



Coping with the emotions of job loss by investing in others

Losing your job is hard. It's a loss not just of income but of professional identity, self-confidence and self-esteem, purposeful activity, colleagues, security and peace of mind.

You feel shock, anger, fear, grief at your loss, anxious about the future and often depression. In his article "Coping with the emotions of a job loss — some excellent advice," Andy Robinson lists the following symptoms of job loss grief: a parent's diminished ability to parent, difficulties adjusting to new family roles and tasks, difficulties remembering the "good times," increased family disputes, blaming others, stress-related health issues, concerns about the financial future, concerns about possibly having to move and worries about what friends will think about the unemployed status. Candidates have shared with us the emotional pain of losing a job, the feelings of depression and the challenges encountered by their families. I've also experienced it firsthand when my husband lost his job.

These feelings are all very real, but they do not define you. As Robert Cossick says

in his blog, "Come out of the pit. Your worth is not based on whether or not an employer places value on you. Your worth is based on the people around you, those who love you, and the ones you invest in and care about." Cossick defines four steps to change your focus and recognize your worth or, as he says, "to come out of the pit."

Steps to 'come out of the pit'

1. Make a list of the people who have influenced your life and thank them for doing so.

2. Make a list of the people you have influenced and make a mental note of how that influence has impacted their lives.

3. Allow steps one and two to rebuild your own confidence and reaffirm your self-worth.

4. Expand step two by investing in more lives.

Scientific research shows acts of kindness and investing in the lives of others produce some of the same "feel-good" chemicals in us as antidepressant medications do. They also help us to stop focusing

on our own problems and realize how much we have to be thankful for. In her Forbes article "Bouncing back from job loss: The 7 habits of highly effective job hunters," Margie Warrell talks about the importance of extending kindness to others. She says, "There's no better mood booster than making a difference for someone else, even when you wish your own life was different than it is."

Speaking of wishing your life was different, Warrell also shares a great tip for finding your next job: tapping into your personal and professional network. So many open positions are not advertised, but employees at those companies know about those openings and are often asked and encouraged to refer people they know. The more people who know you are looking for a job and what you're looking for, the more people there are who can help you. As Warrell says, "The old adage 'your network is your net worth' is particularly relevant when it comes to finding those positions that are filled by word of mouth." Talk to your neighbors, your for-

mer co-workers, the parents on your child's sports team, etc. Ask them to help you with introductions or to connect you with other people they know who may be able to help you. People love to help and want to help, but they often don't know how until you ask. Here at BIC Alliance, we are big believers in the power of networking. In fact, "BIC" stands for the "Business & Industry Connection." If I or any member of our BIC Recruiting team can help you with making industry connections, please let us know.

Remember to treat your job search like a job: Create a plan, set goals and structure your day. But most importantly, make time to invest in others. As Cossick says in his blog, "Your life has value way beyond any job you will ever have, so start living your life for the things that really matter ... faith, family and friends, because that value will be forever treasured."

For more information on BIC Recruiting, visit BICRecruiting.com or call (281) 538-9996. To contact Hazel Kassu, email hkassu@bicalliance.com. ●

HOT Jobs

Operations and Management

Regional Manager

Houston, TX (2019066)

5+ years of operations management and sales experience. Multi-site experience preferred. Ability to multi-task effectively. Exposure to DOT, OSHA and state specific safety regulations. Strong training and analytical skills, creativity, strategic thinking, organization and accuracy. Communicate clearly, verbal and written. Valid Driver's License. Overnight travel up to 70% of the time. Bachelor's degree required.

Site Manager - Industrial Cleaning

Midland, TX (2019065)

3-5 years of experience within industrial cleaning. 3-5 years in management preferred. Must possess strong communication, administrative, public relations, and technical skills to enhance overall operations. Bachelor's degree preferred.

Fabrication Shop Manager

Houston, TX (2019063)

5+ years' managerial experience required. Oil and Gas/Manufacturing experience preferred. Excellent verbal, written communication and presentation

skills, including negotiation. Excellent time management and organizational skills. Willing and able to travel as required. Bachelor's degree preferred.

Human Resources Manager

Houston, TX (2019061)

7+ years of progressive leadership experience in Human Resources positions. Excellent technology and communication skills. General knowledge of employment laws and practices. Experience in the administration of benefits and compensation programs. Proven experience in recruiting and employee development and retention. Experience with Ultipro a plus. Bachelor's degree required.

Estimating & Project Manager

Houston, TX (2019059)

5 - 10 years of project management experience. Experience with bid review and estimating. Ability to interpret engineering documents and as-built drawings. Background with electrical/automation integration. Knowledge or experience with offshore regulatory requirements/codes (ABS, USCG, DNV, Lloyd's, SOLAS, CSC). Modular building experience a plus. Bachelor's degree preferred.

Business Development/Sales/Marketing

Director of Sales & Marketing

Houston, TX (2019051)

10+ years of sales and marketing industry experience is required. Must have a strong background in sales and marketing, with an emphasis on industrial sales. Knowledge of the heat exchanger market as well as construction methods and applications preferred. Must also have strong leadership skills and sales capabilities. Requires excellent verbal and written communication skills, strong presentation skills and well-developed analytical skills. Bachelor's degree is required.

Director of Business Development

Houston, TX (2019040)

10+ years of business development and sales management experience. Experience leading a team in a matrixed environment is a plus. Excellent communication skills combined with strong business. Demonstrate critical thinking skills required of a professional business leader. Ability to develop and implement standard work practices. Bachelor's degree preferred.

Inside Sales

Houston, TX (2019064)

0-2 years of inside sales experience. Great opportunity

for a recent college graduate. Assertive and confident self-starter with the ability to learn quickly, be energetic and personable, and able to manage multiple priorities. Strong mechanical aptitude and the ability to understand technical products. Bachelor's degree required.

Sales Manager/Account Representative

Oklahoma City, OK (2019060)

5-8 years' industrial sales experience focused on the refining and petrochemical industries. Specialty services background preferred (maintenance services, painting, insulation, scaffolding). Strong conflict resolution and critical thinking skills. Excellent interpersonal, written and verbal communication skills. Travel - 25%. Bachelor's degree preferred.

Business Development Manager - Construction

Baton Rouge, LA (2019053)

5+ years' experience in a Business Development focused role within the refinery sectors with an emphasis on Maintenance. Experience with Coessential or related Client Relationship Management system preferred. Must have impeccable oral and written communication skills. Completing EOIs, RFIs and RFPs upon client request. Bachelor's degree strongly preferred.

To apply for a job and upload your résumé, please visit BICRecruiting.com.