



## Surviving a Downsizing

There are times in life when we have expectations as to how life will be. We expect that our lives will remain unchanged. Then something happens out of our control that changes our lives, such as a downsizing.

### Change

It is natural to experience feelings of sadness and anxiety when downsizing occurs in the workplace. Some people have difficulty accepting and adjusting to change while others view them as opportunities.

### Surviving

Most understand the difficulties involved when someone loses their job to a downsizing, but it can be equally stressful and difficult to be a "survivor" of a downsizing.

Common survivor reactions:

- disbelief
- anger
- insecurity
- sadness
- loss

Take the time to acknowledge losses, whatever those losses might be – the loss of the way things were, the loss of co-workers, or the loss of future plans and expectations.



### Managing Change

**Managing change can be difficult and everyone responds differently.**

- Be open to change. Change is inevitable; acceptance is the key.
- Anticipate change. Keep up with changes in your industry. Try not to let change catch you off guard.
- Know your personality. Understand what is really changing for you.
- Look at yourself creatively. Take a fresh new look at your desires, abilities, and resources to see where they lead you. Fear and resistance to change in the workplace can be transformed into creativity and innovation.



### Take Control

When circumstances happen beyond our control, it is easy to fall into the practice of feeling like a victim and feeling like we have little power or control. One way to combat these negative feelings is to take control of the things that we can. Even small measures can help us to feel more empowered, such as: organizing a new work area, taking the initiative to get to know a co-worker, or signing up for a training seminar or a class at a local college on a subject that has always been of interest to you.

Be cautious of getting caught up in the rumor mill. Make the effort to "go to the source" to get facts that may concern you. Try not to pass on gossip or assumptions. Gossip is a catalyst to create a more stressful, negative environment.

### A Positive Change

It may seem cliché to say "when one door closes a window opens," but there is a great deal of truth in the statement. Change invariably brings about opportunity. If you can cultivate a positive, open outlook toward the change, you can be in a position to embrace the opportunity and grow from the experience.

### Need Assistance?

**If changes at work are affecting you give us a call. We have Master's Level clinicians on hand to speak with you 24 hours a day, 7 days a week. Call today!**