



THRIVING THROUGH REDUNDANCY

HOW TO BOUNCE FORWARD

Practical Strategies and Insights

Move From Panic to Plan

Be Confident and In Control

Change Your Perspective on Redundancy

ADDRESSING REDUNDANCY: NAVIGATING THE WAY FORWARD

What are the key steps I'd encourage you to take if you've just been made redundant?

When losing your job, it's hard not to take it personally nor to feel it's a reflection of your competence. I'd suggest 3 key steps:

Step 1: Take Control On The Inside: Acknowledge the Emotion Then Move To The Facts

Your journey is about your inner and external worlds. Often what's going down in your external world shakes the foundations of your inner world: how you're feeling, your beliefs about yourself, the 'stories' you tell yourself.

What's most important is how you master your emotions – they are your ultimate resource.

We're all human. I'm not for a minute suggesting you'll never 'feel' the impact of what you're facing. What I'm suggesting is take a moment to acknowledge your emotions (sadness, hurt, anger, frustration, anxiety) but Urge you not to 'linger' in it. It's wasted time. Time when you can put your logical hat on, sit back and look at the facts NOT the stories about the situation.

Rewriting your 'stories' about redundancy helps you move forward and make decisions rather than stay 'frozen' in the moment. To do this, seek out the 'data points' that confirm or refute the emotion/stories so you can ground yourself.



**Redundancy does not mean you are redundant.
It means your role is.**

Here are examples of 'stories' I've told myself and how I refuted them with facts.

- **It's only about me:** look at the logic. Does the rationale for your redundancy decision align to the broader rationale for the change; are there a number of people who've also been made redundant and for similar reasons; and do you believe the rationale for the change is going to improve organisational performance overall?
- **It's about my competence - I'm not good enough:** look at the facts about your historical performance. Has there every been any signals about your lack of capability? If not, you know this decision is not about your competence.
- **It's pre-determined:** does the final decision reflect feedback has been taken on board and for those changes that weren't, good reasons have been provided? If the answers are yes, you know the process has been conducted with integrity.
- **It's unfair:** this one is a hard one to rationalise. Redundancy does definitely feel unfair emotionally. Rationally, however, we all understand that in today's demanding landscape, organisations have an increasing financial and economic responsibility for their performance. Working smarter with less is the reality of our world. The key difference that makes this 'pill' easier to swallow is how your organisation has led the process. If the process has been managed fairly in your opinion, this helps reduce this emotion.



**Your decisions are yours alone.
Emotions are natural, but try not to let them linger.
Put energy into the next phase of your journey.
A fresh start, free from baggage, is essential for your
wellbeing and productivity.**

Step 2: Reach Out To Build Your Social Resilience

Hearing those final words about your redundancy leaves you feeling isolated. Your natural response is to withdraw. In my experience, this makes you feel worse and I urge you not to. Being socially resilient is about drawing on the strength of your social and professional networks to create a support system. This:

- gives you a sense of belonging and validation, reminding you that you're not alone. It's a 'buffer' against the negative effects of stress and anxiety
- allows you to lend a helping hand which not only strengthens your connections but also boosts your sense of purpose and self-worth
- helps you strengthen your "emotional home". Just as a physical home provides shelter and security, your emotional home is built on supportive relationships and meaningful connections. At times like this, having a strong emotional home can provide you with stability and comfort.

Here's a couple of practical ways you can boost your social resilience:

- **Reach out to your existing networks for support.** Whether it's seeking advice from your mentor, confiding in your friends, or attending networking events, don't be afraid to lean on those around you. Don't tackle it all on your own.
- **Think about expanding your social circle** by joining clubs or participating in online communities. Building new relationships may feel like the last thing you want to do but it can not only provide fresh perspectives but also widen your support network, offering more resources to 'draw upon'.

Step 3: Take Stock Then Get Out There

Take this opportunity to reflect on what your passions are, your values, your skills and your strengths. Consider how they align with potential career paths and seek out those who can guide you such as mentors, coaches and recruitment consultants.

Never overlook your values – they are a critical guide to your future choice of organisation and role.

Then update your CV, your online presence, particularly LinkedIn, and get networking. It's often not what you know but who you know that can open up new possibilities – often ones you have not thought about.

FINDING THE SILVER LINING IN REDUNDANCY

Have I seen experiences where people have found redundancy to be a positive thing in the long run?

Absolutely. I've both seen and experienced this.

Example 1: When You and Your Organisation No Longer 'Fit'

I was leading a restructure which fundamentally changed my Marketing and Communications team's culture and mandate in line with the organisation's desire to be more customer-centric. For a number of my people, this created redundancy situations that they were happy about because:

- they'd been in the organisation a long time and didn't see themselves as a 'good fit' in the 'new world'; it did not excite them and they believed it was their time to leave

- they were at a crossroads professionally and appreciated the time offered by redundancy to reconsider their career path. They were able to do this with the support offered throughout the redundancy process
- they'd had a change in personal circumstances which had been stressful in terms of balancing their current work commitments with the change. Redundancy offered them the opportunity to 'reset' and reprioritise.

Example 2: When You've Lost Your Way And Feel Trapped

I left my big corporate role due to redundancy. It was a huge crossroads in my life where I felt 'stuck' and had lost my way. I ultimately realised money, significance and certainty (I was the main earner) had overtaken my meaning. I was no longer being present for my family and friends. Redundancy offered me the time to truly examine what I wanted to do.

I invested in coaching, retrained as a Coach and launched my own coaching business, Turas. I can honestly say I've found my true calling. I love what I do every day, I'm exactly where I should be and redundancy has been my silver lining.

THRIVING AMID REDUNDANCY IN TODAY'S ECONOMIC LANDSCAPE

Is there anything else that could help you face redundancy in the current and future economic environment?

Tough times don't last, tough people do. Challenges can lead to growth and transformation. To tap into these, it's essential to stay adaptable, proactive and open to new possibilities.

Here's how:

Plan Ahead: it's good to plan ahead no matter what. With increasingly senior roles, it takes longer to find your ideal role and take that next step. For example, General / Group Manager role vacancies do not appear regularly and it's good to plan a year ahead. Having a plan in place to enable you to take that next step helps you feel calm, in control, boosts your confidence and your resilience.

Take Stock Regularly: Sometimes, we can get 'stuck' or feel 'trapped'. No matter where you are in your path, it pays to ask yourself on an ongoing basis:

1. Am I excited about where my organisation is heading?
2. Is my organisation truly embracing / ready for a role like mine or am I outpacing them? Can I make the positive change I want to?
3. Do my values still align with the organisation I work for?
4. Does my organisation still provide me with opportunities to do something meaningful and continue to grow professionally?
i.e. if I stay, will this limit or accelerate my career journey?



Making decisions based on the above will not only make you feel stronger and steadfast, it'll make you feel 'lighter' as you shake off the additional weight of thoughts and emotions associated with alternative outcomes you don't want.

Renovate Your Emotional Home

There are many types of resilience: strategic, leadership, innovative, adaptability, problem-solving, communication.

At the heart of them all lies emotional resilience – your ‘emotional home’. This holds all your emotional foundations and patterns (good and bad) created in your early years.

A continual focus on boosting your ‘emotional home’ is important for coping with uncertainty and change. So, how do you do this?

- *Take a moment to tune into your feelings* – the good, the bad, and the ugly. May take a minute but persevere.
- *Pick out the ones that seem to pop up the most.* Those are your PATTERNS, the ones that are driving your journey, whether you realise it or not.
- *Now dream a little.* Ask yourself which 1-2 NEW emotions would make a real difference to your journey. Take charge of those new feelings and stories and put them in the ‘driving seat’ and use them to fill your tank when your resources feel low. If the old ones come back, kick them out the car!



Appreciate Your Journey. Take time to enjoy your journey, get excited about the unexpected twists and turns and remember that resilience, space and power are the cornerstones of what will make it fulfilling and successful.



Lindsey Brittain
Turas Consulting & Coaching Ltd

www.turas.co.nz