

# DISMISSED WHAT NOW? SURVIVALGUIDE ON BEING QUIT & KICKED OUT

Employment Law, Warning, Crisis Prevention &  
Management, Coping with Departure, Crisis  
as Chance, New Start & Career

Simone Janson (ed.)



# **Dismissed what to do? Survival Guide on Being Quit & Kicked Out**

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Departure, Crisis as Chance, New Start & Career

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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

How the General Equal Treatment Act (AGG) makes life difficult: just do not give up! // By Florian Vollmers

How to deal with bosses with redundancies: Emotional intelligent termination // By Markus Hornung

Termination and job loss: 11 tips for unemployment and re-entry // By Simone Janson

How Digital Change Changes Labor Law: New Work Environment, Old Laws // By Simone Janson

Successfully mastering a job change: 8 tips for a successful retirement // By Maja Skubella

The secret code in the work certificate: What was the salary? // By Petra Merbusch  
Career of the future: Make your CV! // By Caterine Schwierz

Warning in training: 9 reasons and their consequences // By Gaby Kruse

The language in the work certificate: 6 tips for understanding // By Dr. Job

Well Prepared at Termination: 10 First Aid Tips on Unemployment // By Simone Janson

Leadership Manual: 6 Tips for Managers // By Petra Merbusch

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

5 dangers of long-term unemployment: tips for layoff and job loss // By Simone Janson

3 steps to the error-free reference: The 15 seconds tip // By Ulrich Jänicke

Professional and Personal Crisis: 2 X 5 Instant Help Tips // By Isabel Nitzsche

Job Certificates and Employee Reputation: 53 secret codes decrypted // By Simone Janson

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

Labor Law and Termination: 10 reasons of employers // By Simone Janson

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

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

Authors Overview

[Jaleh Bisharat](#)  
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[Caterine Schwierz](#)  
[Maja Skubella](#)  
[Florian Vollmers](#)

[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: 9783965960787

ISBN of the English eBook edition: 9783965960794

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

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

Dismissed what to do? Survival Guide on Being Quit & Kicked Out

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

Conception, editing, graphic design & layout: Simone Janson

Cover design with Canva

eMail: [publisher@best-of-hr.com](mailto:publisher@best-of-hr.com)

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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/>.

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.

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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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# **How the General Equal Treatment Act (AGG) makes life difficult: just do not give up!**

*// By Florian Vollmers*

Jobs and job offers are often spongy and meaningless - somehow everyone feels addressed and this is where the hare is in the bottle: Because the General Equal Treatment Act (AGG) does not allow personnel to exclude certain groups or genders in the employee search - whether they fit the job or not. Result: Applicants never know why they really ...

## **Applicants - thanks to AGG also not smarter than before**

In the past, many candidates with rejected candidates were happy to give a useful tip - à la "They are just too young for this job. Try it again in five years. "

Today, many people prefer to keep their mouth shut - because of the AGG. And the rejected candidate is not smarter than before. The reference to the reason for a rejection for the next job interview could have been of great help to him. The recruitment official says openly: "The AGG harms applicants. Because we can not give them honest feedback. "

## **Bizarre discrimination ends with comparison**

Back to the "Ossi" case at Stuttgart Regional Court: The window-maker's personal assistant had already burnt his mouth when he had documented the applicant's provenance with a minus on their documents. Incidentally, the crucial mistake was not the appropriate note, but the fact that he - apparently inadvertently - had sent it back to the applicant!

In the claim for damages based on discrimination, the parties ultimately reached a settlement in court. The question - incidentally until today - remained unclarified whether the fact of originating from East Germany can already be compared to an independent ethnic group - and thus the AGG can actually be applied to "Ossis". Bizzarrer is probably not.

## **Applicants do not learn why they were rejected**

In order to avoid the charge of discrimination and compensation claims, companies are therefore more cautious in dealing with applicants than in earlier times. Rejected applicants no longer learn why they do not get a job. Critical data, for example, on disabilities, must not be provided by applicants in advance.

Where earlier in the interview a remark about the outfit of a candidate was usual, one focuses more strongly on which work the respective candidate can reliably afford in favor of the employer.

## **Know the background and do not throw the rifle into the grain**

Applicants need to know such backgrounds in order to prepare better for a job interview. It's not so important how to apply properly. And also great checklists according to the motto "You have to do that, then you get the job" do not bring so much.

It is much more important to know the "why", namely the rules of the game behind the conversations, which are often unaware of the staff themselves.

But what is particularly important: Applicants should not immediately doubt your personality and not equal to your competence when they get cancellations. Do not visit tens of applicant seminars, do not go to therapy. Anyway, let out a good round of trouble after a rejection, continue to advertise, continue to look for ways in the job. And this is how it is done:

## **10 tips for the right application strategy**

Immer wieder Absagen bei der Bewerbung. 10 Tipps, wie es besser geht,

1. **Use multiple channels:** Never use only online networks, job opportunities or personal contacts, but all the possibilities of job hunting.
2. **Defining a dream company:** Make a list: Where would you like to work? And why? Try it specifically with unsolicited applications.
3. **Practice Applying:** Never start with your favorite company, but always with where you would not work at all. As a result, you can already gain experience.
4. **Prepare yourself:** For example, to the question: "Why do you want to work for us." Or the employer knows your online profile.
5. **Imagine the company:** Personnel screen your online profile? Collect online information about the company!
6. **Sell yourself offensively:** Be active in networks, blogs or Twitter. If you are known, you will be recommended and gain new contacts. This greatly improves the chances of finding a job.
7. **Brevity is the soul of wit:** Practice showing yourself in three to five minutes. For example, it takes a ride on a lift - and sometimes you just do not have more time.
8. **Stay true to yourself:** Of course, you should present yourself well, but stay the way you are. Personnel hate missing authenticity.
9. **Do not take cancellations personally:** Personnel are also only people with little time. Think: how would you behave in such a situation?