

## **REDUNDANCY & THE FIVE STAGES OF GRIEF**

### ***Losing a job can be painful***

Just like any major bereavement, there is a cycle of grief that you may go through before you start to feel positive again. It's normal to feel preoccupied or distracted by these feelings of grief for a period of time after you first receive the news.

The five stages of grief and your emotional responses to being made redundant are reasonable and understandable, but it's important to remember that the cycle can be worked through. With the support of friends and family, you can come through the other side of this grief and regain your positivity.

### **If you have been made redundant, you may be experiencing the following emotions or Stages of Grief:**

#### **1. Shock & Denial**

Even if redundancies have been widespread at your company, it can still be a major shock if you are called in and given the bad news.

It can sometimes take a few days for the news to sink in. The important thing is not to panic. Let it wash over you before you react.

#### **3. Bargaining**

As you try to make sense of what has happened, you might feel guilty about not working harder or not doing more to keep your job. The important thing is to remember it's not personal; the job has been made redundant, not you as a person.

Therefore, bargaining with hypotheticals won't get you your job back because it was never your fault you were made redundant in the first place.

#### **2. Anger**

Once the shock wears off, you might feel incredibly hurt or rejected. This can lead to feelings of anger with the people or the company that has made you redundant.

It's important to deal with these feelings honestly and effectively. It's OK to feel hurt and anger.

#### **4. Depression**

Just when your friends and family think you should be starting to see the positive side, you may find yourself sinking into loneliness, isolation and a great sadness about what has happened with your job.

It's crucial to stay positive, talk to your loved-ones positively about your progress in the job-hunt, and consider seeking formal or professional support services to sustain positive mental health.

#### **5. Acceptance**

This is the upward turn, where you begin to see the positive side or opportunities and begin rebuilding your career. It may mean pursuing further education or re-training, or an opportunity to diversify your experience in a new role. These may even be opportunities you'd wanted to pursue for some time but hadn't felt able to at your current workplace.

Don't rush yourself. It could take as long as 12 months to start feeling this, or it may come quickly. The timing is different for everyone. What's important is to remember that nobody is defined by who or what they are at work, and that 'you are not your job'.

