

Comments I shared to help Rebound, Rewind and Reset for Recovery when Planning your Professional Pivot

Professional Resumes

- We have gaps in our resumes, we have started/stopped our education, started/stopped jobs; some decisions were purposeful, some unpredicted. I call those 'white spaces'. When we provide our resumes, they are task oriented, not outcome oriented. When I coach others about their resumes, we, as African Americans, have trouble articulating measurable contributions, to describe the correlation of what we did to the people, process, or profit of the company. As we work to rebound from COVID, especially if you are looking for a new opportunity, the gaps and lack of articulation are barriers to entering many companies. We can minimize the optics of the white space with using the black ink to ensure we have descriptions that PIVoT- Provide Improvement, Value or Transformation.
- Improvement is making something better- customer satisfaction score, engagement score, better quality, or accuracy. Value to me, is a couple of things. First it is something that is quantifiable to display a size compared to something else- staff size, territory population, market share. Second definition- results that positively impact and align to the company's vision, mission, or objectives. transformation is a thorough or dramatic change.

Things to help you cope during COVID

- Try a new hobby, something you have a passion for, but never had the time
- Take an on-line course to acquire/enhance a skill, like computers or accounting. Something that will add to your 'uniqueness' that will make you attractive to a new employer
- Journal your thoughts. Do it at night, write down one bad thing that happened or three good things. Then write an uplifting word that will allow you to sleep in peace. This way you wake up in a good mood and can tackle the challenges and opportunities of the day.
- Take your earned vacation days. You may have cancelled your trip, but you still need to disconnect from work.

Some Financial Hints for those of us a bit older....

- As shown by the statistics, African Americans are unemployed longer. I always consult individuals to have 12 months' worth of expenses in their savings account. This way you are not forced to take a job just for the money. If you have a chance to do something new, do something you enjoy, even if that means waiting for that opportunity. As we get older, we know what we like and do not like, and are more stubborn about it. Please do not take a job just to get the bills paid, if you don't have an interest or passion for the role, it will not be pleasant for you or those around you.
- If you were laid off unexpectedly due to COVID, it may be a bit difficult to do what I describe above but try your best to prioritize your money. In the past, if there was a downsizing in the company you would have had some advanced notice and could prepare more effectively; save

your tax return, bonus, or supplemental income, alter future vacation plans, and change spending patterns. It is never too late to plan as we never know what challenge will be placed in front of us next. If we weren't ready now, we can be ready for the next time.

