

## **MAINTAINING RESILIENCE** through redundancy

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Undoubtedly, going through redundancy is a hugely testing time and even the most robust individuals can feel enormously overwhelmed.

We can minimise our anxieties by taking positive action and really looking after ourselves emotionally and mentally.

We have collaborated with Lara Cullen, The People Person, to get some pearls of Resilience wisdom for anyone facing the challenges of redundancy.

## **SUPPORTED BY**

**Lara Cullen**

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Lara Cullen is a former HR Director turned Business, Life & Leadership Coach & Trainer.

Through her two companies The People Person (business coaching, training & consultancy) and Essentially Authentic (individual life coaching) Lara works with creative, exciting and purposeful companies and ambitious creative individuals to help them make that a reality in a healthy and sustainable way that works for them.

# WHAT MAKES YOU GREAT?

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Redundancy at this particular time is not a reflection on your abilities – it is sadly a consequence of a unique set of circumstances. In short, this is **NOT YOUR FAULT!**

Take some time to think about all your positive attributes and remind yourself why you'll be a great asset to a new employer.



# MOVE TOWARDS POSITIVE ACTION

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Re-evaluate the job you have been doing and identify what gets you out of bed in the morning and bouncing into work. Make a list of all the things that you love about your job or that you know you do really well. And take note of those things you want to let go of and want to avoid going forward, if you can.

This helps you to really think about what direction you want to go, to maximise the opportunity of a positive outcome.

# PLAN YOUR TIME

Create a big old 'To-Do List' to itemise all the actions you need to take or things you simply need to think about. The list could include personal admin, reviewing your CV or updating your digital profiles. Expect the list to continue to grow (and contract as jobs get scored off) over the next few weeks.

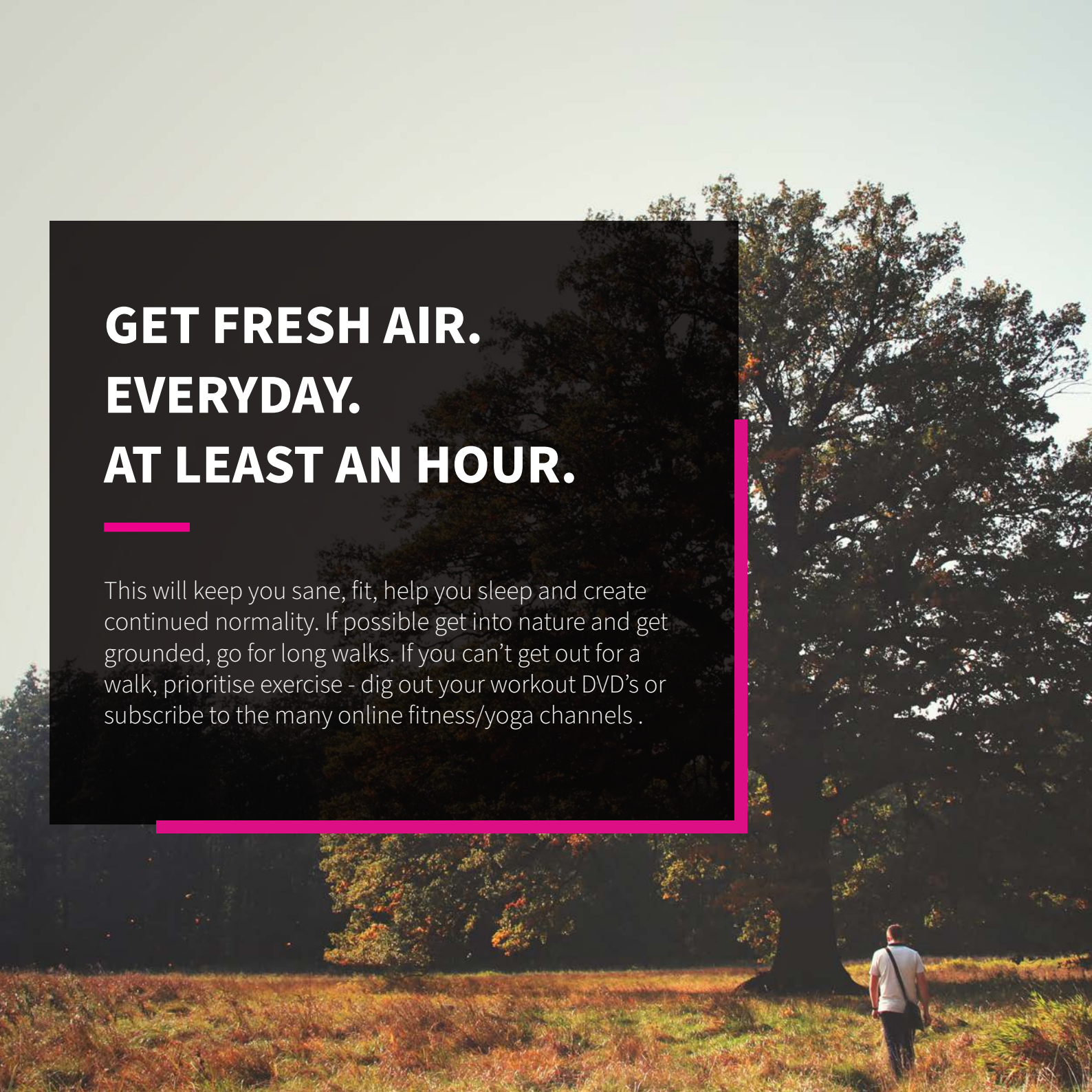
Plan your days/weeks and set clear, yet achievable goals – whether personally or for your job hunt. One of the things that's causing the most fear is this feeling of lack of control and uncertainty. Planning and having a routine will give you a sense of control, which helps to drastically calm some of those stress hormones that are flooding our systems right now.



# LIMIT THE AMOUNT OF NEWS AND SOCIAL MEDIA CHECKING

Set blocks on your phone. For example, set a limit of 30 mins per day on the news app on your phone so that you are staying updated but are disabled from endlessly scrolling for updates which damage your mental health.



A person is walking away from the camera in a field of tall grass. In the background, there is a large, leafy tree. The scene is lit with warm, golden light, suggesting late afternoon or early morning. The sky is clear and light blue.

# GET FRESH AIR. EVERYDAY. AT LEAST AN HOUR.

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This will keep you sane, fit, help you sleep and create continued normality. If possible get into nature and get grounded, go for long walks. If you can't get out for a walk, prioritise exercise - dig out your workout DVD's or subscribe to the many online fitness/yoga channels .

A person is lying on their back on a light-colored surface, wearing dark green leggings and tan shoes. A silver boombox is resting on their chest. The boombox has two large circular speakers with green mesh covers and a central cassette slot. A pink horizontal line is positioned below the title. A pink L-shaped graphic element is on the right side of the text box.

# PODCASTS & BOOKS

Give your brain a break from constant negative news on TV and social. Seek out some great podcasts and books related to your areas of career interest – its valuable preparation for future interview chat. Dedicate an hour of quiet time each day to education in this way.





# NOURISH YOURSELF

What we eat is really important – both for keeping our bodies in shape and physically well but also for our emotional and mental health. The food we eat plays a huge influence in how we feel and think so give yourself a fighting chance. Instead of stocking up on ready meals - learn to cook again! Limit alcohol and sugar, introduce regular exercise and feel your energy return.



# MEDITATING AND MINDFULNESS

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10 minutes of mindful meditation a day has been shown to shrink the amygdala (the part of the brain responsible for releasing stress hormones) by up to 20%. Try apps like Headspace and Calm, which teach you how to meditate.

A photograph showing several people's arms and hands reaching towards the center of a round, dark, textured table. The hands are positioned as if they are about to clasp or are already holding each other, symbolizing unity and connection. The background is slightly blurred, showing what appears to be a modern interior setting with a wooden cabinet and a striped cushion.

# KEEP CONNECTED

Although you may feel like closing the door and hiding away from the outside world, it is so important to keep connected with people who matter to you, and people who can support you. People are basically kind and want to help. Stay connected with colleagues and friends who can introduce you to their networks. Call in favours. And make it reciprocal – help others and they will be more willing to help you.

# PRACTICE GRATITUDE

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Times of adversity are times to remember the things in life we have that we take for granted. Take some time to think of all the things you are grateful for!

**GIVE.  
THANKS.**

[www.handle.co.uk](http://www.handle.co.uk)