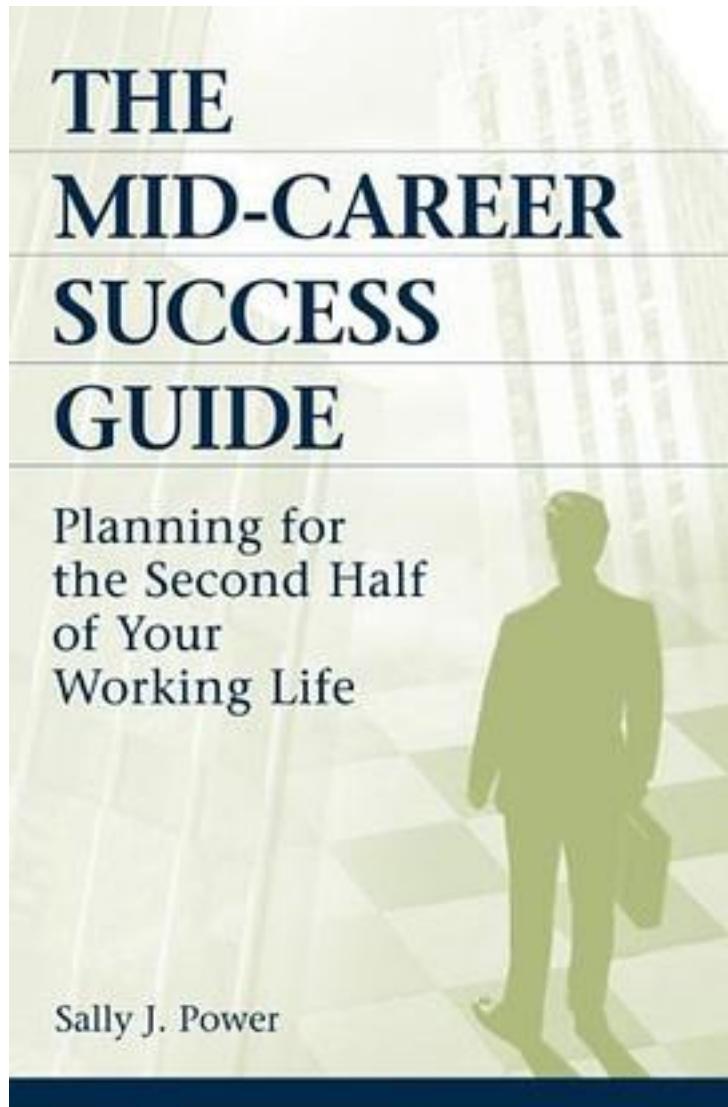


# The Mid-Career Success Guide



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In a recent survey conducted by an American university, 56 percent of respondents reported that they or a family member had been laid off at least once. Most of these people did not lose their jobs because of personal performance, but because of "strategic changes" and "cost-cutting" moves on the part of their employers. Education, hard work, and loyalty are no longer enough to guarantee job security. Mid-career professionals who have developed specialised skills and reached management positions may be particularly vulnerable - easy targets for "early retirement" programmes. And yet with the greater challenges to career management come a wider array of opportunities to develop new skills, work for a variety of employers, and explore second or third careers. In "The Mid-Career Success Guide", the author draws from her research in organisational psychology and career development to present a new approach to managing careers upstream. She focuses on: defining mid-career objectives; anticipating employers' needs; developing a portfolio of skills; and balancing work and life goals. Featuring case examples, interactive exercises, and an appendix of research tools and methods, "The Mid-Career Success Guide" offers fresh strategies and tactics for overcoming job stress and uncertainty and proactively managing the latter stages of a career. Moreover, in providing insights on the evolving employer-employee relationship, it will serve as an essential resource for managers, human resource and career counselling professionals, and professors and students of organisational behaviour.

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