



Betrayal: When Job or Career Leads to Disappointment

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Table of Contents

Introduction.....	1
Job Betrayal	1
Career Betrayal	2
Job Betrayal Solutions	3
Career Betrayal Solutions	3
Conclusion	4
Author Biographies.....	6
References.....	7

Introduction

Nothing surpasses the euphoria experienced when finalizing a career choice or successfully completing the job search process with a job offer. Excitement and dreams blend to present a positive picture filled with anticipation, commitment, motivation, opportunities, and success. These feelings represent the culmination of hard work needed to earn a postsecondary or higher degree and overcome in the competitive job market. Sometimes, however, career and job dreams of *happily ever after* do not come true and feelings of betrayal

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to an employee.

Job Betrayal Solutions

Overcoming betrayal in the workplace is multifaceted and often a lengthy endeavor. Betrayal by a boss results in an inability to trust, negatively impacting optimism and resilience and even impacting the ability to judge complex situations (Carucci, 2019). Employees betrayed in the workplace begin the healing process by holding fast to personal values and understanding the betrayal should not negatively impact future personal values and actions (Reia & Reia, 2015). Betrayed employees should analyze the patterns of betrayal. Tolerating abusive behaviors leads to a belief that the behavior is warranted and perceived as a form of organizational Stockholm syndrome (Agorjan et al., 2012). Being mindful that not everyone is a betrayer is another method of combating job betrayal. Paying close attention to avoid generalizing a boss's betrayal and allowing it to spread to other relationships is another important technique to manage others' betraying behaviors (Lambert et al., 2017).

Betrayed individuals may respond to betrayal by seeking vengeance against the work group or organization instead of the actual betrayer (Stackhouse et al., 2023). This natural desire to exact revenge is likely to reflect on the betrayed employee causing others to see the betrayed as the betrayer. After a betrayal, it is important to acknowledge the betrayal, seek healthy methods of responding to the betrayal, and forego retaliation.

Career Betrayal Solutions

There are several solutions for turning career betrayal into a career-enhancing experience. The first factor to consider is knowing the achieved and honed transferable skills that may be applicable to a new career. Ana et al. (2020) determined that the following skills transfer well within the general business arena: "continuous learning abilities, teamwork ability, communication skills, critical thinking in problem-solving, finding solutions, and creative

competency” (p. 100). Additional skills include listening,

career is a key component of long-term career enhancement. Acknowledging the benefits and seeking ways to leverage the benefits adds to the resilience and skills of an individual.

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