

## 12 SIGNS YOU'RE ABOUT TO BE FIRED

- 1. You're Out of the Loop**—You no longer get advanced notice of company news or reports; and you seem to be losing your voice in organizational matters. You are not copied on memos you normally receive or invited to meetings you usually attend.
- 2. Your Boss Has an Eye on You**—You feel as if you're being scrutinized more closely and that your boss no longer trusts you. Your decisions are constantly questioned, your expense reports put under a microscope, and you have less latitude to work independently.
- 3. You're Getting the Siberia Treatment**—You used to know all the scoop -- be it business or social in nature. Now your co-workers avoid you and the last conversation you had with your superiors was a lame attempt at pleasant banter.
- 4. You Had a Bad Review**—You received a poor performance rating and a disproportionate amount of negative feedback. If you received a warning or were given a "performance improvement plan," it's really time to start packing!
- 5. Your Superior is Leaving Paper Trails**—Your boss communicates with you predominately in writing. You receive memos pointing out errors, criticizing your performance and confirming any meetings or discussions the two of you have had.
- 6. You and Your Boss Are Not Getting Along**—Corporate management will swear it's not personal, yet many downsizings are actually ways to get rid of unpopular or "black-listed" employees. Performance is a subjective judgment and managers are more likely to get rid of people they don't like.
- 7. Your Mentor is Gone**—The executive who always championed you has left the company or been rendered powerless.
- 8. You Publicly Messed Up**—You made a blatant error that embarrassed your boss or made the company look bad. Or, you're part of a team that goofed up and they need a scapegoat.
- 9. New Blood Has Taken Over**—Your company is about to merge, be acquired or undergo reorganization and your leader suddenly disappears. New hires have become the wave of the future and they've been given the directive to "shake things up."
- 10. You're Being Set Up to Fail**—You've been assigned to an undesirable territory or given impossible tasks with unrealistic deadlines and little support.
- 11. You've Been Stripped of Your Duties**—You've been asked to compile a report of all your ongoing projects and pushed hard to finish one or two specific projects. Or, you've been relieved of your core duties so that you can work on meaningless "special projects." You are encouraged not to do your usual long-term planning.
- 12. You're Hearing Rumors**—If you're hearing rumors of your demise, take heed: Where there's smoke, there's fire!

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# Top Ten Reasons to Quit Your Job

1. **Your relationship with your manager is damaged beyond repair.** You have sought help to mend the relationship but you know it is too damaged for recovery. (Perhaps you were untrustworthy, missed work on too many days, or the manager acts like an untrustworthy jerk.) Whatever the reason, the relationship is irrecoverably damaged.
2. **Your company is experiencing a downward spiral,** losing customers, losing money, and rumors of possible closure, bankruptcy and failure prevail.
3. **Your life situation has changed.** Perhaps you have married or had a baby, and the salary and benefits no longer support your life needs. You need to move on to better opportunities to support your family.
4. **Your values are at odds with the corporate culture.** A lack of congruence with the corporate culture will destroy your attitude at work.
5. **You've stopped having fun and enjoying your job.** No matter what changed, when you dread going to work in the morning, it's time to quit your job.
6. **Your company is ethically challenged.** Perhaps the managers lie to customers about the quality of the products or the day on which the product will ship.
7. For whatever reason, **you have behaved in ways that are considered improper** at work. You've missed too many days of work, slacked off on the job, failed to maintain needed skills, and / or just generally developed the reputation of a loser. That reputation, once earned, is unlikely to change; you might as well quit your job, while you have the opportunity.
8. **You've burned your bridges with your coworkers.** Your group is not getting along in an environment that requires people to work together well.
9. **Your stress level is so high at work that it is affecting your physical or mental health** and your relationships with your friends and family.
10. **You are unchallenged,** need more responsibility, and seek opportunities that just don't exist for you in your current organization.

[Susan M. Heathfield](http://humanresources.about.com/od/whenemploymentends/a/quit_job.htm), Your Guide to Human Resources

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## WHAT TO DO IF YOU'RE FIRED/LAID OFF – SOME TIPS FOR EMPLOYEES

1. Don't get lazy.
2. Make sure you spend at least 30% of every day trying to find a job.
3. Start a blog on the field you want to work in.
4. Do things that will get you to be recognized as a world leader in the field you want to be in.  
Demo! Demo! Demo!
5. Network. Network. Network
6. Do a video everyday on YouTube that demonstrates something you know.
7. Show your friends your resume and cover letter.
8. Do the basics. Develop a great cover letter and an interesting resume.
9. Don't feel bad about taking government assistance, i.e., unemployment insurance.
10. Go to any job networking session you learn about.
11. Go where the money is.
12. Take a little bit of time to work on family and health.
13. Volunteer.
14. Make sure you take advantage of any help your former employer is offering.
15. See if you can keep coming into the office.
16. Go to every business event you can attend. Have your resumes ready.
17. Always have your suit ready. Some interviews happen fast: The one who is ready will get the interview.

<http://scobleizer.com/2008/01/23/what-to-do-if-youre-laid-off-in-2008-recession/>

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