



DALE CARNEGIE TRAINING®
www.dalecarnegie.com

FOR IMMEDIATE RELEASE

CONTACT: Genevieve Marrin
212.242.9353 x191
gmarrin@laforce-stevens.com

OLDER, WISER...UNEMPLOYED

Advice from Dale Carnegie Training on Bouncing Back After Being Fired

New York, NY (May 10, 2005) –In the past, younger workers were typically first on the chopping block when the economy went south. According to a recent article in *Fortune Magazine*, more and more older workers are now the first to go. Today, losing a job during peak earning years isn't just detrimental to your bank account, it can kill be a career killer. According to Peter Handal, President and CEO of Dale Carnegie Training, "Getting fired at any age is unpleasant, older workers –especially those who've achieved a high level of success and responsibility– have the added challenge of being overqualified and overpriced for available jobs."

Handal offers the following additional advice on determining if your job is in jeopardy and how to get back in the game if you've been fired:

Keep your skills relevant and up-to-date. "Age discrimination unfortunately seems to play a key role in the limited opportunities for unemployed over-50 workers," says Handal. People assume that older workers lack the energy or knowledge they need to remain relevant. Prove the naysayers wrong by staying "in-the-know" by reading trade journals and taking classes.

Hone negotiation tactics. According to a 2003 survey by outplacement firm DBM, older workers take a much larger pay cut than those younger than them when rehired.¹ When walking out the door, be sure to negotiate a generous severance package as it could easily over a year to find a new job. "Negotiation skills – like clear communication and adept listening—are key for any transition, whether you are starting or leaving a position," says Handal. "It's important to be clear about your needs, firm in your approach and flexible in your perspective."

It's not just what you know, nor whom you know. It's who knows you. Hone your networking skills and stay connected to colleagues in your industry. "Building and managing interpersonal relationships across industries and levels is the best way to find a new opportunity," says Handal. And, when you finally do land a position, keep networking. "Crafting strong alliances can only help you in your current business – and can give you the security and comfort you need in knowing there are other opportunities out there, if this job evaporates," adds Handal.

About Dale Carnegie Training

Dale Carnegie Training (www.dalecarnegie.com) is a global management training company with experts in corporate management, workplace issues and leadership trends. The company provides leadership, sales and management training to over 400 of the Fortune 500 companies, training over 7 million adults worldwide.

¹ *Fortune*, May 2005

(c) Dale Carnegie & Associates, Inc. 2006. All Rights Reserved.