Understanding your emotions after layoffs



Lise Terp
LEDELSESRÅDGIVER



A guide to navigating mixed feelings

When you remain a round of layoffs while your colleagues do not, you may experience a complex mix of emotions. Here's a breakdown of those emotions and some ways to show support in the days following the event.

Some of the emotions you might experience

Relief:

- **Feeling:** Relief is natural because you've kept your job, which means financial security and stability.
- **Impact:** This can be accompanied by guilt for feeling relieved when others have lost their jobs.

Guilt:

- **Feeling:** Survivor's guilt is common. You may wonder why you were spared when others weren't.
- **Impact:** Guilt can lead to self-doubt and questioning your worth or the fairness of the decision.

Sadness:

- **Feeling:** Losing colleagues, especially those you were close to, can be deeply saddening.
- **Impact:** This sadness might be for their loss of employment, the end of your working relationship, or the disruption to the team dynamic.

Anxiety:

- **Feeling:** Fear that more layoffs could come or that your workload will increase due to the reduced team.
- **Impact:** This can create an ongoing sense of uncertainty and stress.

Anger:

- **Feeling:** You might feel angry about how the layoffs were handled or about the loss of valued colleagues.
- **Impact:** This anger might be directed at management, the company, or the circumstances that led to the layoffs.

Loyalty Conflicts:

- **Feeling:** You might feel torn between your loyalty to the company that retained you and to the colleagues who were let go.
- **Impact:** This conflict can lead to feelings of confusion and mistrust.

Experiencing these emotions and managing them while showing support to those affected can be challenging, but it's important to navigate this period with empathy, respect, and professionalism.

Lise Terp / Rørsangervej 20 / DK-2680 Solrød Strand / Mobile +45 22 45 51 52 / e-mail lt@liseterp.dk / www.liseterp.dk / CVR No. 30 61 89 04

Understanding your emotions after layoffs



Lise Terp
LEDELSESRÅDGIVER

Navigating layoff aftermath: Supporting your colleagues and maintaining positivity

Acknowledge the situation:

- Speak to your colleagues who were let go. A simple, heartfelt message like, "I'm really sorry to hear about this. If there's anything I can do to help, please let me know," can go a long way.

Maintain professionalism:

- Continue to do your job well. This shows respect for the work your departed colleagues contributed and helps maintain a sense of stability in the team.

Be a listener:

- Some colleagues might need to talk about their feelings. Be available to listen and offer empathy, even if you're struggling too.

Respect their privacy:

- Understand that some people might not want to discuss the situation. Respect their boundaries and avoid prying.

Promote a supportive work environment:

- Encourage the remaining team members to support one another. This can include setting up informal check-ins or just being there for each other.

Allow Yourself to Be Positive:

- **Stay Positive:** It's okay to maintain a positive outlook and be in a good mood even after a difficult event like layoffs. Positivity can be contagious and uplifting for the team.
- **Impact on Others:** Showing that you can still find moments of positivity can actually be supportive to both your remaining colleagues and those who were laid off. It can help create a sense of hope and resilience, reminding everyone that it's possible to move forward and that better times are ahead.
- **Balance:** Ensure your positivity is genuine and balanced with empathy. While it's important to remain upbeat, also be mindful of the emotions others are experiencing, and be sensitive to their needs.

Take care of yourself:

- Acknowledge your own emotions and talk to someone you trust about how you're feeling. Self-care is crucial during such stressful times.



Lise Terp / Rørsangervej 20 / DK-2680 Solrød Strand / Mobile +45 22 45 51 52 / e-mail lt@liseterp.dk / www.liseterp.dk / CVR No. 30 61 89 04