

wee changes can make a big difference

tips for dealing with redundancy

Take a minute

On hearing bad news, we naturally can have a flood of emotions which can cause us further distress. If just for a moment we do nothing, like a wave, let it wash over us, we may find, that initial flood of negative feelings dissipates, and we are in a calmer place. www.psychologytoday.com/us/blog/the-right-mindset/202004/the-90-second-rule-builds-self-control

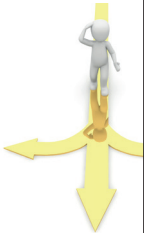
Risk of suicide



Sometimes the shock of redundancy can lead people to think of suicide, if you are having thoughts of suicide, please speak to someone. **Samaritans Free Phone Tel: 116 123**. This wee piece may also be helpful: www.cope-scotland.org/index.php/latest-blog/coping-with-loss

Know your rights

You do have rights and its worth knowing what they are. This link take you to a place where you can find out more: www.mygov.scot/help-redundancy (PACE) is the Scottish Government's initiative for supporting people dealing with redundancy. PACE can provide free, confidential advice to help you with your next steps. You can phone them on **0800 917 8000**. For financial advice and signposting to services have a look at moneyadvicescotland.org.uk particularly, 'get help' drop down.



It's the post that has been made redundant

It can be hard for it not to be personal if we are made redundant after all, it's us who have lost our job. Remember this isn't you that's at fault, it's that the post doesn't exist anymore as your employer has lost funding, or a contract or business isn't doing well. It's important at this time we don't lose our confidence. This wee piece maybe helpful: www.cope-scotland.org/index.php/latest-blog/self-confidence-and-personal-leadership Also take time to update your CV, it's amazing the skills and experience that we have, we take for granted.

Discrimination and redundancy

If you believe you have been unfairly treated or experienced discrimination in the redundancy process, these sites may be helpful: www.citizensadvice.org.uk/work/leaving-a-job/redundancy/check-if-your-redundancy-is-fair/discrimination-during-redundancy and www.acas.org.uk/your-rights-during-redundancy

Look after you

Seems common sense, amazing how as soon as we are challenged we find self-care goes out the window, yet we need to be in a calmer place with more energy to work out how to get out of this situation which is causing distress. Wee video maybe of use: www.cope-scotland.org/index.php/videos/video/6-easy-tips-to-manage-stress

Manage the what ifs

It is natural on becoming redundant to begin to worry about the 'what ifs' as we may have very practical things to consider, mortgages, rent, debt, financial commitments already made, fear we may not work again. This wee piece may offer some ideas of keeping the 'what ifs' at bay so you can put your energy into solving the challenges which may lie ahead: www.cope-scotland.org/index.php/latest-blog/dealing-with-the-what-if-s



Talk about how you feel

Life happens and sometimes it can take the feet away from under us. If we try to deal with this alone it can be even more challenging. It's important we have a support network round us at this time, that can be informal, with friends and family maybe colleagues who also find themselves redundant. It may also be speaking to a professional advisor about how you feel and what you are thinking. This wee piece offers tips on how to share when we don't feel okay and also to identify what makes a good listener:

www.cope-scotland.org/index.php/latest-blog/the-art-of-conversation

Face the challenges

It is understandable when faced with redundancy we may want to avoid listing the challenges we now face as we are already feeling pretty distressed. Redundancy can cause real issues though and recognising what they are and taking steps to deal with them can go a long way to reducing the distress that procrastinating can cause. Sometimes we do need space to reflect what next, sometimes we avoid what next as we don't know if we can cope with it, which is why seeking support is essential, you don't need to go through this alone. Delaying dealing with the fall out of redundancy only puts your wellbeing more at risk.

www.psychcentral.com/lib/10-good-and-10-bad-things-about-procrastination

Don't fear to fail

It maybe you need to retrain for a new job or career path, and this can feel daunting, but we all have to learn and that means sometimes in the road to learning we don't get it right first time. This wee piece may offer some useful tips and inspiration: www.cope-scotland.org/index.php/latest-blog/time-for-something-new-and-remember-rarely-anyone-gets-it-right-first-time



Find a hobby

You may think you don't have time or money for a hobby, but it's important to remember this is a point in your life and not let it overwhelm every aspect of your life. If you were so busy working all the time you forgot to make time for you and hobbies, this wee piece maybe of interest:

www.cope-scotland.org/index.php/latest-blog/ideas-for-how-creativity-can-improve-our-mental-health

Volunteering may also become a hobby and could even offer experience which may help return to paid work.

Plan what next

This job was made redundant, there are other jobs out there. We can focus on why we may not get one as there are more people looking for work, than work available, or we can focus on securing that new job, even if it takes time, means retraining. This wee goal setting tool may offer some ideas which help in planning what next: www.cope-scotland.org/index.php/latest-blog/have-fun-achieving-what-matters-to-you

Get help to find a new job, these resources maybe helpful:

- www.indeed.co.uk
- www.reed.co.uk
- www.s1jobs.com
- www.swifthires.com
- www.mygov.scot/find-job
- www.myjobscotland.gov.uk
- Turn2us.org.uk
- www.scotland.org/work/career-opportunities
- www.gov.scot/policies/employment-support/fair-start-scotland-employment-support-service
- **Fair Start | Tel: 0800 804 8108**
- **Business Support Scotland | Tel: 0300 303 0660**
- www.myworldofwork.co.uk | Tel: 0800 917 8000
- Employersdirect.org.uk/redundancy-advice
Tel: 0800 464 0966