



Careers just aren't

what they used to be,

*are they?*

You join some outfit, and the next thing you know the part you work for gets pulled out and plugged into a completely different company. You get no say in the deal.

Makes it tough to plan your job future because organizations won't sit still. They're constantly reshaping themselves. Today's business landscape keeps shifting as companies merge, restructure, reengineer, downsize and—now the latest trend—*outsource*.

As usual, people get caught in the middle.

Of course, sometimes it works out great. On other occasions it causes a career relapse. Almost always it's a gut-wrenching experience that puts you on the edge of your seat until you figure out just how you'll be affected.

We might as well get used to all this. What you're witnessing here is a revolution. A worldwide upheaval is underway as we enter the Information Age. The old organization model is coming apart. And so is our familiar concept of careers.

It may not make you feel any better about the situation, but being outsourced means you're in the mainstream. You're where the action is. You're getting the hang of what it's going to be like in the years to come.

So go to school on this. The people who get with the program are the ones who'll come out ahead. The folks who figure out how to win in the new scheme of things will have an edge over everybody else.

The secret is *adaptability*. Using your energies to adjust—to take advantage of the situation—instead of fighting the inevitable.

Getting outsourced could look like a curse, but it might be a blessing. And how well you manage yourself through all this may make the difference. Almost always our destiny is determined not by what happens to us, but by how we handle what happens.

So take charge of yourself. *Now*. And build your career according to the new rules.