

How to survive a redundancy

- Get advice to negotiate your redundancy package. Try to maximise your entitlements. If you are negotiating be polite and respectful. If people help you, let them know and thank them. If you do receive a package, it is advisable to seek financial guidance to develop an action plan for managing the package.
- Develop a pitch that highlights that you are going forward and looking for new challenges. Try to remember that you aren't redundant – your job is redundant. Framing it like this helps you preserve your self-esteem.
- Remember to be kind with your family and friends – and don't forget your partner! This support network may also include former colleagues. These people are your greatest support. You could also establish a small group of people to meet with regularly, to act as support and provide a reality check.
- Think of yourself as CEO of your own future and your own brand. Your first job is getting yourself a new job, or you may consider starting your own business you have always dreamt of.
- Take some time to reassess your skills and interests. Seek out tools to give you insight into who you are – your personality in and outside the workplace, your values, motivators and drivers.
- Identify your value – do you really have what the job market is looking for? This may be a great opportunity to take on new training and professional development to enhance your current skill set and build new capabilities.
- It is important you give your days and weeks structure to stay motivated and continue to build your confidence – it may include time for job searching and networking, health and fitness, friends and family. Establish some specific goals or a roadmap on what you would like to achieve within the first few months. This may also include leisure activities and interests to pursue when you have time.
- Update your resume and rework it to the future you. Know your skills strengths (and weaknesses) and highlight them. Don't censor yourself from applying for any opportunity that may be of interest. Work out whether you want it when there is an actual offer on the table.



- Update or create an online profile using platforms such as LinkedIn. This is a great way to stay connected with your existing networks as well as broaden your network. It is important for your social wellbeing to increase your level of social contact and remain connected with friends while going through a period of transition.
- Your health is important so eat well, watch your alcohol consumption and exercise. Managing a redundancy is stressful so activities such as yoga and meditation may help with relieving those hidden stress points. See a doctor, counsellor, careers adviser, accountant and anyone else that could have input into your future. Negotiate for your organisation to pay for this advice, if possible.
- As hard as it may seem try not to hold onto the past – use the experience proactively to focus on the future. No one owes you anything – you owe yourself the chance to continue to be fulfilled.