

from **SETBACK** to **COMEBACK**

PICKING UP THE PIECES AFTER BEING LET GO

MEMBER ARTICLE | BY CHAVELLE GALTON-RICE, FAADOM

As a manager, you have probably had to let go of team members throughout your career. But have you ever been on the other side? I have. Six years ago, I was terminated from a dental practice I managed for several years. And let me tell you, getting fired SUCKS, especially when you are not expecting it. It's like getting a sucker punch to your self-esteem, financial security, and stability. As much as it hurts, the most important thing to remember is how you move forward and push through the feelings of failure and embarrassment.

If you have not been let go from a job, maybe you've experienced a demotion (I have, twice) or received a not-so-stellar performance review.

No matter the situation, the following tips can help you pick up the pieces and get back on track in your career.

FEEL ALL YOUR FEELINGS

You will have mixed emotions as you process this life-altering, stressful event. Give yourself permission to have a brief grieving period and then move on so you can focus on what's most important. I know it's easier said than done, but try your best. Spending too much time grieving about being let go can affect your mental health.

[COMEBACK CONTINUED | PAGE 23](#)

FOCUS ON YOU

Has it been forever since you set aside time for self-care? While you have that extra time, do something for yourself that can improve your mental and physical well-being; it doesn't need to cost anything. Go on walks, read a book, volunteer at your child's school, start a journal. Your options are endless.

FIND THE SILVER LINING

You've heard the phrase "things happen for a reason" or "it's a blessing in disguise". I believe there is some truth to this. Did your employer's mission and values align with yours? Were there aspects of your job you didn't like? Have you already been preparing your exit strategy? Sometimes, it turns out that parting ways wasn't bad at all. It just didn't happen on your terms or the way you expected. Reflect on everything you learned at your job and start thinking about what you want and need from the next one.

REACH OUT TO YOUR NETWORK AND LEAN ON YOUR MENTORS

There are considerable benefits in building relationships with like-minded professionals. I am grateful to have a couple of mentors I can call friends. They are experts in their field that I can count on to give me advice, remind me of my professional and personal achievements, help rebuild my confidence, or simply listen. If you don't have one of these people, you do now!

CREATE AN ACTION PLAN

Your action plan will differ from someone else's. Here are some examples to get you started:

- Write your "Why" statement. It makes things so much easier when you know what matters most to you and what gives you purpose.
- Search for career opportunities. There is a plethora of online platforms to browse.
- Update your resume and professional online profiles. For some, it's difficult to list all the amazing things we've accomplished in our careers. Ask a friend to review what you've written and get their feedback. A popular alternative is using an online professional resume-writing service.
- Apply for jobs and organize a list or spreadsheet of companies you've applied to, who you've heard back from, where you may be in the interview or hiring process, etc.
- Prepare for interviews. Research the company and the drive time to get there early. Write questions down in a notebook and take them with you to reference back. Practice answering interview questions with a family member or friend. Be prepared to answer why you left a job.

Many things can cause us to doubt our gifts and unique abilities. Don't get discouraged. Keep your chin up and stay positive. Better things are on the horizon. ■



MEET THE MEMBER

Chavelle Galton-Rice has been committed to the dental industry for over 20 years. She aims to be a servant leader and difference-maker, empowering people to follow their dreams. Chavelle has been a member of AADOM since 2015 and received her AADOM Fellowship in 2020. She enjoys finding new creative outlets through various arts and crafts in her free time. As the opportunity presents itself, she loves traveling back home to Hawaii with her husband Chuck and their three children, Isabella, Joshua, and Jacob.