Cristin Downs

Career Change Coach

Helping people navigate career transitions when staying isn't sustainable

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Cristin Downs is a career change coach and the founder of Work & Worth, where she supports people navigating career transitions when staying in their work or industry is no longer sustainable. A multi-career changer herself, Cristin has worked more than 40 jobs across a dozen industries including higher education, nonprofits, healthcare, the arts, and corporate environments and has led teams for over two decades. That lived experience shapes her work: practical, grounded, and focused on helping people make thoughtful career moves without panic, demotion, or unnecessary pay cuts. Cristin's work centers on separating worth from work, understanding how today's job market actually functions, and helping people translate their existing experience into new roles and industries. She is frequently sought out for her ability to explain why career change has become a baseline skill in an unstable economy and what actually helps people navigate it well.

Cristin has a combined reach of 30K+ across platforms, and her podcast has been featured on NPR's The Big Listen.

Expert topics

- Why career change skills are becoming essential in an unstable job market
- Leaving meaningful work without guilt, burnout, or burning bridges
- The hidden costs of staying in unsustainable roles and industries
- How layoffs have changed how people relate to work and identity
- Why "starting over" is rarely necessary and what translation actually looks like
- Separating worth from work in volatile economic conditions
- What job seekers misunderstand about how hiring works right now
- Why traditional career advice often fails in today's market

Discussion ideas

- **Career Change Is No Longer Exceptional. It's Structural**: Why more people are being forced to pivot and what that means for how we think about work, stability, and success.
- **Leaving Meaningful Work Isn't a Moral Failure**: How guilt, identity, and moral narratives keep people stuck in unsustainable fields and how to leave thoughtfully.
- **The Myth of "Starting Over"**: Why most career changes are about translation, not reinvention and how people lose time and money believing otherwise.
- **Layoffs, Identity, and the Illusion of Control**: Why layoffs feel personal even when they're systemic and how to rebuild stability without rushing into the wrong next role.
- **Why Career Advice From 2015 Doesn't Work Anymore**: What's changed about hiring, interviewing, and job searching and what people need to understand instead.
- **Stability Isn't Settling**: Why wanting predictable income, boundaries, and rest is a rational response to modern work, not a lack of ambition.

We are already worthy. Work should support our lives, not consume them.