

Restart!! Job Change & Professional Reorientation in the World of Work

Discover Strengths, Unfold Potential, Use Crises as an Opportunity, Find a Dream Job & Start Something New

Simone Janson (ed.)

Published by Best of HR - Berufebilder.de®

Table of Contents

Imprint

Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback
Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Information as desired with Membership Discounts, eCourses, Workbooks,
and custom, individual eBooks

Successfully use the AI Extension to the Book for your Goals and to make Money

Experience Success and Inspiration: Discover your Way and support Sustainability

Career reorientation and a new beginning: Get off the dead horse! // By Simone Janson

Successfully master job changes: 6 tips for restarting // By Maja Skubella

Salary increase only by changing jobs: knowledge gap and fair salary // By Fritzi Roth

Application and job change: 8 tips for the first day in the new job // By Simone Janson

Development of potential: How do we motivate people to use their abilities? // By Simone Janson

Change jobs and cancel properly: 4 tips for career-friendly retirement! // By Jaleh Bisharat

Digital transformation and career reorientation: 5 tips against self-boycott! // By Tom Diesbrock

Professional and Personal Crisis: 5 radical questions about the new beginning // By Isabel Nitzsche

Termination and job change: 7 steps to the new dream job // By Dr. Job

New start and restart with 40 and 50 Plus: opportunities for silverback in mid-life // By Katharina Daniels

Achieve job satisfaction: 5 tips for the do-it-yourself dream job // By Antje Heimsoeth

Career choice and career opportunities in Germany: dream job unknown // By Simone Janson

New job - onboarding: How to get started in the company [+ checklist] // By Oliver Koch

Crises and upheavals as an opportunity: from job loss to a new beginning // By Birgitt E. Morrien

Career choice for newcomers: Which job suits me? // By Simone Janson

Conclusion: How to expand your Knowledge and Experience with interactive AI and discounted Add-on offers for free.

Authors Overview

Maja Skubella

Fritzi Roth

[Jaleh Bisharat](#)

[Tom Diesbrock](#)

[Isabel Nitzsche](#)

[Dr. Job](#)

[Katharina Daniels](#)

[Antje Heimsoeth](#)

[Oliver Koch](#)

[Birgitt E. Morrien](#)

[Simone Janson](#)

[Profound Expert Knowledge, Quality Assurance and AI: The Concept of Publisher
of the Year Best of HR - Berufebilder.de®](#)

[Appendix: Tips and Prompts for using the AI Extensions](#)

Imprint

The German National Library lists this publication in the Deutsche Nationalbibliografie; Detailed bibliographic data are available on the Internet at <https://dnb.dnb.de>.

ISBN of the German eBook edition: 9783965960220

ISBN of the English eBook edition: 9783965960237

German website of the publisher: <https://berufebilder.de>

English website of the publisher: <https://best-of-hr.com>

Restart!! Job Change & Professional Reorientation in the World of Work

4th completely revised and extended edition, 10.01.2024

©2024 by Best of HR - Berufebilder.de®, a brand of Janson Pressgroup Print & Online

Published by Simone Janson

Duesseldorf, Germany

Concept, editing, graphic design & layout: Simone Janson

Cover design with Canva

eMail: publisher@best-of-hr.com

For your [successful, fulfilling life](#), the information you truly need: State-funded publisher, awarded the Global Business Award as [Publisher of the Year: Books, magazines, eCourses, data-driven AI services](#). Print and online publications, along with the latest technology, go hand in hand - with over 20 years of experience, partners such as the [Federal Ministry of Education](#), customers like [Samsung, DELL, Telekom](#), or universities. Behind it all is [Simone Janson](#), a German [Top10 blogger](#), referenced in [ARD, FAZ, ZEIT, WELT, Wikipedia](#).

All books are published in German and English. We take our responsibility to deliver well-researched and reliable information very seriously. Therefore, the publisher follows a dedicated concept for quality assurance and compliance, where the expertise of renowned experts goes hand in hand with the latest AI technology for information analysis and text optimization. If you have any further questions, you can read the corresponding chapter at the end of the book.

All works of the publishing house Best of HR - Berufebilder.de®, including their parts, are protected by copyright. Any use outside the narrow limits of the copyright law is not permitted without the consent of the publisher and the author. This applies in particular to the electronic or other reproduction, translation, distribution and making publicly available.

Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

All readers who are looking for individual solutions also have the opportunity to use the AI extensions and consulting tools free of charge within the framework of AI Extended Books, for which we usually charge a monthly subscription fee. Our interactive success advisors and other AI-supported tools are at your disposal to provide you with tailored advice and recommendations that are tailored to your individual needs. Use these tools to drive your success and achieve your personal goals.

In addition to this wealth of inspiration, we want you to experience and enjoy your success: As a reader of this book, you will have access to a variety of exclusive services that will help you live well and successfully according to your wishes: from inspiring reader trips, where you have the opportunity to discover new places and exchange ideas with like-minded people, to lifestyle products that are

specifically tailored to your needs, we want to ensure that you make the most of this reading experience.

Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because career paths are often already predetermined by the vocational training in youth, changes at a later age often appear difficult or impossible, especially in the middle of life, at 40 or 50 years of age. But many people are dissatisfied with their work, would like to exhaust their full potential and recognize which career path suits them better. This book accompanies the new beginning: It shows opportunities and change possibilities as well as self-blockages and helps to overcome the fear of the next step. There are also specific tips for making a career change.

In addition, our unique [publishing concept](#) offers you many best practice tips and examples from successful managers, entrepreneurs and other exciting personalities.

Information as desired with Membership Discounts, eCourses, Workbooks, and custom, individual eBooks

Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

Our Academy offers you the opportunity to continuously expand your knowledge and skills and engage with like-minded individuals. By participating in our online courses and interacting with experts and other learners, you can achieve your professional goals and advance your personal success. We believe that inspiring experiences and continuous learning are the keys to long-term success. Therefore, we invite you to explore our Academy and benefit from the diverse learning opportunities.

In addition, the Workbook Success Planner is the perfect complement to the guidebooks. This workbook helps you successfully implement the inspirations and tips from our books, step by step and day by day, whether it's about career goals, decision management, or financial planning. You can either print the Success Planner yourself or order it as a bound book. Each workbook comes with a free eBook.

Do you want a personalized eBook topic or an e-course on a specific subject? You can also find that in our publishing house at <https://best-of-hr.com/publisher/>. We will create your personalized eBook on a topic of your choice upon request. In the

Academy of Best of HR - Berufebilder.de®, you will also find email courses with individual assignments, personal support, and certification.

As a book reader, you not only have the advantage of gaining information and new insights but also enjoy financial benefits that come with purchasing our books. As a [newsletter subscriber](#) or [registered member](#), you will receive a 50% discount on all e-courses and a 20% discount on all other books as a member edition. You can find the books at <https://best-of-hr.com/shop/books/>. The coupon code is sent weekly via the [newsletter](#). Additionally, there is the Premium Membership, a paid flat rate for one year, which includes all learning materials, downloads, and premium articles.

Successfully use the AI Extension to the Book for your Goals and to make Money

For those seeking further individual guidance and services, our concept of *AI Extended Books* offers the potential to analyze information, gain valuable insights, and show paths to achieving your individual goals. By utilizing AI in your work or personal life, you can gain many benefits and work much more efficiently. Through our AI solutions, you will discover new ways to explore your horizons in innovative ways. And the best part is that this service is free for you as a book buyer. In the appendix of the book, you will find a detailed explanation and numerous application examples to facilitate your successful handling of AI.

Our interactive [AI-assisted consultant](#) is there to assist you with any questions regarding success, career, and personal development. Our [AI-eTutor](#) supports the learning experiences from our academy with individual exercises. And the interactive [travel planner](#) helps you plan individual moments of success.

One of the greatest strengths of AI is its ability to process large amounts of data and recognize patterns. By using machine learning algorithms, AI can learn from this data and make predictions. This enables you to make informed decisions, optimize your strategies, and even solve complex problems. Whether it's your personal career management, optimizing communication processes, or improving work efficiency - AI can help you achieve your goals more effectively.

With the AI tools from Best of HR - Berufebilder.de®, you can even earn money. This is done through an affiliate program, a marketing strategy where companies collaborate with affiliates to promote and sell products or services. Affiliates are individuals or companies that act as partners and receive a commission for every sale or action they generate. To participate in our affiliate program, please register [for our partner program](#).

Experience Success and Inspiration: Discover your Way and support Sustainability

But that's not all! We want to offer you a very special opportunity that will make your journey to personal growth and success even more unforgettable. Because we

know that it's not just about reading, but also about experiencing and applying what you've learned. That's why we want to offer you exclusive vouchers for suitable trips and other items that perfectly match your chosen guide. To achieve this, we work with numerous network partners in accordance with our compliance guidelines.

So imagine putting the inspiring wisdom of your book into action while creating unforgettable memories at the same time. Whether it's a relaxing break at a wellness resort, an adventurous trip into nature, or a workshop that further develops your skills - with our specially selected vouchers, you can put what you've learned into practice directly and enjoy unforgettable experiences at the same time.

Let yourself be inspired by our guides and discover the possibilities that await you. Because we believe that true change doesn't just happen in the mind, but also in the heart and in action. So get ready to elevate your life to a new level with individual moments of success and make your dreams come true. By the way, 5 percent of your purchase goes to non-profit organizations that are dedicated to projects such as reforestation and climate protection.

So you see: from cost savings to access to knowledge and education, to the opportunity to experience and live your own successes, to inspiration for entrepreneurial activities, and the possibility to earn money with our publishing house - reading our books can provide you with financial benefits in various ways.

Career reorientation and a new beginning: Get off the dead horse!

// By Simone Janson

Which profession suits me is a frequently searched term in Google. Many people are looking for a job that fulfills them. Because in reality it is more difficult to implement this, we show you here why new beginnings often fail and what they can actually do to make it work - even for a fresh start from 50.

Learning from the Fairy Tale

Our expert for professional reorientation is Tom Diesbrock. In his post about [self-efficacy](#) sagt er: "Prinzen im Märchen sind eher Regisseure, die ihr Leben aktiv selbst in die Hand nehmen. Viele andere sind eher Komparsen, die passiv darauf warten, dass sich etwas ändert."

He makes it clear what a career new start is all about: that you take your life into your own hands and actively pursue your goals instead of simply hoping for impulses from outside.

Do you believe in fairy tales?

But why don't more people do it? Diesbrock has the reasons for this in a series of articles Best of HR – Berufebilder.de® with the title "[10 Reasons to ride a dead horse](#)" Listed. You can see how absurd and pretended some reasons are.

Many people prefer to stay like Sleeping Beauty in the fairy tale castle and hair on the saving prince who cuts through the thorn hedge than to become active themselves. But honestly, do you believe in fairy tales? Just!

Social factors

But it is not only the pig's own inner guilt for the misery, but also the social environment and the mentality can successfully lead a willing professional translator successfully from his project.

Incidentally, a thesis that Robindro Ullah vigorously contradicted in his blog post in response to my publication of a text on the subject at RP-ONLINE:

Pig dog or environment?

But I totally disagree with the post. The experiences that Simone Janson describes, I have not done in our group yet ... It may be that it looks different in other companies, but actually I thought I would work in a conservative store ...

Then I ask myself smoothly: What does it look like in reality? When, for example, I apply for a degree in the humanities of the Deutsche Bahn? Because as a rule it is not really easy. However, one must also say that some people simply have little desire for something new!

Dear dissatisfied advancing than translating!

This is what the majority of Germans also look like: In a survey among employees, the consulting company Gallup 2010 found out: Good 66 percent of Germans do duty according to regulations and count the hours to holidays and holidays.

And even 23 percent has quit internally. Fully motivated, whole 11 percent are still working. But why do these workers have no consequences? Why do not you just dare to switch jobs?

Professional new start from 50

Even in the allegedly difficult age from 50, a fresh start is still possible and sometimes even easier than with 30 or 40 - because the family obligations no longer exist.

However, job seekers have to outbid with other pounds than young converts and play their professional experience on the job market. Then, according to the unanimous opinion of various experts, they have a good chance of finding a new job.

Best of HR – Berufebilder.de®-Author Katharina Daniels shows in her two-part series very beautiful, such as one [Restart in the food center](#) succeed.

There are successful cross-borderers

In fact, there are many examples of successful career changers. The former ÖTV chairwoman and later chancellor adviser Monika Wulf-Mathies, for example, began her career as a historian and came as a newcomer to politics and business. From 2009 she was manager at Deutsche Post DHL and has been a consultant to the board since 2009. Today she says about her career: “You need commitment and hard work, willingness to perform, pleasure in work, determination and persistence, willingness to take risks, a healthy self-confidence, assertiveness and willingness to make decisions, and not to forget: happiness!”

Many of the others have managed to go into unusual ways: the political scientist Johannes Lenz, for example, came to the communications department of an advertising agency, the historian Stephan Zeilinger became a lawyer in a law firm

and the mathematician Robindro Ullah put it into the personnel department of the Germans Train.

Newcomers are laughed at

This shows: crossings are anything but rare. Nevertheless, people who continue to do something different after their education are still considered exotic and have a correspondingly hard time.

They are smiled at by straightforward careerists, accustomed to their former colleagues and not completely taken up by some HR managers. Even when you apply, you have to be better than the others and have to prove yourself again later in your day-to-day work.

The ideal is straight!

Reason for the suspicion: Still in Germany a schnurgerader cv is considered the ideal. You do a vocational training or take a university degree to a certain profession - and you then practice it all your life. Whoever deviates from this ideal must be bad in his job - or he is simply an unreliable employee.

The reason: Personals like to remain on the safe side - because if the decision afterwards turns out to be wrong, they could easily come into explanation. However, companies have to rethink their thinking: new tasks and occupational imagery are now partly faster than technological development. This also requires greater flexibility and willingness for lifelong learning.

Courage to reorientate

Tom Diesbrock continues with his conception and advice: Tomorrow's brain is designed in such a way that we like to hold on to the familiar and tried-and-tested, but we are afraid of something new.

Therefore, we prefer to keep a safe job than to try something new. People who enter precisely this risk are therefore more committed and courageous.

Professional reorientation in 3 steps

In another [Article series shows Diesbrock](#), who himself has stopped studying medicine and now works as a coach, how to approach the professional reorientation purposefully and in a planned way and what this has to do with the digital transformation.

And it gives courage to anyone who wants to start all over again: "Today, the brain is seen as capable of learning for life. If you decide to study Japanese at 70, you have the hardware to do it. "