

OUTPLACEMENT

A service with potential for career reorientation

Outplacement – also known as newplacement – was developed in the 1950s in the US to support military personnel entering the civilian workforce. Initially reserved for executives, it included perks like private offices and secretarial services. Today, employees at all levels can benefit. Providers offer group and individual settings; I clearly prefer the latter. Every transition is unique and deserves a tailored approach – especially when sensitive personal issues are involved.

What makes outplacement effective

The scope depends on each case. Younger professionals may only need support with applications. In more emotionally challenging situations, coaching can help process the experience and open space for change. A job loss can also become a catalyst to revisit long-postponed career dreams. That's why career reflection is a key component – even if fear of unemployment tempts many to skip it. If past behavior contributed to the termination, coaching focuses on self-awareness and change. Either way, good outplacement goes far beyond job hunting. It lays the groundwork for a more sustainable professional future.