

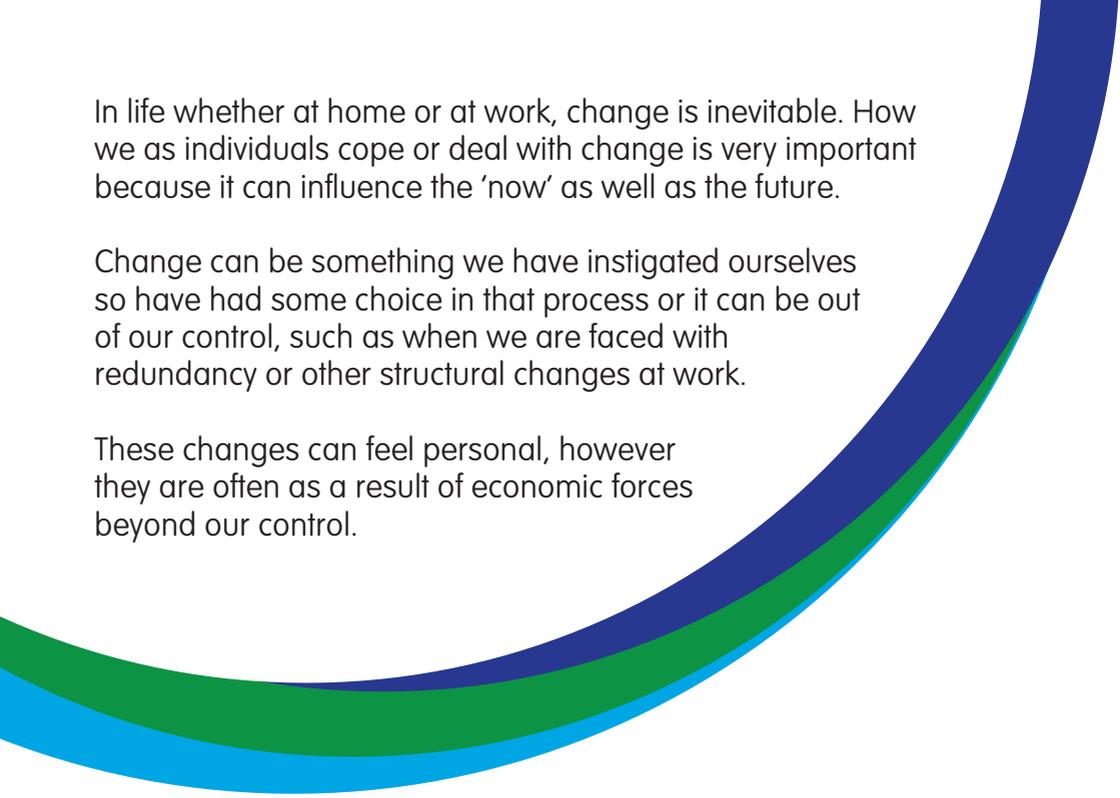
**Occupational Health, Safety
and Wellbeing Services**

Dealing with change and taking control



Coventry City Council

www.coventry.gov.uk/ohsw



In life whether at home or at work, change is inevitable. How we as individuals cope or deal with change is very important because it can influence the 'now' as well as the future.

Change can be something we have instigated ourselves so have had some choice in that process or it can be out of our control, such as when we are faced with redundancy or other structural changes at work.

These changes can feel personal, however they are often as a result of economic forces beyond our control.

Feelings around change and loss

It is normal to feel angry and hurt after getting news of the loss of a job or having to be redeployed or downgraded. To acknowledge and express those feelings with those you are close to can help you release pent up emotions.

Writing down feelings can be a good way of getting it out of your system too. Sometimes people feel angry at the organisation, such as being critical about how they got the news, dissecting over and over how the restructure was done. Other feelings can centre around self-blame ...what could I have done to prevent the situation I am in?

Often analysing things too much can mean going round in circles, which isn't helpful and can be exhausting. Whilst you may not have control over what's happening, you can control your reaction to it. The aim is not to deny your feelings but to acknowledge them, process them, and then move on.

Worries and fears about what happens next

- Write down your worries and fears but then try consciously to set emotions aside
- The next step is to logically unpick bit by bit those worries and fears
- Remember beliefs are not facts, for example, an irrational fear could be "I'll never work again," when the facts could show very transferrable skill and experience, or worrying about finances before thoroughly examining the incomings and outgoings

If you would like an appointment to see a counsellor please contact your manager or HR

Acknowledge your own strengths

Often people have gone through some difficult times before and it is a good thing to acknowledge not only how you dealt with some of those difficulties, but what you learned about yourself when facing adversity.

We are all individuals and our coping mechanisms are individual so we shouldn't compare how somebody else in similar circumstances is coping.



Ways forward

In a restructure, irrespective of what the change in employment circumstances is, for example whether it is staying in a role and worry about other changes, being redeployed, or facing redundancy, there comes a point where acceptance comes into play.

Acceptance is a definite step forward so that energy can be used productively to improve your circumstances.

Sometimes change which has been thrust upon us can make us stop to think about our talents and spur us on to do something different, or we could focus on getting further qualifications and signing up for that night class we had wanted to do.

Change is a good time to focus on your skills knowledge and experience, especially those transferable skills.

If you have to find other employment, starting a job search can increase positivity.

- Make a plan, with the goals and steps that you need to take
- Use any sort of guidance in finding other employment such as getting help updating or improving a CV
- Look at making contact with people you know because they in turn may know other people who could be useful in your job search

Further information:

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