



Sue's Top 10 Tips for Surviving Redundancy

1. Give yourself a break - and grieve

Going through the process of redundancy has been recognised as being akin to losing a loved one. It's a loss that needs to be grieved and worked through like any other. So, give yourself a break, and the time to get through this.

Acknowledge how you feel, notice the impact it's having on you, and look after yourself through this period. Let it be OK to have those feelings (which can be a bit shocking at first) and by doing so, you will move through the process – rather than getting stuck in the initial anger, being unable to move on (who wants that?)

2. Don't take it personally

It really ISN'T all about you. These are testing economic times for tens of thousands of people. Your employer is struggling and HAD to make people redundant in order to survive the storm. Taking it personally won't help you deal with what's happening – but letting go of thinking it's because you're 'no good' will.

3. Don't be a victim

Dealing with a difficult and often traumatic situation such as redundancy, brings out all the self-sabotaging voices in your head, and they can easily send you into a downward spiral if you let them.

Be aware of them – they're the ones that tell you what "you should have done / have to do / need to do / can't do".

Listening to these voices stops you moving forward – you *are* living the life of a victim. And here's the deal – you have a CHOICE - whether to listen to them or not. This is often the biggest shift for the clients I work with who are going through this whole process, and I often get them to keep asking themselves the question:

“How is it serving me to listen to this voice?”

If it's not – don't!

4. Get active

Suddenly having huge blocks of time filled with nothing you HAVE to do or nowhere you HAVE to go can make you apathetic, overanalyse everything and lead to the worry setting in. That's why it's important to literally keep ourselves moving and being productive. Being active keeps your energy high, your blood circulating and blocks you from falling into apathy.

So - get up each morning - and move! Enjoy the outdoors and go for a walk or get out to the gym. Make the most of this extra and valuable time you have to get your energy levels back up and recuperate, before going back to work.

When you get home plan your day. Write three things down that if you got them done would make you feel fantastic about yourself and like you are moving forward. Even if you're not going to leave the house, dress as if you were, to keep yourself in the right state of mind (sloppy grey tracksuit bottoms will only make you feel sloppy and grey)

5. Think about what you *truly* want to do

Being made redundancy can actually be the best thing to ever happen to you – seriously! What other time in your life do you have the space, time - and potentially money - to think about what you *really* want to be doing with your life?

Please don't allow fear to stop you doing this - fear that you won't find another job, fear that your money will run out, fear of not being able to pay the mortgage. Take this time and amazing opportunity in your life to think about how you want to spend the rest of it. Sit down and list your strengths, passions, weaknesses and dreams.

If you could find the ideal job what would it include? What would your role be, what size company, what location, what type of culture and boss?

Sort out your priorities in your whole, while you have this time and space. What would you like to have more of? What have you been letting slip? Use

this time wisely as you may never get the opportunity to look at all of this again!

6. Focus on your assets

When you've lost your job, and let's face it – this might mean losing your identity – it's easy to focus on your weaknesses and failings - but try not to.

Focus every single day on your assets, your strengths, accomplishments, experiences, what difference you can make, and what you bring to any job role.

Get a pen and paper out and make a long list of everything about you that is an asset – keep going until you really can't think of any more. On a daily basis get the list out, or better still pin it up somewhere, and read it out aloud.

7. Take action

Do give yourself time to wind down and deal with the emotional side of redundancy. Do whatever it takes, for example crying or talking about it all to your partner or best friend. After a few days get back up and start taking action. This will keep your motivation high and bring hope and possibility into your life. It will also open you up to more opportunities.

Don't just search the 'seek' ads, think outside the box. Do at least one thing every day towards finding a new job / career / setting up your own business. Get creative about where to look, who to approach or who you could ask for help.

8. Get out there – and spread the word

'It's not what you know it's who you know' – and that never applies more than when looking for work, a new career or business opportunities. Having the right contacts can get you everywhere.

You will massively increase your chances of getting the ideal or opportunity by being clear about what you want, getting out there, and letting the world know. Here's how:

- Make a list of all your contacts, both personally and professionally and give them a call.

- Let them know what has happened, why you are an asset and what you are looking for and ask if they have anyone they know that would be good to talk to.
- Keep an open mind; the right contact may spring up from somewhere you could never have anticipated.
- Start attending networking events and seminars to increase your contact and keep up the activity.
- Get yourself on Linked in and Twitter - and connect!

9. Get ready

Get your CV whipped into shape. If you're not confident about doing this by yourself, either get the advice of someone you respect, or get a professional service to do it for you.

If it's been a long time since you went for an interview start practicing. Either do this on your own by coming up with example questions you could be asked and the answers you'd give, or better still rehearse with a friend or former colleague you trust.

10. Get support!

Hire a coach, talk with a mentor, attend seminars and networking events – whatever you can do reach out and allow others to help you help yourself. This could actually turn out to be the best thing that had even happened to you – but only if you allow it.

Sue Belton is a Certified Life Coach who helps support and empower people going through the process of redundancy

Contact Sue for your free no obligation consultation sue@suebelton.com / 0845 2503 352 (UK local rate)