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LifeMapSM



LifeMap is a navigational tool to help you on your path towards personal and professional success.

Our belief is that you can achieve a more rewarding career, a more productive organization and a more satisfying life.

January 2019

This Month's Message:

How to Make a Gracious Exit.

Paths Forward:

CAREER BEST SELLER

Tired of boring meetings??

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How to Make a Gracious Exit.

I have repeatedly written and lectured that every organization, every profession and every industry is like a small town. Eventually you will become known for who you are. More than 2,500 years ago the ancient Greek philosopher Heraclitus wrote, "A man's character is his fate." Reading Doris Kearns Goodwin's recent volume on "[Leadership: In Turbulent Times](#)" I reflected on President Lincoln's attitude towards the enemies that had torn our country apart. His approach was "with malice toward none with charity toward all". Contrast that to President Nixon's scribbling an enemies list and siccing the IRS, FBI, and masked burglars on them. Here are two famous cases of a person's character revealed through time and history determining how they will be forever known.

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The Bureau of Labor Statistics consistently reports that folks currently in the workforce will change jobs between 12 to 15 times. As with everything else in your career life there are ways to quit a job that demonstrate your professionalism and personal ethics and ways that can demonstrate your deficits in both domains. At a very practical level I must stress that burning bridges behind you is not in your best interest in many ways. But at a more aspirational level I'd like you to consider how you will be viewed as a person as you move on in your career. Will people respect you and root for your success or observe that you are solely focused on yourself? Are you a user who pushes his network to distraction when job-hunting yet is perpetually unavailable when folks reach out to you? Trust me, if you are perceived as "hurray for me, to heck with you" the wheel will eventually turn and when you most need support the only sound you hear will be crickets.

If you are leaving a thankless job, with a lousy boss, in a dysfunctional organization you may be tempted to pull out that the old country and western song and say "Take This Job and Shove It ". As a fantasy this can great fun. You can even role-play it with a friend. (A real friend, not anyone from work. Remember you may have work acquaintances but you will have very few real friends from work over an entire career.) But there is an important line between fantasy and reality. You may be tempted to make a scene, send a widely published nasty-gram or post damaging reviews of your former employer, co-workers, products, services, or reputation. You must resist these temptations.

Blame it on the media, human nature, or the Devil if you want. Temptation does not attack you at your strong point; it approaches you at your weak point. Aretha Franklin told us "every chain has got a weak link". What is your weak spot? Ego, money, acclaim, desire for power, vanity, family? Resist temptation by reflecting on your values, associate with those who share your convictions, seek the counsel of coaches and mentors, pray or meditate on your higher self. But walk away with your head held high.

Easier said than done? You bet. But here are some savvy moves you can make on your way out the door that will enhance your career as well as your reputation and stature.

Paths Forward:

- * Whatever you do don't go public in any way until you have a written job offer with a satisfactory compensation package in hand.
- * Present a written resignation letter to your boss and CC your boss's boss. Stick to the basics. The "whys" are irrelevant. Express appreciation for the opportunities you've been given and wish all well. Short and sweet is best.
- * Give at least two weeks notice or more if you can or need to. Do not expect any back pats for offering to do more so in this case less is more.

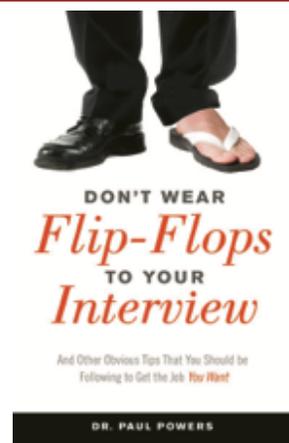
- * Be subtly removing your personal items so it's not ultimately one big awkward load but leave the obvious picture(s) until last.
- * Personally thank anyone who may have served as a job reference, update their contact information and make the effort to stay in touch with them over time.
- * Be gracious, unassuming, complimentary, and appreciative to all at any going away event- even if it's just a cupcake or card. Be mindful of the feelings of those still left there so moderate your enthusiasm. Avoid alcohol or keep it to a minimum. Get out early and go home.
- * As a savvy interviewer you did not share any negative data about your current employer. Continue this policy as it now refers to your former employer.
- * If your current employer makes a counter-offer treat it with the respect you'd give any job offer. But ask yourself why it comes now. Did you not express a desire for more responsibility or more money? Is it symptomatic of not elevating staff from within or some other factor? Be sure to analyze the offer completely and in comparison to your external offer. Give a courteous and professional response within the timeframe they've indicated.
- * Do not poach anything of value from your former employer and this includes staff.
- * Do not goof off, operate on cruise control or gloat during your transition period.
- * Say good-bye to folks you've had an individual work relationship with and wish them the best. There is a strong likelihood you'll run into them again. Maybe as a colleague, maybe as a boss.

LifeMap (sm) is about helping you make savvy transitions that enhance your career, your reputation and your self-esteem.

CAREER BEST SELLER

For the past 30 years I've surveyed successful job hunters and captured their proven shortcuts, insider knowledge and time-saving / stress-reducing tips.

My new book [Don't Wear Flip-Flops to Your Interview](#) is packed with strategies and techniques that are practical, market-proven, and easy to use. Added to this powerful mix, are the hard-won lessons from the personal experiences of thousands of professionals who have succeeded in the job changing game. It is not necessary for you to struggle to



rediscover and reinvent the job hunting process. Here you will find the keys to a more productive, shorter and less stressful job search.

Tired of boring meetings??

Have Dr. Paul speak at your next off-site meeting or conference. Fast-moving, practical, motivating presentations from an acknowledged leader in the field of career and personal success.

<http://www.drpaulpowers.com/speakingschedule.html>

Need Career Coaching?

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LifeMap (sm) is about empowering you to bring the best ideas and practices to your workplace.

Have an issue or question you'd like Dr. Paul to address in a future edition? Send an email to the email address listed below.

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Sincerely,

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