



WHAT TO DO IF YOU GET FIRED

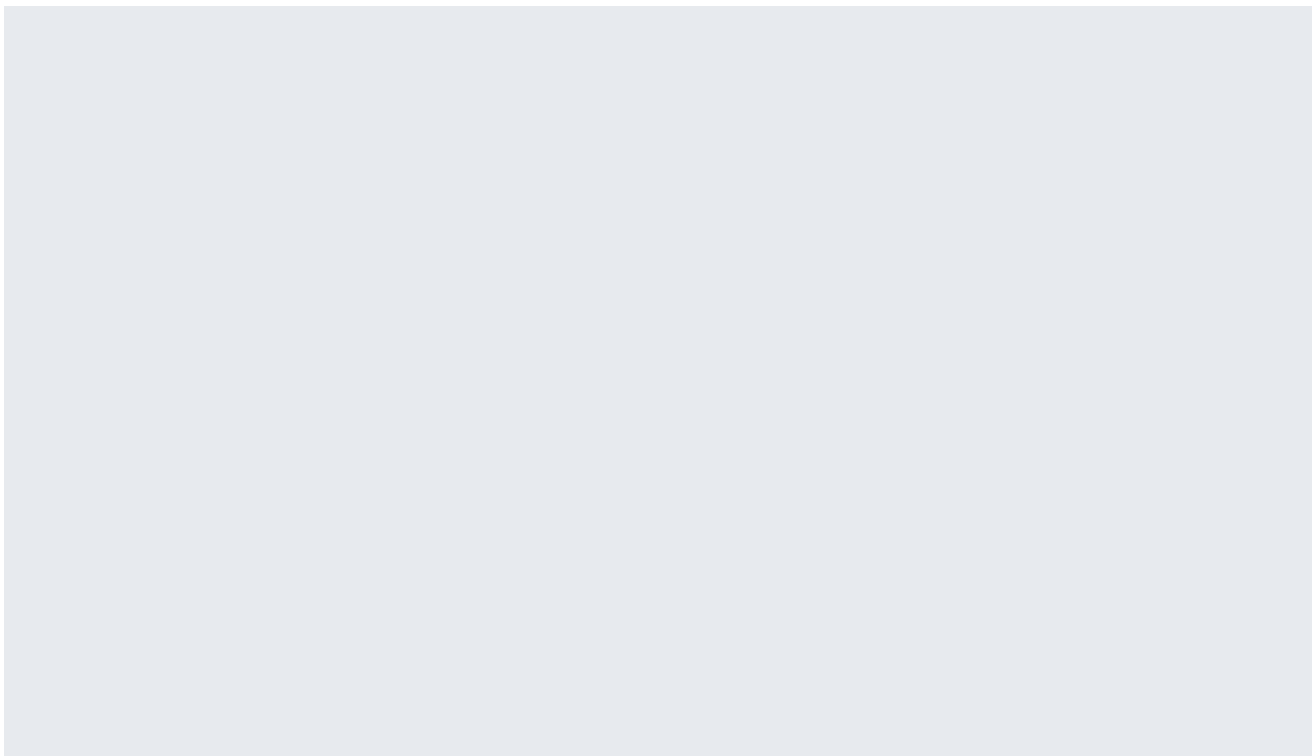
WORKBOOK



Next Move Group
We Are Jobs

- First of all keep your head up, remember Bill Belichick got fired by the Cleveland Browns, looking back who was the dumbass in that situation?
- Try to leave on as good a term as possible
 - First of all keep your head up, remember Bill Belichick got fired by the Cleveland Browns. Looking back now, who won in that situation?
 - Try to leave on good terms
- Ask whoever is firing you what went wrong
 - This can help you determine skills you can better or can help you to avoid jobs like this one in the future if you were the wrong fit somehow
 - Ask where you fell short of their expectations?

Based on what you were told and your gut feeling, why do you think you were fired? Are there skills you can work on to be a better economic developer in your next position?



- If you are asked to sign a severance agreement, hold harmless agreement, or NDA on the way out in exchange for severance money, take some time to read the agreement before you sign it.
 - Do not rush signing these documents.
 - Use signing this as leverage to ask about getting your health insurance paid for a few extra months as this is one of your biggest risks during unemployment.
- Figure out your health insurance
 - **Option 1:** Sign up for COBRA through your previous employer to keep your health insurance for up to 18 months, you will pay the full premium yourself plus a small administrative fee
 - **Option 2:** Apply for plan on the open enrollment platform here: <https://www.healthcare.gov/apply-and-enroll/health-insurance-plans-estimator-overview/>
- File unemployment insurance
 - Find where to apply here: <https://www.dol.gov/general/topic/unemployment-insurance>
- Build talking points as to why you were terminated
 - Build a 30 second pitch on why you were terminated so you control the narrative
 - Some good answers are:
 - Well it was not the right fit, I knew it when I got there. They were looking for x and I am y
 - Or, I had five good years there but I got a new chairman and we did not see eye to eye

- Be as helpful to the search firm as they are to you
- Try to put all your questions about a job into one email so the search firm can respond to one email rather than sending many questions separately
 - Do not ask but one or two questions before you are a finalist
 - Once you are a finalist, ask no more than 10 questions
- Keep your word once you agree to do a step in the process
 - You can always withdraw during the process or at the end, but once you have agreed to an in-person or video interview at a specific time, we advise you to keep your word and go through with that step of the process
 - Only withdraw at times where you have yet to commit to a specific date and time to do a part of the process
 - Once you are offered a job, feel free to turn it down and withdraw at any time
 - Once you agree to a specific time for a video or in-person interview, other parts of an agenda for the search committee are built around you, so if you withdraw a huge gap can then be created in the schedule embarrassing the search firm
- Remember, the search firm does not have the final decision on who to interview or hire, so do not hold this against the search firm. If you lose your temper with the search firm, they could be hesitant to put you into future searches.
 - Do not confront the search firm nor the search committee in a hostile way after the decision is made

Write your 30-second talk here about why you were terminated.

- Contact 10 “super connectors” per day
 - “Super Connectors” are people within your industry that know many people and likely will know of job opportunities
 - Examples are state economic developers, utility economic developers, regional economic developers, lobbyists, elected officials, engineers, etc.
- Once you contact a critical mass, follow up with them via email every 4 weeks
- Let them know also you would consider a “gig” job or freelance job if they hear of an economic development organization needing help with something

- Contact executive search firms which specialize in the type job you want
- Economic Development executive search firms which do many searches:

www.thenextmovegroup.com
<https://jci-inc.net/>
<https://thepacegroup.com/>
<https://www.governmentresource.com/>
<https://www.jatoday.com/>
<https://www.ralphandersen.com/>
<https://www.thechasongroup.com/>
<http://www.waverly-partners.com/>
<http://www.mikebarnesgroup.com>
<https://www.logandevgroup.com/>
<https://www.kornferry.com/>
<https://www.imsearch.com/>
<https://www.govhrusa.com/>

- Perfect your resume
 - Be working on your resume daily while you enact the previous steps in this plan
 - Put your job timeframes in years not months, so you can show you were fired in “2020” rather than March of 2020
 - List all your tangible accomplishments for each position with numbers associated with them such as “Grew budget by 10%” rather than “Managed a budget”
 - Make sure to talk about things you developed not managed, remember its an “Economic Development Job” not an “Economic Development Manager Job”

Write your bullet points for each economic development job you have had, with numbers for each bullet point here:

- Build a 30-second elevator pitch as to why someone should hire you
 - Bullet point out your pitch, then rehearse it, so you have it ready to go whenever you need it
 - Use tangible results rather than things you managed in the pitch.
 - For example: "I have run two different economic development organizations having grown both their budgets by at least 10% and having landed multiple industries in each community. All together we recruited companies that created over 2,000 jobs in our communities."

Write your 30 second pitch here as to why someone should hire you:

- Apply for as many jobs as you can to get interviewing experience
 - Check IEDC's jobs board every Thursday afternoon or Friday
 - Check your state and regional economic development association's jobs board daily
 - Apply for many, many jobs as going through the interviewing process will help you prepare for when a job comes along you really want
- Create an action plan to improve one hard skill and one soft skill while you are unemployed
 - Think back to why your previous employer said they let you go and read books or do some online training on how to turn that weakness into a strength
 - Do this for both one hard skill and one soft skill
 - This will also let you defend yourself if you are ever pushed hard on why your previous employer let you go, you can say, "I listened to them, and I have now had training to improve"

What hard skill will you improve during this down time?

What soft skill will you improved during this down time?

- Interview as much as you can for practice
 - We recommend applying for and interviewing for jobs you do not want as this will create practice so you are better when a job comes along you do want
 - Before interviewing for the first job, practice answering standard questions like “Tell Us About Yourself” with your iPad video and watch yourself to improve.
- Consider a “gig” while you are unemployed
 - Tell your super connectors to keep you in mind if they hear of any economic development organizations that need freelance work



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