



Winning While in Transition:

A Practical Guide for Public Servants Navigating Job Change

Navigating the public sector job market can be challenging for employees between jobs. Still, it's important to remember that every moment presents opportunities for forward progression, despite appearances. As Dr. Martin Luther King Jr. famously said, "If you can't fly, then run; if you can't run, then walk; if you can't walk, then crawl, but whatever you do, you have to keep moving forward." Even if your job search feels like it's moving slowly, it's important to keep taking steps forward and making progress, regardless of how small they may seem. Use this opportunity to invest in your human capital and maximize your potential for the next great opportunity. Take time to reassess and reframe, beginning with your end goal. Did you outgrow your former role? Could this career break be a blessing in disguise? I firmly believe that all things work together for good, and being a Member in Transition has its advantages.

Below are some tips to help public servants win while transitioning to the next opportunity.

1. **Network! Network, Network!** Networking is one of the most important things you can do while a Member in Transition (MIT). Attend events, lean into the NFBPA and the incredible network of public and private sector partners seeking top talent. Join other professional organizations and connect with people in your field. LinkedIn is an excellent tool for free or low-cost networking with other professionals and prospective employers and keeping up with industry news and trends. Don't be afraid to expand your network and contact your existing connections to let them know you're searching for the next amazing opportunity. You never know who might have a lead or a reference for your next engagement.
2. **Upskill** - Use this time to improve or gain new skills. To maximize the potential for the next great opportunity, NFBPA Members in Transition should also take Dr. King's advice to heart and "use time creatively, in the knowledge that the time is always ripe to do right." Take courses or workshops to stay updated on industry trends or learn a new skill. There are many online courses that you can take, many of which are free or low-cost. Consider learning a new language or developing skills in a particular software program. Upskilling will not only make you more marketable to employers, but it will also boost your confidence.
3. **Volunteer** – How do you close a gap and demonstrate your commitment to forward progression and servant leadership? Serve! Volunteering is a great way to gain experience and build your network. Find a local organization that aligns with your values and interests, and offer your skills and expertise.

Here's a quote by Dr. King to remind you of the benefits, "Everybody can be great. Because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve. You don't have to know the second theory of thermodynamics in physics to serve. You only need a heart full of grace. A soul generated by love." As a bonus, volunteering can help fill gaps in your resume and demonstrate your commitment to positively impacting your community.

4. **Stay Current** - Stay current with your industry's latest trends. Utilize your career gap to focus on being as up-to-date as possible! Read industry publications, attend webinars or conferences,

and participate in online forums. Being in the know while out of work will help you stay updated on the latest developments and make you a more attractive candidate for prospective employers.

5. **Practice Self-Care and Self-Love** - Job hunting can be stressful, so taking care of yourself is crucial. Get the most out of your self-directed schedule by prioritizing yourself! Exercise, eat well, and get enough sleep. Use this time to develop healthy habits and establish a routine supporting your well-being. These practices will help you manage the stress of job hunting and improve your mental and physical health.
6. **Be Confident** - Being between jobs can shake the confidence of even the strongest among us. We might be tempted to second guess our skills and worth, especially if the decision to leave was not self-initiated, but I assure you, doing so serves no one! Prospective employers must know that the people they hire are capable and competent. A person lacking in confidence announces the exact opposite. Women must be especially mindful of this when navigating the professional landscape. Far too many of us deprive ourselves of opportunities by being victims of imposter syndrome.
7. **Practice Gratitude** - A gratitude practice can be challenging when the odds appear stacked against us. Know, however, that no matter how bleak your situation might seem, the fact that you can receive and read this article means you have much to be grateful for. Reflect on the many beautiful gifts you've received and celebrate them daily! The past few years have been incredibly challenging, and marginalized individuals have been hit the hardest but don't lose hope. Everything has a season, and yours is about to change. Celebrate the good that will surely come and face the future with a grateful heart and bold confidence!

Remember, it's essential to stay positive and persistent. Your situation is temporary and is not a reflection of your worth. Take small daily steps, investing in your own human capital, networking, volunteering, and growing in knowledge, confidence, and gratitude. These actions will help you maximize your potential for the next great opportunity and remind you of the strong and capable individual you are. Your season of change is just around the corner, and you will emerge from this journey stronger and more resilient than ever before.

About the Author: Knickeita Vassell Bullock is UKG's Public Sector Principal, helping state and local governments build healthy workplace culture by making innovative, people-centric HR decisions. She has a Master's Degree in Human Environmental Sciences and certification in Diversity, Equity, and Inclusion, which elevate her HCM practice. Additionally, her work as a UKG Global DEI Ambassador, speaker, community volunteer, and Chair for Our PEARLS For Girls, a non-profit organization empowering girls and women across the globe, affirms her commitment to positive change. Connect with her on LinkedIn for thought leadership and to learn how UKG fulfills its people purpose promise.

Contact us:

Ultimate Kronos Group

Email: Knickeita.Bullock@UKG.com

T: +1 954-822-7612

www.ukg.com

Follow UKG: [LinkedIn](#) | [Twitter](#) | [Facebook](#)

Follow Me: <http://linkedin.com/in/KVBullock>

Our purpose is people.