

Job Transitions – Emotional Reactions and Healthy Responses

Job transitions can happen in a number of different ways. Sometimes the move is by choice, such as when you request a move to a different position or job within your company; sometimes it comes as the result of a promotion. Other times, a job transition is the result of a company reorganization.

When a job transition is unexpected, it can stir up many different feelings, immobilizing you emotionally. But you have the power within to change your perception; to find the positivity and view the transition (even if not immediately) as a time to make changes in yourself and your work for the better.

What you may be feeling

- **Questioning self-worth** – Feeling a loss of your own value, usefulness and ability
- **Anger** – Generalized feelings of anger or specific anger at things or people
- **Anxiety** – Non-specific feelings of fear or anxiousness you can't put your finger on
- **Feeling tense** – Experiencing tension or apprehension in normally comforting situations
- **Interpersonal blame** – Blaming others or projecting your feelings on others
- **Role ambiguity** – Not feeling clear or confident about expectations of you in your new role
- **A sense of helplessness** – The feeling that life is out of your control and without hope
- **Physical symptoms** – Headaches, body aches, sleep issues (too much or not enough)

Some healthy ways to respond

- **Practice healthy personal habits** – Get fresh air and exercise. (If you're not a fitness buff, simple walks and activities are great.) Eat healthy foods, and don't turn to drugs or alcohol.
- **Don't catastrophize** – Try to keep your thoughts from dwelling and bringing yourself down further.
- **Look for "silver linings"** – A transition could be the start of a fresh, exciting chapter in your career. View it as a chance to shine in new ways, start in a new city or work closer to home.
- **Seek support from others** – Support of friends and family is a great buffer against stress.
- **Voice frustrations in appropriate ways** – Say it out loud or write it down to the appropriate parties and in the appropriate ways. Don't bottle up your feelings.
- **Take action to cope** – Find healthy ways to take control of the situation and your life, such as:
 - Re-working the family budget and reducing expenses as needed.
 - Beginning the process of finding another job by making contacts, redoing your résumé or sending applications.
 - Don't sink into a passive attitude and inactivity!
- **Ask for help** – Above all, if you need help coping, speak up...don't try to carry the weight of this on your shoulders alone.

Your EAP is here for you.

We're available to talk 24 hours a day, 7 days a week.

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