

# Thriving through redundancy



Facing redundancy (or time in between contracts) can be challenging. With the right mindset and approach it can also be an opportunity for growth and new beginnings. Here are 5 suggestions for supporting your wellbeing and thriving in the time off you have between roles.



## Learn:

Identify 5 things you'd like to learn. It might be a new language (eg Duolingo). Or maybe things you'd love to learn more about but didn't have time in the past eg meditation, mindfulness, painting, DIY, musical instrument. It might be learning to swim. It might be about becoming more proficient in AI (eg ChatGPT) or spreadsheets. Write down 5 things.

Then choose just one from this list and make a commitment with yourself to learn something new in relation to your topic every working day. If you lose interest choose another from your list.

## Nature:

Connecting with nature is great for maintaining our wellbeing. Going for a walk outside each morning helps get the day off to a good start. If you can, walk through a green space. Or it could be a run, cycle ride or other activity you love. If you've been thinking about Parkrun maybe now is the time to do coach to 5k and then complete your first Parkrun. Or even sitting outside in the garden with a coffee. Being outside in the morning also helps us to sleep better.



## Connect:

Arrange to meet up with people. It might be friends you haven't seen for a long while or an elderly relative who's not able to travel. Catchup with colleagues you worked with in previous roles. Ask for introductions to people in roles or organisations that you're interested in working in so you can find out more about them and about potential opportunities.

If you're usually too busy to notice and chat to people, try chatting to the barista or person on the checkout (chat about the weather, or ask how their day's going). If you catch someone's eye you could consider trying a small smile and see what the response is.



## Reflect:

Try journaling for a week. Use a notebook or a private digital document. Put a timer on for 5 mins and commit to writing every day. (And it's fine to start with 'I don't know what to write'). Write about feelings, thoughts, things that you did, whatever comes to mind. Redundancy can bring a range of emotions we're not expecting. Write about what you're learning about yourself or other people, or life, society, the planet. Write about what you'll do

differently as a result of your learning. Write about your experiences of putting into practice your learning from yesterday.

## Breathe:

When anxious/worried our breathing becomes restricted which then leads to feeling more stressed. If you notice anxiety or negative thoughts take a pause and take some slow deep breaths. If it feels comfortable, try breathing in for 4, holding for 7 and out for 8 three or four times and notice how it feels. Breathing more deeply helps us to relax.



## About Karen Wills

Karen is an accredited coach, organisational psychologist and has experienced redundancy twice. The first time it was a welcome escape from a job she didn't enjoy. There was enough money to take the summer off with young children. A mix of emotions and she was able to balance time off as well as time looking for her next role. And properly able to relax after securing a role with a start date that worked for her.

Karen has supported many managers following redundancy and career change through coaching. Clients valued the support and new ideas that coaching generates. At the end of coaching they felt more self aware, more confident and had more clarity.

Karen also offers team coaching, action learning, workplace mediation and organisation development consulting.

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