

## How to ensure your glass is half full ....

Applying for your own job when an organisation goes through a re-organisation is potentially one of the most insulting and demoralising things a company can do to its employees. But it does it because it's a process that is prescribed by law !

Unfortunately many managers feel badly about the process and react by becoming unavailable or robots who simply quote "the policy". Having supported many managers to make such changes, here are Michelle Lucas's Executive coach's top tips for helping individuals make a bad situation bearable :

- Try to remember that this is not personal – this is a business decision to cut costs. Whilst it might not feel fair, the process is prescribed by law and ultimately the business needs to protect the future of the business and the majority of its employees
- Have faith ! if you've been a good employee in the past then you should be safe; there will be some people in the organisation whose performance has not been flawless and they are much likely to be selected for redundancy.
- Get prepared. Most of these processes will use "selection criteria" so find out what is going to be used in your particular case and do your best to come up with great examples of how well you work. If you don't get a job in the new organisation at least you know you gave it your best shot
- Resist denial ... if you have perhaps shirked a little in the past, now is not the time to bury your head in the sand – get your CV dusted off and contact some agencies, so at least you are "ahead of the game" if the worst happens
- Get involved – most organisations will need to go through some formal consultation and they will be looking for representatives. This can be a tricky role and its not always possible to influence the outcome, but at least you will be party to the discussion and understand the decisions better.
- Keep perspective – your work-life balance is always important, but now more than ever, make sure you have some fun activities that will take your mind off the situation at work

Change that is imposed on us from the organisation is always more difficult to cope with than a change we have sought out ourselves. However, there are many examples where a redundancy has brought new exciting opportunities for people too. So whilst we can't always choose the change that affect us, we can choose how we respond to that change. Now is the time to have a "glass half full" perspective !

For further information please contact: Michelle Lucas at [www.coachU4success.co.uk](http://www.coachU4success.co.uk)

**Ends**

T: 07717 122 950

E: [michelle@coachU4success.co.uk](mailto:michelle@coachU4success.co.uk)

W: [www.coachU4success.co.uk](http://www.coachU4success.co.uk)