

# TURNING POINT

---

## Are you ready for a new career?

ASBURY  PARK  
PRESS

By Michael Riley  
Staff Writer



*Beverly Baskin is a licensed professional counselor in the state, and a nationally certified career counselor. She is executive director of Baskin Business and Career Services and BBCS Counseling Services, with offices in Freehold, Cranford and Princeton. Ms. Baskin says between 50 and 70*

*percent of the people who come to see her are looking not just to find a new job, but a whole new career.*

**Q.** *Why are so many people looking for new careers?*

**A.** Statistics show that, over a working lifetime, people will have not only five to seven jobs, but four to six different careers. In a time of downsizing, people recognize they have to become generalists as opposed to specialists. In a booming economy, some people realize that “they just don’t have to take it anymore,” in a job they don’t like. It’s become easier to change careers in mid-life. There are technology and health-care careers that require between nine months and two years of training. In some cases, you have a new career within a year. A lot of people don’t truly retire anymore. They keep their hand in by doing consulting work.

**Q.** *How do people know when they are ready to switch careers?*

**A.** Career expert Ann Stace Ward has identified six phases of career transition:

1. **Getting antsy:** A vague uneasiness or lack of enthusiasm in the current job.
2. **Making it better:** A form of denial in which we try to get more excited about work. But this may not last very long.
3. **Making it worse:** The period of downright complaining.
4. **Testing the waters:** Maybe sending out resumes or seeing how much additional training we’ll need. But we’re afraid to let go, which leads to No. 5.
5. **Waffling:** A partial transition, having some success with the new job, but still plagued with doubt.
6. **Completed transition or “renewed energy”:** Slowly, new self-esteem is built, and we have the courage to make significant change.

**Q.** *Do people come to you already knowing what career they want to change to?*

**A.** Some do. Others have no idea, and that’s where testing comes in. A series of tests can reveal what your career interests are, and how they work with your values, personality and workplace interests. Some people believe they want to do a 180-degree turn, an A to Z change, say from lawyer to travel agent, when what they really want to do is go from A to G.

**Q.** *What makes a transition easier?*

**A.** People don’t realize that they may have skills easily transferable from one career to another. The key transferable skill in the 21st century is the ability to work as part of a team.