

When the axe falls ... and opportunity knocks!

At the weekend I caught up with a good friend of mine who is about to become redundant ... not necessarily her ... her job!

Many of us have been there at some point in our working lives and it can be a trying and testing time with lots of questions – How will I cope? What will I do, I've worked there for years? How am I going to get another job? Where do I start? How do I put together a CV?

The news may be received in different ways, depending on individual circumstances – good news or bad news. However it is in the managing of such news that we can make a difference to how we move forward.

As an HR person, I have been able to see and experience both sides – being made redundant myself and having to manage redundancies in various organisations.

So what tips and advice would I give to someone in this position?

- 1. Allow yourself the time to come to terms with all the emotions** attached to this 'work/life' experience. Share these with someone who is impartial – e.g. a coach or a mentor
- 2. Talk about what you want to do to move forward.** Perhaps this is the opportunity for you to try something new, something different? This enforced 'change' may provide such opportunities. Ask yourself about all potential opportunities – what do I really want to do now? What would happen if I did? What would happen if I didn't?
- 3. Re-assess your skill set.** What do you do really well? What would you like to do better? What do you really enjoy about a job? What really matters to you? What is important in your working life? What makes you happy?
- 4. Taking stock during this time can be very rewarding** so don't dismiss it lightly! True you may discover a little more about you and what makes you tick ...is that such a bad thing.
- 5. When you decide which direction you wish to travel, write it down, detailing how you are going to get there, what it will look like when you're there.** It may be useful to add names of people you wish to ask for help. Keep this 'roadmap' at hand so that you stay on track! Review regularly.
- 6. There is a wealth of information out there on updating your CV, brushing up your interview skills, take the time to check this out.** Unprepared job applicants are spotted very quickly at interview panels!
- 7. Don't be put off by attending several interviews before being offered 'your ideal job' ...** see this as an opportunity to try out your newly polished interview skills. Learn from the feedback and use it constructively.