

Handling redundancy in a downturn

No one wants to get news of their role being disestablished – especially now. However, these are unprecedented times where employment uncertainty and change is inevitable. Workplaces everywhere are impacted. If your employment is affected here are some quick tips that might help.



On receiving notice of redundancy

When you get the news that your role has been disestablished, take a moment and process the shock as best you can. Make sure you have the news in writing, or take notes because you may not take it all in at the time. Afterwards, take a moment to think through what you need to do next. This is likely to include gathering more information, confirming timeframes for assessing your hand over responsibilities and checking what you can and can't take with you.

Take a day or two to process the situation

How well you manage this situation will depend on how well you manage yourself, so think through what you need in order to remain composed and to hand over without damaging your reputation. Prepare to exit with dignity.

Get support

If you find yourself anxious and unable to sleep or you are emotional, ask if Employee Assistance (EAP) is available. Most companies have an EAP provider to counsel employees under stress. Check if yours has one. Your friends and family will need to know and they will be concerned, however don't let their concern diminish your confidence. External support by people you trust and who are level headed and encouraging, will be helpful. Ideally your manager or HR person will have given you the details of an outplacement provider who has the expertise to guide and support you through the job search process. Sometimes employees are given a transition budget instead, which means they can choose their own career coach, retraining or redundancy support.

Look after yourself, and exercise

The worst thing about redundancy is that it diminishes the control you have of your life and how you are living it. Once you have dealt with the emotions that will come with the news, take back your control.

Begin by creating a routine of exercise and self-care to take you through the job search journey. The [serotonin](#) created by regular exercise will help keep your mood positive.

Be clear about your career direction and 'ideal' next role

Self-Awareness is the key to making a good job transition. Being clear about what you want in life, creating a career plan with both short and long-term goals, and backing yourself to achieve your aspirations and goals will help you to succeed. A good career coach will help you with that.

Update your CV and LinkedIn profile

Updating your CV will reconnect you with what you do well and where you have added value. In doing so you should regain confidence as you recognise the skills you have to offer a new employer.

LinkedIn is our primary networking platform and one of the most important internet resources for job seekers. It is essential when you are engaging in a job search and for managing your career profile. It provides a first impression to employers, recruiters and to potential clients if you are building a profile. Your LinkedIn profile should offer a concise snapshot of your employment or business history, accomplishments, education and core strengths. It should link closely to your CV.

Understand the (current) job market

Being well-aligned and congruent (right person; right role; for the right reasons) is a sure recipe for job search success however the job market 2020 is presenting a whole new world to us and we need to be open to different ways of accessing work. Check out these links:

<https://blog.linkedin.com/2020/march/26/resources-to-help-you-navigate-the-challenges-of-todays-job-market> Skills in Demand 2020: New Zealand:- <http://www.nzskillsindemand.co.nz/>

Future Outlook: Australia :- <https://joboutlook.gov.au/future-outlook.aspx>

Network

Networking is an informal approach to accessing those job opportunities that have not been advertised. It is an intelligent way of becoming more visible in the job market. Therefore it is important that you prepare your network strategy well. The objective of networking is about obtaining information which eventually leads to identifying job opportunities and getting feedback on your CV and fit for roles. In the process you become a very well informed candidate, getting practice in talking about yourself and widening your range of contacts.

To get more advice contact us, [CareerEQ](#) for a **free 15 minute consultation** or to book an initial session with one of our [career specialists](#). We are here to help.