

Simone Janson (ed.)

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# Careers in Upheaval



**Internal Dismissal when the  
Job becomes a Façade,  
how to handle  
Motivation  
Problems & being Quit,  
Change Departure &  
Crisis, New Start, Sense &  
Fulfilment in Job**



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# 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

Helplessly delivered to the boss: how you learned to change helplessness // By Dr. Volker Kitz, Prof. Dr. Manuel Tusch

Live enthusiastically: a profession you love // By Sir Ken Robinson

Dream job with market guarantee: The job that suits me? // By Guido Ernst Hannig

Plan your career and career properly: 5 tips for your navigation system // By Caterine Schwierz

Increase motivation and performance: 5 measures to get started // By Jörg Romstötter

Self-determined life: Embrace the uncertainty! // By Sebastian Kühn

2 Times 5 tips for more motivation and appreciation in the job: "Thanks, good job!": // By Dr. Job

Meaning is IN: Meaningful live and work only for dropouts? // By Stefan Dudas

Addressing future-oriented decision-making processes with motivation // By Winfried Nine

6 Tips for success and job satisfaction: Take it, change it or leave it! // By Sophia von Rundstedt

Attention and motivation to learn: 5 strategies to increase // By Stephan Derr

Self-motivation for better time management: autosuggestion, affirmation, strength-weakness analysis // By Simone Janson

Digital transformation and career reorientation: solving problems instead of brooding! // By Tom Diesbrock

Personal development and self-knowledge: 5 tips for more motivation // By Marc M. Galal

Professional and Personal Crisis: When the psyche staggers // By Isabel Nitzsche

Mindfulness Motivation and Contentment: 3 X 3 Tips for Gratitude // By Simone Janson

Crises and upheavals as an opportunity: why crises are good // By Birgitt E. Morrien

Self-motivation - 12 Instant Tips: Get out of the habit trap // By Simone Janson

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

Authors Overview

[Stephan Derr](#)

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[Stefan Dudas](#)

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[Simone Janson](#)

[Dr. Job](#)

[Dr. Volker Kitz](#)

[Copy to Clipboard](#)

[Birgitt E. Morrien](#)

[Winfried Neun](#)

[Isabel Nietzsche](#)

[Sir Ken Robinson](#)

[Jörg Romstötter](#)

[Caterine Schwierz](#)

[Prof. Dr. Manuel Tusch](#)

[Sophia von Rundstedt](#)

[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](#)

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# **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.

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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/>.

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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 breaks are today the order of the day and career paths have long since ceased to be predetermined. Rather, crises, ups and downs as well as lifelong learning determine our career path. At the same time, many people are dissatisfied with their work, have often quit internally, and would like to exploit their full potential as well as set new, better-suited goals and thus drive their personal growth. This book accompanies the new beginning: It shows opportunities and opportunities for change as well as motivation blocks and helps to overcome the fear of the next step. There are also concrete tips for career change.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

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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.

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# **Helplessly delivered to the boss: how you learned to change helplessness**

*// By Dr. Volker Kitz, Prof. Dr. Manuel Tusch*

Research has long since discovered that it depends on ourselves how easily we feel helpless. It has something to do with the so-called "attributional style" - how we explain ourselves, what happens around and with us.

## **How the attribution style works**

In the example from above one thinks: "I can never please anyone. I always do everything wrong and will probably get my problems with every boss and can not do many other things. "

While another says, "My boss is an idiot. He does not know what he wants. It will be different with another boss. And maybe in the future, I'll be able to ask more exactly what he really wants. "

## **Am I to blame or the situation?**

The first person maintains a so-called stable, internal, global attribution: she thinks the reason for the misfortune lies in her (internal), is permanent (stable) and general, therefore also works with other people and in other contexts (globally) ,

The second person, on the other hand, attributes unstable and external: She believes that the reasons are external (in the circumstances), that they are only temporary and could be quite different next time (unstable). One and the same event is interpreted differently by different people.

## **So you think motivationally**

The second version is more healthy. Those who are stable, internal and globally attitudes, are more likely to slip into the learned helplessness - and into the depression.

For the learned helplessness is considered a common way to depression. And of course also in the inertia: No one is motivated, who feels helpless.

## **Learning for everyday life**

We can learn from this on both sides. If we want to motivate others, for example at work, in the family, at school or in the tennis club: then we should take care that the others do not get the impression "What I do, does not count anyway."

We do not want to do this by arbitrarily and unpredictably, today and tomorrow we want that, and we can not listen to anything or anyone.

### **Change your own attribution style**

On the other hand, we can of course also prevent the learned helplessness ourselves: Check your attribution style regularly.

Be more aware of the fact that misfortunes can also be due to others, can be temporary - and that you might have a different situation the next time.

And if someone can not say clearly what he really wants, then ask for it until he learns it.

*This text is from the book "Warum uns das Denken nicht in den Kopf will: Noch mehr nützliche Erkenntnisse der Alltagspsychologie (2013)" from Dr. Volker Kitz, Prof. Dr. Manuel Tusch, published at Heyne Verlag, and was left to us for reprint.*