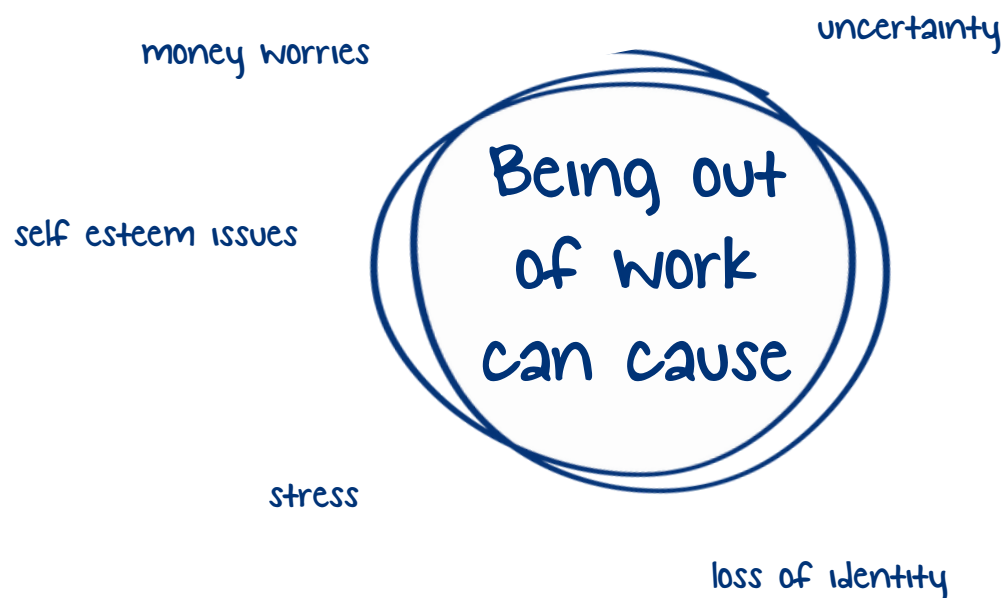


# Redundancy Toolkit

With the ongoing pandemic, job worries, unemployment and redundancy are issues effecting a lot of us.

Whether it is expected or sudden, being made redundant or the threat of it can cause huge uncertainty, stress and anxiety, and can make existing mental health problems worse.



Solent

...this short guide contains a few ways to look after your mental health if you are made redundant.

# Listen to how you're feeling...



Jobs play a big part in our lives.

So when you find yourself without one it is a big adjustment and it's normal to feel a range of emotions.

You may feel shock, anger, sadness, resentment, but being made redundant during the pandemic is nothing to be ashamed of.

Being out of work can have a big impact on your self-esteem and sense of identity.

If your job has always been a big part of your life you may wonder who you are without it.

## ... and be kind to yourself

Give yourself space and time to express these feelings



Talk to friends and family about what you are experiencing. Having some social support during this time can help you cope.



Use it as a chance to reflect on what makes you feel happy and fulfilled.



Write a list of all the skills and qualities you have, and take a moment celebrate to them.

# Uncertainty...

By accepting the things we can't control, we can start to focus our energy on the things we can. Focus on:

- Spending some time polishing your CV.
- Reaching out to your old contacts.
- Working out what you want from your next job.
- Trying to enjoy the opportunity to spend time with your family or on your hobbies.



## ...and Adjustment

Adjusting to a change of routine following redundancy can be difficult. It's likely you'll be spending a lot more time at home than you usually would and you may wonder how to fill your time if you aren't in a position to find another job.

- Keep your brain stimulated and challenged - why not listen to podcasts, watch films and do puzzles?
- Consider learning a new skill - keeping focused and setting challenges can help to improve your self-esteem. Try [FutureLearn](#) and [OpenLearn](#) for free online courses.
- Take time out to relax and unwind - why not try yoga, colouring or DIY.



Just make sure that you aren't keeping frantically busy as a way of avoiding your feelings.

# Develop a Routine for the weekdays

Keeping a sense of routine and not job searching the entire time is important for your wellbeing.  
Find a routine that works for you, e.g.

Wake up at a decent time, shower, eat a healthy breakfast and dress as if you were going to work.

Write down your skills, think about what you want from a job and researching roles and companies you like.

Break for lunch and some kind of activity. Maybe a quick walk or some yoga stretches.

Search and apply for jobs. Try to keep positive by listening to your favourite music.

At around 5pm, turn off your computer. Spend time with you family or practise some self care. Take time to do things you enjoy and get a good nights sleep.

## Money Worries

Your finances are probably one of the first practical things you'll be thinking about.

Create a budget – [the Money Advice Service](#) can help.  
Choose a regular time each week to look at bills and other spending to stop things piling up.  
Try only withdrawing the amount of money you intend to spend each week.

# Additional Useful Links

## Redundancy

[Acas Guide to Redundancy](#)

[Acas Redundancy Advice](#)

[Redundancy - Your Rights](#)

[Networking Advice](#)

## Speculative Applications and the Hidden Jobs Market

[What is the Hidden Jobs Market](#)

[How to tap into the Hidden Jobs Market](#)

[How to search for a Hidden Job](#)

[How to get a job that's never posted](#)

## Using LinkedIn

[Create a better LinkedIn profile](#)

[How to use LinkedIn](#)

[31 LinkedIn profile tips](#)

[Mind's tips for using LinkedIn](#)

