



Halecroft Recruitment
HR, Professional & Business Support Specialist

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DEALING WITH TRANSITION AND COPING WITH REDUNDANCY



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TRANSITION

Transition and change are a part of life. Some we plan for like moving to a new house or going to college. Other transitions are unexpected like divorce, illness, or redundancy. This can cause us to feel a range of emotions happiness, sadness, guilt, anger, distress.

Transition planned or unplanned, positive, or negative requires the person to adapt. When dealing with significant transition it is important to:

- Create a support group of people who know and care about you.
- Talk honestly about your feelings and needs.
- Develop a strategy to help you stay focused and organised.
- Ensure you have appropriate resources.
- Determine a realistic timeframe to adapt to the change or transition.

REDUNDANCY

Do not worry about telling prospective employers that you were made redundant. It happens often and people understand that these decisions are made for business reasons. Being able to show that you can 'survive' such a change and come out acting positive and confidently seeking another role indicates a strength of character, resilience, and an ability to accept change which are desirable traits for a prospective employer.

Redundancy is a transition which is often unexpected, unplanned and something which we may have little control over. Redundancy stops you in your tracks and sweeps away your old routines. You may not have a reason to get up in the morning. You may lose your sense of purpose and suddenly feel worthless. On top of which you may have money worries.

This may have a significant impact on you and those around you: -

- No income or reduced income.
- Loss of self-worth.
- Fear of debts.
- Future goals, e.g., holidays, are put on hold.
- Resentment.
- Lack of a clear role.
- Less personal space.
- Resistance to change.
- More arguments.
- Feeling powerless.
- Withdrawal from friends and family.
- Communication breakdown.

It is natural to feel some, or all these things and you will experience several emotions when going through redundancy. Below are some of the stages you may go through, and the experience will be different for everyone. Some people may go through stages quickly, others may revisit some stages several times. Remember that going through these stages is natural and some people suggest that we need to go through the stages to come out committed, stronger and more focused. Below are the stages and typical thoughts, feelings, and emotions you may experience in each stage.

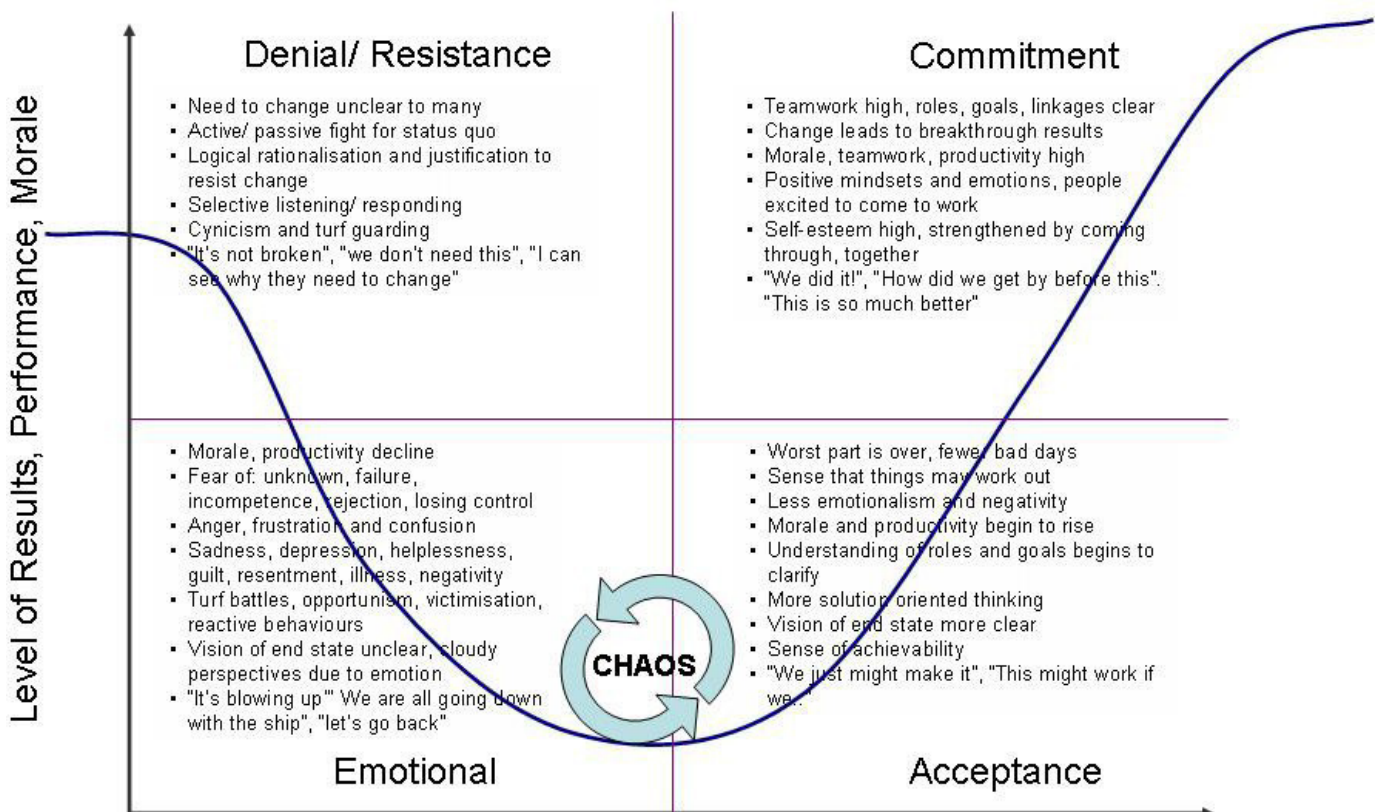
<p>SHOCK, DENIAL, DEPRESSION AND DETACHMENT</p> <ul style="list-style-type: none"> • I can't believe this is happening to me. • They will never make me redundant. • It is a mistake, and they will change their minds. • It'll soon be over. • Apathy and numbness. • Trying to continue as normal. • Business as usual attitude. 	<p>RESISTANCE AND ANGER</p> <ul style="list-style-type: none"> • Withdrawal, anxiety, and fear. • Low productivity, sabotage. • Depression. • How could they do this to me, I have given them so much? • It is just wrong. • This will not work for the company. • The way they do things is so stupid. • I won't bother to say goodbye to my friends at the company. • I don't want to discuss it. • I am losing so much with this change.
<p>EXPLORATION, DIALOGUE AND BARGAINING</p> <ul style="list-style-type: none"> • Well, we might as well get on with it. • Adopting latest ideas. • Accepting new role. • Leaving the 'old ways' behind. • Energy with some chaos. • Tell me how I can get started. • Where can I get help from? • I am willing to talk to agencies/recruiters. • I will be ok if I can just get my CV out to friends and agencies. 	<p>COMMITMENT</p> <ul style="list-style-type: none"> • Change is inevitable, why fight it? • This is a chance to start out fresh. • This opens new opportunities that I might not have had. • I am going to give this a try. • Hopeful, smiling. • Increased productivity. • A more balanced pace. • Sustainable energy levels.



THE CHANGE CURVE

Although it may not seem like it at this current moment, it is possible for redundancy to be a time of transformation and a turning point. It can provide a chance to move on and have a better life than before. So how can you ensure that you use this experience in a positive way?

Acceptance, forgiveness, gratitude, courage, honesty, and energy are some of the qualities which will help you through this transition. You need to accept that this is where you are right now, and you cannot change that. You cannot pretend it hasn't happened. You need to believe that it has happened for a good reason and move forward. Stop wasting energy on feelings of anger and revenge.



Forgive yourself and others for what has happened. Forgive yourself for feeling that you have failed in some way. Choose to forgive your employer for making you redundant and forgive others for not knowing what to say or how to help.

Be grateful for what you do have in your life. See this as a wonderful opportunity to rethink your life. Many people go on to be much happier and stronger after redundancy. It was the push they needed to take stock of their life.

Have courage to take the challenges that may come and make the absolute best of the situation. You will need courage to handle possible rejections and judgment of others. Courage will help you to emerge stronger and more positive, purposeful. Stand up for what is important to you and believe you can have the life you wish for. Try things which you may not have done before.

Be honest about what is and is not working in your life and take responsibility for the choices you have made. Make the changes that are right for you. You will need energy to keep going when it feels difficult and to stay positive and avoid self-pity. Take positive action to improve your situation.



TAKING CONTROL

From a practical point of view, a lot of worries can be reduced or solved by making a plan and taking positive action. If you are worried about managing financially, make a household budget and look for opportunities to save, speak to your bank, credit card or mortgage companies. Do not feel ashamed, they speak to people every day about this type of situation and will collaborate with you to identify a way forward.

Take some time to plan your job search strategy, and any other worries you may have. Spend time talking about your situation, setting goals, milestones, and reviewing regularly.

Above all do not feel ashamed of being made redundant. It happens frequently. Prove to yourself and others that you can survive this change. Remember coming out acting positive, confidently seeking another role shows strength of character, resilience, and an ability to accept change. These are attributes that all employers look for.

A banner for Halecroft Recruitment featuring a blue stylized person icon in a diamond frame on the left. The background shows a blurred office scene with people. The text 'Halecroft Recruitment' and 'HR, Professional & Business Support Specialist' is centered. Below this are four blue boxes: 'PERMANENT RECRUITMENT', 'TEMPORARY RECRUITMENT', 'INTERIM RECRUITMENT', and 'CONTRACT RECRUITMENT'. On the right are logos for 'REC Corporate Member', 'TEAM MEMBER', and 'SMART WORKS'.

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