



## EMPLOYEE SERIES

### Tips for maintaining resilience when you lose your job

Adapting to changes to in our career can be challenging at the best of times, however, when we do not drive the decision to make a change and instead the decision is made by the organisation it can be challenging to understand and accept.

The following tips can be helpful in managing our response to change and forge a new path in our career:

-  **Don't take it personally.** Your job is not who you are, it is what you do. We may at times find ourselves in a role that is not a good fit for us or the organisation. The organisation's decision to cease your employment may be due to a number of reasons. You have skills and capacity, perhaps they are best suited to different roles.
-  **Emotions.** Reactions to the organisation's decision may vary from mild distress to devastation. You may experience a range of emotions including shock, anger, denial, sadness or anxiety. These reactions are normal and will change over time.
-  **Positive thinking.** With change comes opportunity. Choosing to view the change from a more positive perspective may reduce the sense of helplessness and worry and instead activate a sense of excitement for the future.
-  **Financial advice.** Worries about how this decision will impact your ability to meet your financial obligations is realistic and normal. You may consider speaking to a financial advisor about how to meet your financial obligations as you transition between jobs.
-  **Career direction.** Take a moment to reflect upon your satisfaction in your career and wonder if this is an opportunity to forge a new path. Speak to your family, friends and networks about this opportunity to move into a new organisation or career field. Be open and receptive to offers as leads for new jobs can come from anywhere.
-  **Reconnect with your Strengths and Values.** Try taking this free test to identify your top 24 strengths and values. It may help you identify future vocational goals. Based on evidence-based Global practice, this online resource has been designed by the world's leading Positive Psychologist, Martin Seligman. It is quick and easy to use and it is free: [www.viacharacter.org](http://www.viacharacter.org)
-  **Get proactive.** Attempt to remain structured in your day by setting daily and weekly goals that are SMART – Specific, Measurable, Achievable, Realistic and Timely. Work towards updating your resume, research potential employees and careers, connect with recruitment agencies or brush up on a qualification you have not previously had the time to finish.

If you would like to book an appointment and /or speak with one of our Counsellors, it's as easy as calling 1300 66 77 00 or New Zealand 0800 327 669 or visit our website [www.accesswellbeingservices.com.au](http://www.accesswellbeingservices.com.au)



**Wellness.** Focus on what you can control by creating a routine that maintains your health and wellbeing. Ensure you exercise regularly and eat healthy as the boost in endorphins will support you to feel good. Minimise the use of alcohol and maintain a bedtime routine that fosters rest so you wake motivated.



**Support.** Acknowledge that adapting to change is a challenge and seek support from loved ones and or professionals. Seeing a counsellor is a safe place for you to gain perspective, develop strategies and feel heard. You can access counselling services through your organisation's EAP service while you are still employed, and then after you leave the organisation, you can visit your GP to discuss accessing suitable services within the community.

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