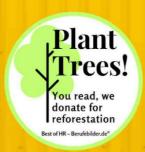


DISMISSED WHAT NOW? SURVIVALGUIDE ON BEING QUIT & KICKED OUT

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

Simone Janson (ed.)





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Published by Best of HR - Berufebilder.de®

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Authors Overview

Jaleh Bisharat

Markus Hornung

<u>Ulrich Jänicke</u>

Simone Janson

Dr. Job

Gaby Kruse

Petra Merbusch

Birgitt E. Morrien

Isabel Nitzsche

Caterine Schwierz

Maja Skubella

Florian Vollmers

Profound Expert Knowledge, Quality Assurance and AI: The Concept of Publisher

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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.

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.

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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 it can hit anyone: Suddenly terminated for operational reasons, rationalisation measures in the company or similar reasons. Nevertheless, many people who are unexpectedly affected by this plunge into an unexpected crisis: Apart from the financial losses, they suddenly feel no longer needed and in the worst case isolated from their previous social life. The unplanned loss of a job can also be the start of something new. This book helps to overcome the crisis and to make the most of opportunities for a new beginning. However, the legal aspects of dismissal are not neglected either.

You will receive valuable resources through this <u>unique publishing concept</u> 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! ### 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". Bizarrer 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?