

# Life after Redundancy

Being made redundant can be a shock. It's upsetting, stressful and uncertain - but it can be a time to step back, consider things like your work/life balance and develop personal and professional skills. Managing the change, gaining perspective and sticking to a routine are vital to moving forward. And however daunting the future may seem, help is available.

The counselling and advice team at HA | Wisdom Wellbeing can support you through this change, emotionally and practically. From having a non-judgmental listening ear, to putting together a support plan to help you through a period of uncertainty, making the first call could be biggest step you take towards a positive future. We take a holistic approach towards any issues you may experience during the redundancy process. Both the counselling team and our legal & financial information team will support you compassionately and with expert advice.

For example, you may require practical support in managing your finances. Our financial team is skilled and experienced in supporting individuals through managing debt, controlling credit cards, pensions, benefit entitlement, money management and living on reduced income.

We partner with expert organisations to whom we refer specific cases, such as Stepchange, Taxwise, Shelter, ACAS and Turn2us. These organisations are specialists, able to guide you through the most challenging financial times.

## Emotional stages of redundancy

- ① **Shock** – The reaction to the sudden news. It can take time to come to terms with the fact that this situation is real.
- ② **Denial** – One of the first reactions is to deny the reality of the situation, e.g. “Did that really just happen?”
- ③ **Anger** – A powerful emotional response but one which can keep us in a position of avoiding risk, holding us back from progress.
- ④ **Acceptance** – The slow acceptance of how things have turned out.
- ⑤ **Exploration** – Assessing the options available to you and starting to move forward, for example finding a new job, going freelance, retraining.
- ⑥ **Challenge** – The stage at which we move on and the change process is the catalyst for positive steps forward.

You may also benefit from counselling support alongside financial and legal advice. Our highly qualified and experienced counsellors are able to support you through managing change, dealing with conflict, stress, anxiety, returning to work and any other emotional issues related to life during and after redundancy.

Our counselling and advice services are tailored to your needs and preferences, whether you prefer support online, over the telephone, or face to face. For advice and information on preparing yourself for change, and managing the process effectively, please visit Wisdom and view our webinar on “preparing for change”.

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