



Outplacement Case Study

Learn how a holistic coaching experience helped a young professional who was terminated from her position navigate a difficult period and move into a fulfilling new role.

Background: Emily was terminated from her project manager position due to performance issues that stemmed from an undiagnosed anxiety disorder. The job loss exacerbated her anxiety and led to feelings of depression and low self-esteem.

Challenges:

- **Emotional Distress:** Emily experienced high levels of anxiety, depression, and low self-confidence due to the termination and her underlying mental health condition.
- **Career Uncertainty:** Emily felt lost and unsure of her next career move, questioning her skills and abilities due to the performance-related termination.
- **Stigma and Shame:** Emily felt ashamed and embarrassed about her termination and hesitated to discuss her mental health struggles.

Coaching Solutions:

- **Empathy and Support:** The coach provided a safe and non-judgmental space for Emily to express her emotions and concerns by actively listening, validating feelings, and offering encouragement.
- **Mental Health Referral:** Recognizing the need for specialized support, the coach discussed the benefits of seeking professional counseling and provided referrals to qualified mental health specialists. The coach also informed Emily about available Employee Assistance Program (EAP) resources that could provide confidential counseling and support services.
- **Focus on Strengths:** The coach helped Emily identify her strengths and accomplishments, shifting her focus from the termination to her valuable skills and experiences. They worked on reframing negative self-perceptions and building self-confidence.
- **Career Exploration:** Once Emily's emotional well-being stabilized with professional support, the coach guided her through a career exploration process. They explored her interests, values, and skills to identify potential career paths that aligned with her strengths and aspirations.
- **Skill Development:** The coach helped Emily identify areas for skill development and provided resources for training and upskilling. They also assisted with resume writing and interview preparation, focusing on highlighting her strengths and transferable skills.

Results:

- **Improved Mental Health:** With professional counseling and support, Emily's anxiety and depression symptoms significantly decreased. She developed coping mechanisms to manage stress and maintain emotional well-being.
- **Career Clarity:** Through career exploration and coaching, Emily gained clarity on her career goals and identified a new career path that excited her.
- **Increased Confidence:** Emily's self-confidence grew as she focused on her strengths and accomplishments. She approached her job search with a positive attitude and belief in her abilities.

- **Successful Transition:** Emily secured a new job in her desired field, utilizing her skills and experiences while maintaining a healthy work-life balance.

Conclusion:

This case study demonstrates the importance of a holistic approach in outplacement services, addressing both career transition needs and mental health challenges. By providing empathy, support, and appropriate referrals, the coach played a crucial role in helping Emily navigate a difficult period, improve her mental health, and successfully transition into a fulfilling new career