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Ask Away: I Was Fired — Now How Do I Get Hired?

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MATTHEW KOSINSKI | March 16, 2015 | 13,425 | Get daily articles via email



Welcome to Ask Away, Recruiter.com's new weekly column! Every Monday, we'll pose an employment-



related question to a group of experts and share their answers.

Have a question you'd like to ask the experts? Leave it in the comments, and you might just see it in next week's Ask Away!

This Week's Question: When you're **fired from a job**, it leaves a black mark on your resume — one that might prevent you from landing another job somewhere else. What can someone do to get a new job after they've been fired from a previous one? How can they overcome the black mark and prove to an employer that they are the right candidate?

"First, understand that you're not the first or last person to be fired, to declare bankruptcy, or to have some misfortune in life. So shed the shame and roll up your sleeves. Time to get to work!

"Second, don't lie. When you're caught — and you will be — you lose all trust, and that's essential for being rehired and maintaining a new job. You don't have lead with, 'I just got fired!' but you do have to mention it in the interview. Not the cold call or the cover letter/resume, but if you do get an interview, you need to let a future employer know what happened.

"Third, try to smooth over the firing, when possible. If you were employed by a beast, let it go, but if you had any responsibility in the reason for your being fired, apologize, be understanding and thank your former employer for the opportunity afforded you. This isn't just good manners — it's good strategy. It's pretty much guaranteed that your new employer will check your references, and if you leave the job from which you were fired with some grace, you have a better shot at a

pleasant (if not glowing) reference.”

-April Masini
Relationship Expert
AskApril.com

“People lose their jobs for a variety of reasons — reduction in force, not a fit with a new boss, redundant job skills in a department, fraud, theft, sexual harassment, whistleblowing, inappropriate conduct, attendance [issues], etc. It depends on why someone was terminated.

“Most large companies and many small companies will not provide references or reasons for dismissal. They will only verify dates of employment and salary. It is not always a black mark on your employment history if you have been terminated. A person needs to be able to answer the question of *why* they were let go. Be honest and precise — e.g., ‘I missed my sales quota.’ Don’t make excuses, but do offer an explanation of why — e.g., ‘I spent months working on a huge account that didn’t come through. I put all of my eggs in one basket. I’ll never do that again.’

“It’s a lot harder to answer the question if [you were fired] for any of the misconduct listed above. People make mistakes. Try to get references from previous employers [who will give] good references. A final word of advice: learn from [your] mistake and never do it again.”

-Mary Stern
Author
[6 Steps to Land the Job](#)

“1. Use volunteer work as a gateway to your next position. By doing volunteer work, you can build good relationships at the organization where you volunteer and show that you are worthy of hire.