

How to Minimise the Effect of Redundancy

For some, redundancy is one of the most stressful times a person faces in their lives, for others, it becomes the perfect opportunity to make drastic life changing decisions and explore options, lifestyles and careers that they never previously dreamed possible.

Doom and Gloom

With unemployment figures already in excess of 2million and being predicted to continue to rise to circa three million nationally throughout 2009 and 2010, the daunting prospect of over coming and coping with redundancy, for many people is now fast becoming reality.

However, behind the cold Government figures and media headlines lay many personal stories that demonstrate that redundancy does not have to be all bad news. With guidance and support, it can be the perfect opportunity to steer your life in to a new and very positive direction.

Coping with the News of Redundancy

For many, redundancy is tough and people are hard hit, often taking it personally and wondering if they will ever manage to find another role again. Once the decision has been made and you have been made redundant it is all too easy to fall into a vicious circle and sit around feeling sorry for yourself.

It is very tempting to go to the pub, hurl abuse at your Director as you feel the decision is unfair, or to waste time trying to find a way to retaliate! But becoming a disgruntled ex-employee is not productive and will not change the outcome of the companies' decision.

Also, there is a good chance that your colleagues may have contacts that can help you in your search for your next role. Furthermore, it has been known in the past for employees that have been made redundant to be re hired once the company is financially sound again.

Of course you always have these options if you like but those that actually succeed at getting back into the workplace are those that start to see redundancy as an opportunity, as a cloud with a silver lining and begin to start focussing on the positive that they can find in the situation. Remember, it is not you that has be made redundant it is your job, and there may well be a company that is in real need of a skill set that matches yours.

Action!

One of the first and most crucial points of overcoming redundancy is action! It is essential for individuals to focus on regaining their positivity and rebuilding their confidence to enable them to deal with the application and interview process that lies ahead of them. With so many applicants now competing for much fewer roles (some figures show as many as 200 people now apply for some vacancies!), it is vital that you begin the job search process as soon as possible. Your new role will not come to you, you will need to be pro active by developing key agency contacts and become accomplished at the art of self marketing.

Even by doing something encouraging like preparing or updating your CV can have a positive effect mentally, and make you feel like you are actually 'doing something' and tackling the problem head on!

In addition to this, there are currently numerous courses and outlets offering information that can help guide you on aspects such as interviewing tips and techniques, articles on how to write CVs and covering letters and skills that can help you deal with negotiating and accepting offers, so it is important to utilize all the resources available to you.

Look at your Options

Many people are tempted to return to the same kind of role or industry they have always worked in because it is what they know, not necessarily what they want to do, are passionate about, or in some cases, even are good at!! Redundancy can be the perfect opportunity for you to re evaluate and assess your options. With numerous Government run and funded training and reskilling programmes now available, it really is possible to train in a career or field you have always thought was not previously an option for you, rather than just trying to secure a 'job'!

For some, they can even take it a step further and become their own boss by setting up a small business venture for themselves. People who chose to work in a role which relates to something they love are usually very successful, as their work becomes their passion, not just a chore.

Keep Positive!

By keeping focused, positive and the events facing you in perspective, you will be able to cope. By adopting a strong attitude and accepting that life throws difficult and unexpected things at you from time to time, can help realize that something better might just be around the corner. Looking forwards and taking responsibility of shaping your future, as opposed to dwelling and focusing on the past, can have immense results. After all, with help and guidance from some career professionals and your determination, you can control and change things in your life for the better.

About the Author

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