

Redundancy

What does it mean for you?



What has redundancy meant for you?

Redundancy is affecting more and more people because of coronavirus, with 730,000 employees dropping off the payroll between March and July this year. Our economy has taken a hit and employers are struggling to maintain their businesses as they were pre-Covid-19. It may seem harder than ever to obtain a new job, however it is possible and if you accept help and advice you will get there.

Understandably, you may be feeling **worried, stressed and anxious** about the future. We are in unprecedented times and entire industries are at risk. However, it is critical that you remember that **your redundancy does not define you**. It is your job that has become redundant, not you as a person.

Allow yourself **time and space to process** the emotions you will be feeling; talk to those around you that you trust and value.

This chapter of your working life may be over, but the next one could be even better.

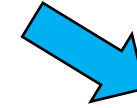
Remember, there is a job out there for you and with **persistence** and **commitment** you will find it.

This may be the first step to an **amazing future** in a job that you never expected to have.

Now is the time to take that risk in a new field or to **learn new skills** that will enhance your career.

1. Shock:

You may not have seen this coming and you may struggle to believe and comprehend it at first. You may feel that your employer will change their mind and reverse their decision, however this is unlikely.



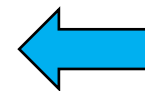
2. Anger:

You could feel anger towards your employer and/or towards colleagues that were kept on. Try to channel this emotion into something positive and set yourself new, manageable goals such as completing a course.



3. Depression:

You may feel as though you are on a downward spiral and find it difficult to see the light at the end of the tunnel. This situation does not define you, things will get better and you are not alone. Lean on those around you for support.



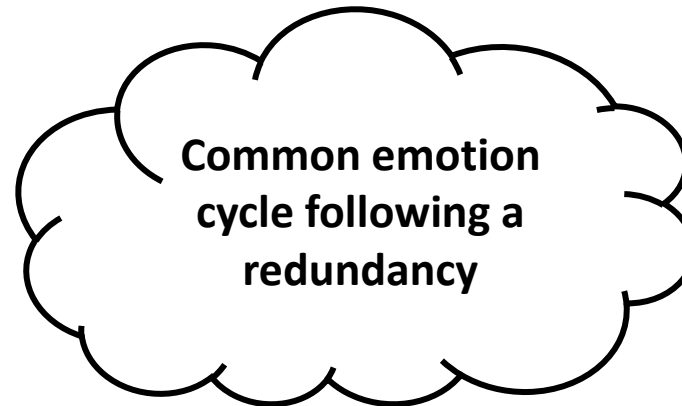
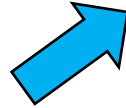
4. Guilt:

It is possible that you will feel that you are letting down your partner/children. Although it is challenging, it is crucial to view the situation objectively so you are aware factors out of your control caused the situation – not you.



5. Relief:

Maybe this is a blessing in disguise, a reason to seek out a new career, to try something new that has been in the back of your mind for years. The decision has been taken out of your hands so now is the time to take that risk and embark on something new.



Helpful activities to manage your time.



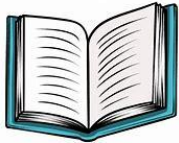
Stick to a routine



Get some Vitamin D



Exercise your body and mind



Study something new



Socialise



Develop your LinkedIn profile



Update your CV



Call potential employers



Listen to podcasts



Have a social media break

...how to seek out companies to apply to.

What do you have **experience** in?
Make a list of all your achievements and experience.

Contact employers directly. A phone call could be invaluable in terms of making yourself known.

Are you looking to enter a **new field**?
Would you consider and apprenticeship/
more junior position than before.

Sign up with numerous **recruitment agencies**, let them do some of the work for you.

Use **LinkedIn**. It is a great way to make that first connection with a potential employer.
#readytowork

Who do you know?
What connections do you have that could be of value to you?

Top Tips for a Fantastic CV!



Make your CV easy to read.

Recruiters will often be inundated with CV'S, if they see a clear, concise, well laid out CV it is going to be much more appealing. Two pages is an ideal length for a CV, many more is overwhelming and an employer may be put off reading.

Make sure it is up to date.

Ensure your CV is current and has no unexplained gaps, if you have been out of work include what you have been doing. Have you taken a course? Have you been involved in voluntary work? Add that to your CV.

Include some personal information.

There is no reason why you shouldn't include (limited) personal information, such as hobbies and interests to spark the curiosity of the employer. They want to see that you have interests outside of work.

Make it personal to the employer.

They want to see why you would be a great fit for their company, show the employer that you have taken an interest and tailored your CV to the position they are seeking a candidate for.

Spell check, spell check, spell check!!

The easiest mistake to avoid is misspelling or poor grammar, this would be an immediate black mark against your CV. Show that you have spent time ensuring it is accurate and the tone its appropriate.

So, you have perfected your CV and you are offered an interview. What's next?

Five tips for a successful interview:

- 1. Do your research!** Find out about the company through their website and LinkedIn. You may be asked what you like about the company – they need to see how you will fit in and contribute.
- 2. Turn up on time!** This may sound obvious, but it is essential that you are punctual and well presented, first impressions go a long way and looking and acting professional is crucial. If it is a video interview, make sure you check your equipment works beforehand and ensure your computer is in the right position and ready in plenty of time.
- 3. Don't panic!** Interviews can be stressful situations, however the employer knows you will most likely be nervous and they will want to ensure you feel as relaxed and comfortable as possible. Preparation removes some of the anxiety surrounding interviews, even simple things like having your outfit ready the night before will help to settle some of those nerves.
- 4. Be positive!** You have been shortlisted for an interview for a reason, the employer saw something in your application that they liked. Make sure you smile and maintain a positive attitude throughout.
- 5. Follow up!** It is a good idea to send a courtesy email thanking the interviewer and confirming your continued interest in the position.





STAR Approach

Situation – provide context and background

Task – describe the problem and challenges

Action – explain what you did and how you did it

Result – what was the outcome and business benefits

Example:

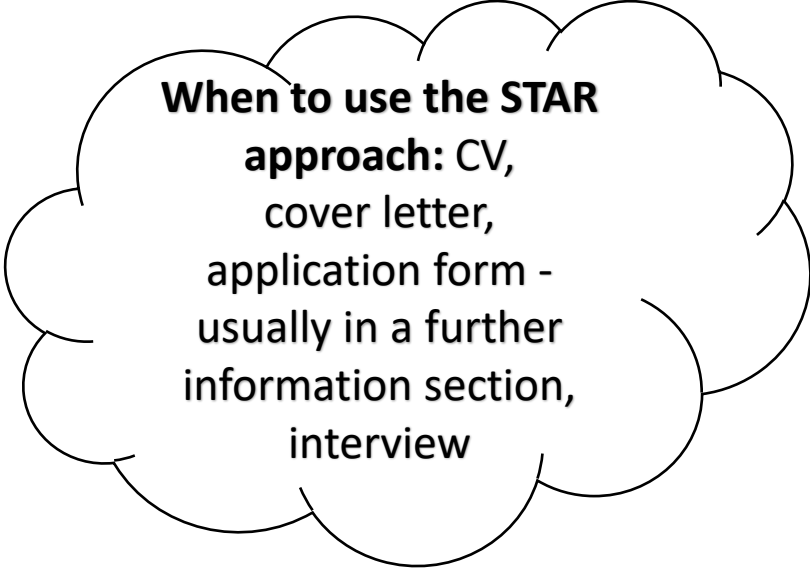
Tell me about a time when you have shown leadership skills.

Situation - *in my previous digital marketing job, the company wanted to get more people to sign up to a newsletter which was not receiving a lot of attention.*

Task - *my job was to find a way of getting more people to sign up.*

Action - *I organised a meeting with other important members of the marketing team to come up with creative ideas, and I led the social media campaign to generate interest in the revamped newsletter.*

Result - *over a period of 3 months, there was an 25% increase in sign-ups to the newsletter and the approach I took was used by the management team in other departments.*



When to use the STAR approach: CV, cover letter, application form - usually in a further information section, interview

Sources

- <https://www.totaljobs.com/advice/coping-with-redundancy>
 - <https://www.moneysavingexpert.com/family/redundancy-help/>
 - <https://www.thebalancecareers.com/top-interview-tips-2058577>
 - <https://nationalcareers.service.gov.uk/careers-advice/interview-advice/the-star-method>
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- #readytowork (on linkedin)