

Surviving Redundancy

Nobody is immune from the threat of redundancy, especially during times of national crisis or uncertainty, epitomised by the impact of the coronavirus pandemic. For those personally affected, the aftermath can be devastating, creating a deep sense of loss: loss of purpose, identity and a way of life. Redundancy can also stimulate a time of self-reflection and questioning of one's ability and worth. The circumstances surrounding the loss of a job may likewise be traumatic, leaving unfinished business that is difficult to resolve. When combined with the likely financial implications, it can be easy to succumb to depression and anxiety. While counselling may help those affected by redundancy come to terms with the sudden changes to their circumstances, the practical suggestions outlined here may help

provide a welcome structure to life during such a complex period of transition.

*Continuity gives us roots;
change gives us branches, letting us
stretch and grow and reach new heights.*

Pauline Kezer

Resources

- *Winning through Redundancy* by Steve Preston. ISBN-13: 978-1907798429
- The Career Development Institute has links to resources for specific careers: www.thecdi.net/Useful-Links
- Advice on financial planning is available at: <https://www.moneysavingexpert.com/family/redundancy-help/>



Dr Paul Fairchild

Some practical suggestions

- Try to maintain a routine, especially during the early days. View your effort to find employment as though it were a job in its own right that demands a significant investment of time and commitment
- Consider finding an alternative place to work on job applications, other than the family home, in order to maintain discipline: might the local library, a convenient coffee shop or a friend's garden studio provide a suitable venue?
- Begin networking with friends and former colleagues to investigate what opportunities might be available. If you do not already have one, why not prepare a profile for LinkedIn?
- Use redundancy to take stock of your life goals: what do you really want to achieve during the next phase of your life and what training might you need to achieve it?
- What alternatives might there be to your former career? Do you have a skill you could offer on a freelance basis or could you consider setting up your own business?
- Avoid spending time on screen-based activities, such as gaming or watching daytime TV, which can become all-consuming but are rarely productive
- To provide a renewed sense of purpose, consider developing a hobby that is creative or taking up a new sport. Alternatively, you might consider volunteering your time for a local cause or campaigning for issues close to your heart