

Ten Tips on Being Made Redundant

Your manager has called you down to a meeting with HR, there are some embarrassed introductions and then you hear that you are being 'put at risk of redundancy'. Things go a bit blank after that as worries about meetings and fears of the unknown rush around your head before you are shown the door. **What next?** Here are some of the things that you need to do to get yourself into a place where you can start looking meaningfully for a job:

1. **Acknowledge your feelings** – the quicker that you go through your reaction, whether anger, sadness or, for some even joy, the quicker you will get into a good place for you to use your knowledge and wisdom. You will have good and bad days and be gentle when needed.
2. **Talk to your family** – speak about your feelings and listen to any fears they may have. Be open to them helping you.
3. **Count your blessings** – It is at times like this that we can lose perspective as we move from what was a certain world to one where we feel we have little control.
4. **Look after yourself** – eat healthy food, exercise or to the gym, see friends and keep up to date with your industry and professional knowledge.
5. **Make a list of Supporters** – Think broadly here; friends, professionals and anyone who is interested in you and you doing well. This may include relations, colleagues you used to work with, parents of your children's best friends and so on. Do not contact them at this stage.
6. **Setup a routine** – This will help you focus on what you need to do. Allow time for networking and to replace the social interaction that you get from work. Do allow time for relaxation and to keep fit.
7. **Review your finances** – add your redundancy package to your savings and work out what your monthly expenses are and how long you can survive. If this is less than six months see how you can increase your liquidity or cut your costs.
8. **Make a list of the highs and lows** – The more of these you can get together the better, it makes great material for the CV and examples of how you have performed both at and outside work.
9. **List your strengths** – These are personal strengths, the things that you are good at, whether that be coaching a football team, technical or managerial skills. The more you think about your strengths the more resourceful you will be.
10. **Get Clarity** – Think, talk and test out your ideas with your supporters. Knowing what to do is half the way there.

There is a lot more but these things will put you into a good position to take control of your future. The next thing is to **call me on 020 7987 7080** so that we can book time together to get you on track as soon as possible.