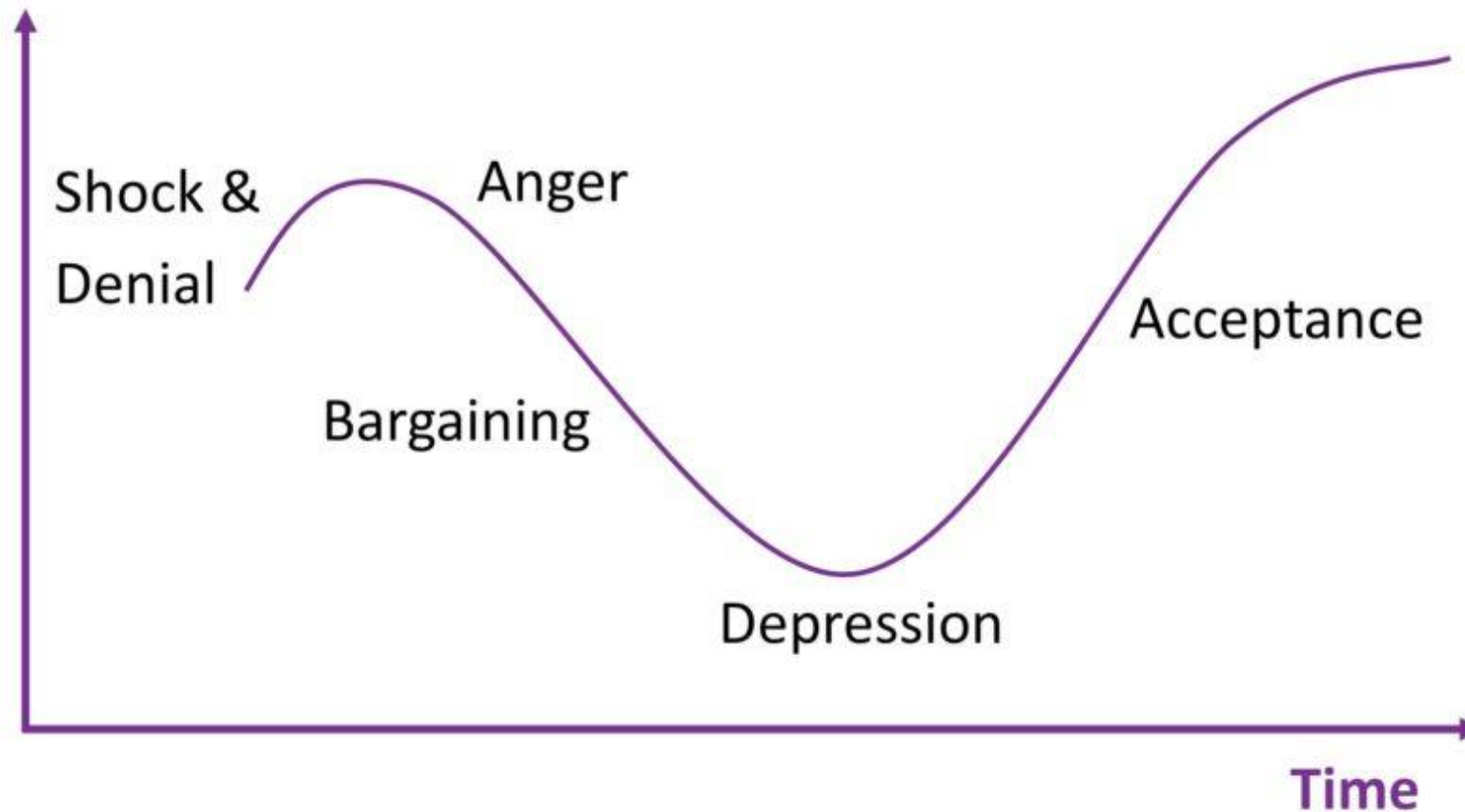
She was very angry

She has not performed well at any interviews since

She was even more angry at the timing

KÜBLER-ROSS MODEL

STAGES OF GRIEF / CHANGE



THE FRAMEWORK IN ACTION



CIRCUMSTANCE

You lost your job through redundancy



THOUGHT

It was unfair and underhand



FEELING

You are angry



ACTION

At interview, this will bubble up even if you try to mask it



RESULTS

A potential employer probably will not view you as the right culture fit as they sense your attitude

WORK ON THE THOUGHT TO CHANGE THE FEELING

Try to work on your thoughts by seeing this as chance to learn and grow

DON'T... blame anyone else

DO... be open minded

QUESTIONS TO THINK ABOUT:

1. What were we trying to achieve?
2. What went well in the last job?
3. What did not go well?
4. What would I do differently next time?

THIS IS A CONSTRUCTIVE EXERCISE!



The purpose of this exercise is NOT to beat yourself again for what you did or didn't do.



It's to open your eyes to all the different ways you could upgrade your efforts next time.



We can't go back in time. But we can absolutely learn from our past actions.

THE FRAMEWORK IN POSITIVE ACTION



CIRCUMSTANCE

You lost your job through redundancy



THOUGHT

This is an opportunity to move forward



FEELING

Optimistic



ACTION

Will come across as excited and looking to the future – so an interviewer will see you as such



RESULTS

A potential employer probably view as someone who wants to add value to their business

Translated into
Practical
Actions

DON'T... blame anyone else

DO... be open minded

**Look to the opportunity !
This is a gift**



Questions ?

Suggested Further Reading:

[Rebounding from Career Setbacks \(hbr.org\)](#) Oct 2014

- by [Mitchell Lee Marks](#),
- [Philip Mirvis](#),
- and [Ron Ashkenas](#)

THANKS FOR LISTENING

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