

Coping with changes in the workplace



If you remain employed after a workforce reduction, you may have feelings of anger, unfairness, fear, anxiety, sadness and distrust. These feelings are particularly strong especially if you feel that your company and coworkers are part of your family. Please do not hesitate to contact your EAP: Life & Work Program. We are available 24/7 as a free and confidential resource to assist you in coping with these changes. **In addition, we would like to provide you with some strategies you can use as you move forward.**

- **Accept** that your feelings are the natural result of being in an uncomfortable situation.
- **Talk with people** you can trust about your experiences, reactions and feelings.
- **Know you are not alone.** The sadness and anxiety you are experiencing is normal and you are not alone. Social pressure and fear of looking weak often lead people to stay quiet. It is normal to feel angry, fearful or depressed and it is best to talk about those feelings.
- **Give yourself time** to deal with this major life event.
- **Take the time to grieve** the losses that change brings.
- **Allow for flexibility** in your plan.
- **Adjust expectations** to ensure they are realistic.
- **If you are having trouble concentrating**, allow extra time to do usual tasks and temporarily decrease your expectations about what you can accomplish in a day.
- **If you are feeling exhausted**, recognize that you may need extra rest.
- **Take a break from work**; don't forget to lighten up a little.
- **Do something each day** that you find rewarding and makes you feel successful.
- **Get some exercise.** Even if your time is limited, a little exercise is better than none at all.



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