

## Dealing with job loss and making transitions

As the speed of change increases, being confident and competent to manage transitions is now an essential meta-skill for managing career change.

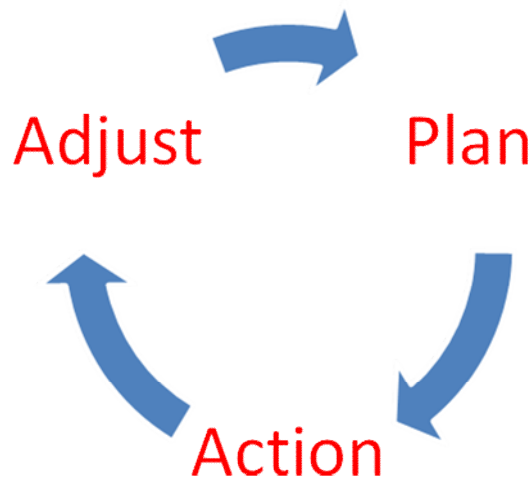
*Transition is not just a nice way to say change. It is the inner process through which people come to terms with a change, as they let go of the way things used to be and reorient themselves to the way that things are now.*

William Bridges

Losing a job is one of the five most stressful life changes you can experience. It's normal to feel overwhelmed, disoriented, or just plain scared about the future. You're likely to go through stages of loss after redundancy similar to those people experience after losing a loved one: shock, denial, anger, bargaining, depression, and finally, acceptance. Recognising these stages helps people to get back on their feet more quickly.

### Adjustment

There is an adjustment period which must be taken into account and used to help you transform the event or crisis; especially if the change has been a major shock and comes with little warning.



### Recover gracefully

As with any loss, there will be a recovery period. Feelings of anger or sadness may last weeks-or months. Give yourself time to grieve the loss, and express your feelings in healthy ways so they will pass more quickly.

## **Find Support**

It's very important to have a support system: - friends or family members; people you can share your concerns with in confidence, who can help motivate you to recover and regain your equilibrium.

## **Stay Motivated**

Keeping grounded is key. Going to the gym or walking two or three times a week - an established firm daily routine really helps to stay in focus. Use the time to get yourself back in shape, catch up on sleep and catch up with friends and family. Spend some time volunteering... it not only picks up your spirits but it also looks good on your resume and it makes a difference in someone else's life.

Volunteering, formal classes, and exercising at the gym are excellent ways to build structure into your days - and may provide that important lead to the next job.

## **Your adjustment plan**

Ask yourself the following questions to be assured that you are getting sufficient support and are managing the transition in a healthy way.

For emotional health and well being – how much time do I need to healthily adjust to the change?

Who can support me? And what kind of support can they give me?

Who else or what other assistance might I need? Who do I need to talk to about that?

What activities could I undertake during the transition to stay grounded and motivated, and maintain a certain amount of emotional equilibrium?

**Plan your weeks ahead to incorporate a balance of job search activities, networking, learning, research, volunteering, recreation, health and fitness, and time to nurture close relationships.**

Talk to your Career Coach about your support needs and to create a Job Search Strategy.