

Ways to help those facing redundancy

Those threatened with redundancy can suffer from stress and anxiety. Help them get back in the driving seat with our survival tips.

If you've always been in work, you've probably never considered the impact of redundancy, but times are changing and even those in previously safe jobs are anxious, wondering what their futures will hold. Often people feel there is little they can do about their situation and this lack of control can lead to anxiety, stress, depression and fatigue. However, there are some suggestions you can make that can help them get back in the driving seat.

MAKE PLANS

For many people the feeling of losing control and not knowing what could happen is the worst part. They may start to think of the worst case scenario (catastrophise) or imagine horrible and frightening experiences that they may be unable to manage (awfulise). Starting to make plans, however small, can be a big step to moving forward. Here are some things you could suggest.

Don't give up

Continue to work hard and if you are made redundant it may help you get a glowing reference.

Take note of the skills employers want

Perhaps there are a few strings you could add to your bow. Look out for courses that could help you get new skills while still working - evening and short courses are great for this.

Try to save a bit each month

It will buy you a bit more time to really think through your options if you are made redundant.

Use a skill or hobby to earn some extra cash

This will boost your savings pot as well as giving you a chance to meet new contacts and develop an alternative income stream.

Try to stay relaxed

WHEN IT ACTUALLY HAPPENS

If someone you know loses their job, it is vital they don't panic, but think clearly before acting. Here are some important things you could say to help.

It's not personal

Remember, the job has been made redundant, not you. This should boost confidence and help with any feelings of rejection.

Take time to think

If you had little time to prepare for redundancy, now is the time to review your likes and dislikes, strengths and weaknesses. Perhaps you were stuck in a rut and would be happier doing something different?

Don't just automatically apply for the same type of job, particularly if it is in a vulnerable sector

Think about other jobs. Many skills are transferable, but if you do need more training, you may get a fee reduction.

Maintain structure

Structure is an important part of our everyday lives - without it, it is easy to become negative. Getting up at the same time each day and treating job-hunting as a job will help retain structure.

Be nice to your family

Your family love you and support you, so be nice to them. You don't need any more turmoil.

Take some exercise

Exercise can help you clear your head and make you feel more positive.

Some who lose their jobs worry about practical issues, such as paying the bills. Others experience a loss of identity and confidence and even depression. However, despite our differences, we all stand a better chance of coming out on top if we put ourselves back in the driving seat.

MORE INFORMATION

To find out more about our First Psychology centres, or to arrange an initial session, contact your local centre:

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