

SUPPORTING YOUR MENTAL HEALTH DURING REDUNDANCIES

HR SUPERHERO



EVERYMINDATWORK.COM

WELCOME

If you're reading this right now, we're grateful that you've decided to download this guide. It's tough right now for a lot of businesses, and the redundancy process is difficult for everyone involved...



BUT THIS IS FOR YOU

With redundancies the people involved in the process often get overlooked, and are almost left to their own devices to be able to deal with the impact it can have on their mental health.

But we wanted to change that, and offer 7 tips to help support your mental health during the redundancy process.

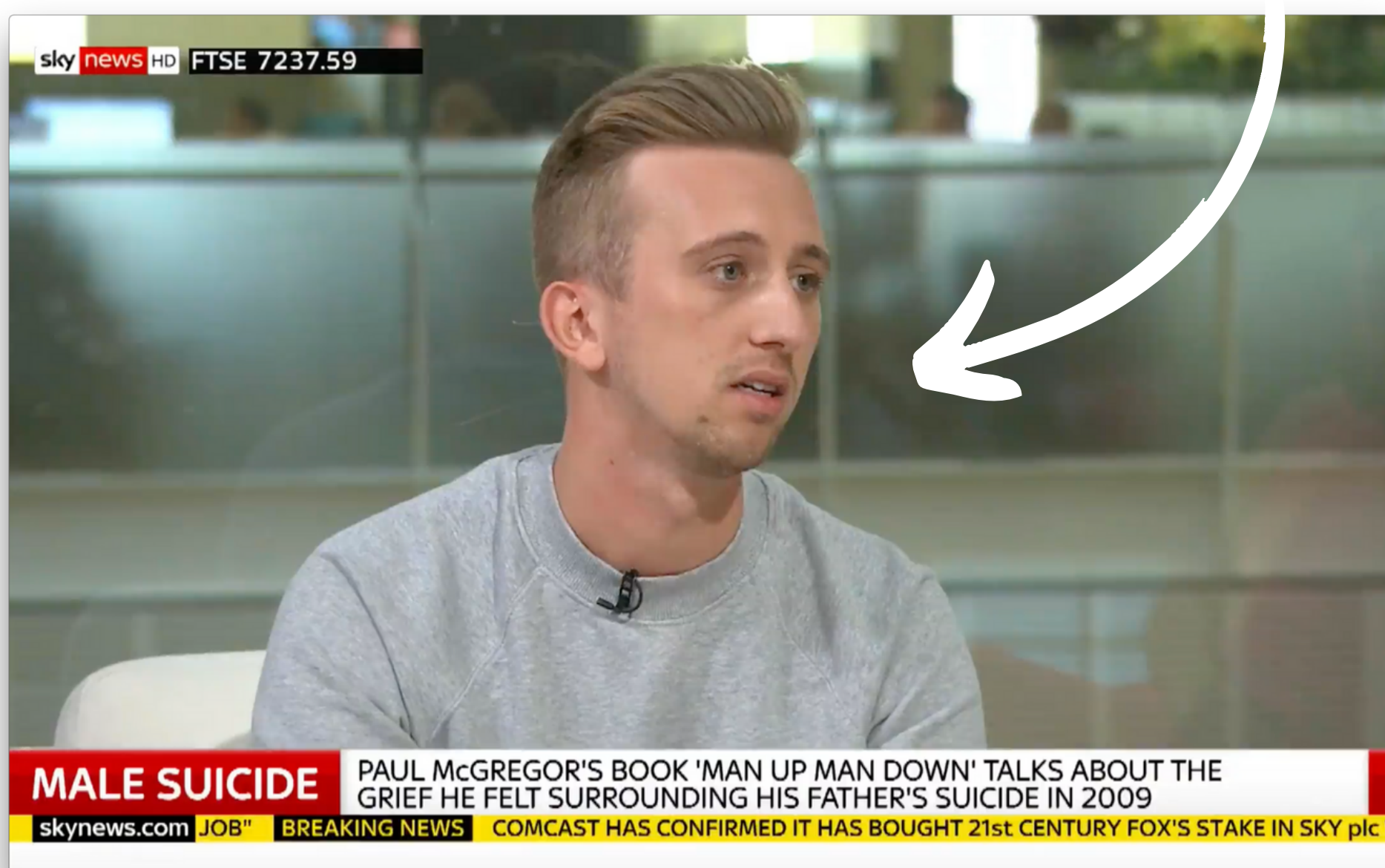
HERE TO HELP

I haven't even introduced myself yet have I?

I'm Paul, Founder of Everymind at Work and mental health campaigner.

Through personal experience, I'm someone who knows just how important mental health is, and at a time like this it's critical that we can provide a helping hand to those who really need it.

THAT'S ME!



During this tough time a lot of people have relied on HR to make decisions, and to deal with tough situations that were unimaginable 6 months ago...

So we wanted to share this guide, to give you, the HR Superhero a chance to support your own mental wellbeing during this difficult time. We're here to help!

THE HR SUPERHERO

At the time of writing this, the redundancy numbers in the UK currently stand at 22,000 with a bleak outlook that unemployment will reach 10% this year alone.

Being made redundant can hugely impact your mental health, but it can also impact the mental health of the people going through the redundancy process.

There's a lot of focus and pressure on HR professionals right now, they're having to adapt fast, support others and deal with a huge amount of pressure.

But a quick search on Google for 'support for HR during redundancies' still brings up very little in terms of advice and support...

So this guide is for you.

The HR professional who through all of this, is putting others first. The HR professional who needs to also know the importance of supporting their own mental health during this tough time...



In this guide, we share 7 tips you can take action on straight away to help you during this difficult period.

1. THE POWER OF COMPASSION

Before approaching any redundancy, it's important to understand how that employee may be feeling when they hear the decision.

Every redundancy will be different, every situation will be different and you'll often find however prepared you are up front you never know where the conversation may go.

It's similar to supporting someone with their mental health in general, understanding how they might be feeling is key to being able to support them during a difficult conversation.

When someone is being made redundant, they might feel like a failure, they might feel rejected, they might panic due to the implications this decision might have on their personal life and in some cases they might experience anger...

But it's not your responsibility to take those emotions away. It's not your responsibility to solve those emotions for them. Instead, showing understanding and compassion of how that person might be feeling allows them to feel comforted and heard during this difficult conversation.

When we're dealing with difficult conversations, we naturally fall into a problem solving mindset... but we can never neglect the importance of compassion.

TIP: Remind them that it's the role that's redundant, not them.

2. BUILD YOUR SUPPORT NETWORK

When someone is made redundant we often advise them to speak to others close to them during this difficult time. To not be afraid to reach out. But do you have your own support network you can talk to?

Remote redundancies are equally more difficult, as we're not in physical contact with our team and we lack that support network that is vitally important.

But don't be afraid to talk to colleagues within your team via video chat, or even drop them a message to let them know how you're feeling and check in with them too. You're not alone during this time, even while you're working from home.

There's also HR networks and groups out there you can access, to again use as a support network that will make you feel better knowing that fellow HR professional's do not have all of the answers either.

Even though you might feel it at times, you're really not alone during this process. Don't be afraid to reach out, and with over 200 HR professionals having downloaded this guide already it really shows that many others are feeling they need that extra support too.

TIP: Who else can you add to your support network aside from colleagues and HR professionals? For a lot of people, having a friend, family member or therapist there to speak to is helpful.

3. ALL YOU CAN DO IS YOUR BEST

In tip 1 we focused on the importance of compassion, and being able to show kindness to the people being made redundant. But if your compassion does not include yourself, it is incomplete.

Are you being kind to yourself during this period? Or are you over judging yourself and beating yourself up?

No redundancy is ever perfect, and with remote redundancies that process is often more challenging. No consultation or meeting remotely will ever go exactly as planned (especially with new technology involved) so don't be critical of yourself if it doesn't feel like a 'normal' restructure.

For a lot of people, trying to control the outcome and focusing on perfection can be exhausting. So it's a constant reminder to just do your best during this difficult time.

Setting high expectations of yourself can be exhausting, so remind yourself as often as you need to to just do your best.

During this process you will never speak to anyone more than you speak to yourself in your head, so focus on being kind.

TIP: Whenever you judge yourself or feel like you're not doing a good enough job, replace that thought with "I'm just doing my best".

4. DETACHMENT

It's human nature for us to feel the pain of others, and to feel like it's our responsibility to solve the emotions an individual might experience due to redundancy.

Have you ever carried the weight of your day home with you and in to your personal life?

Detachment isn't a word that sits easy with many people, but detachment is all about knowing there's only so much you can personally do. There's only so much you can control, and how it still comes down to that individual to be able to navigate through the emotions and situation they may now be experiencing.

"DETACHMENT IS NOT THE ABSENCE OF LOVE OR CARING FOR ANOTHER, IT'S THE ABILITY TO TAKE CARE OF YOURSELF IN THE MIDST OF SOMEONE ELSE'S CHOICES".

Focus on staying present helps, but it's also extremely difficult to do in situations like this. But to help, implement mindfulness activities such as meditation, colouring, walks in nature or positive affirmations to focus on the 'now' moment.

TIP: A big part of detachment is forgiveness. Forgive yourself during this process, and know this is a business decision that you're a part of and not a personal one.

5. BE PREPARED

Have you felt anxious before a consultation or meeting?

Have you sat at home on a Sunday, dreading the week ahead?

Again, it's completely natural to feel this way but making sure you've done as much as you possibly can in your control to plan ahead might help you manage that worry.

As we've mentioned, there's a lot that could go wrong and it's important to focus on just doing your best, but you can take some of the burden away from yourself and the HR team by having pre-prepared questions and answers to take away.

There's certain things you can't prepare for, but making sure you've done as much preparation as possible before can help give you the confidence before each consultation or meeting.

Allowing time for reflection afterwards is also important, the follow up advice you might provide could come a few days later in some cases.

TIP: Speak to your colleagues and also other HR professionals to find out how they prepare. Also, see if they have any support options they find helpful which you can use within your meetings and consultations.

6. SELF CARE IS A PRIORITY

During this period it's easy to neglect yourself and put everyone else first, but spending some time on yourself is important.

How are you currently supporting your mental health during this time?

For many, the answer is often "I'm not". So making a conscious choice to spend 10, 20, or at least 30 minutes of our day to focus on your own self care will allow yourself to feel better during this difficult time.

You almost have to force yourself to do something for your mental health, but if you don't it can often lead to burnout and further exhaustion.

With mental health being so individual, find what works for you. It could be 20 minutes of reading in the morning, it could be a walk before and after your work day, it could be journaling or a 10 minute meditation in the morning...

Don't neglect the importance of making time for yourself during this time.

TIP: Remind yourself that self care is a priority, not a luxury. Your mind will often try to talk you out of looking after yourself during this time, but daily self care will really help your mental health during this difficult time.

7. YOU'RE JUST DOING YOUR JOB

"I'm just doing my job".

At first that statement might feel like it lacks compassion but in reality, it's a statement that can help you get through some difficult situations you'll be a part of.

Keep reminding yourself that this is a business decision, which you are required to help facilitate as part of your role.

The message may be hard to deliver, however you are in control of how well that message is conveyed and you can absolutely make a positive difference to how they feel afterward as well.

As all superheroes know: "With great power comes great responsibility".



THE HR SUPERHERO

We really do hope this guide helps, and again we can't stress enough the importance of focusing on your own mental health during this difficult time.

Know that it's ok to take off that mask when you feel like you need to, and it's ok to spend just 30 minutes of your day doing something for you...



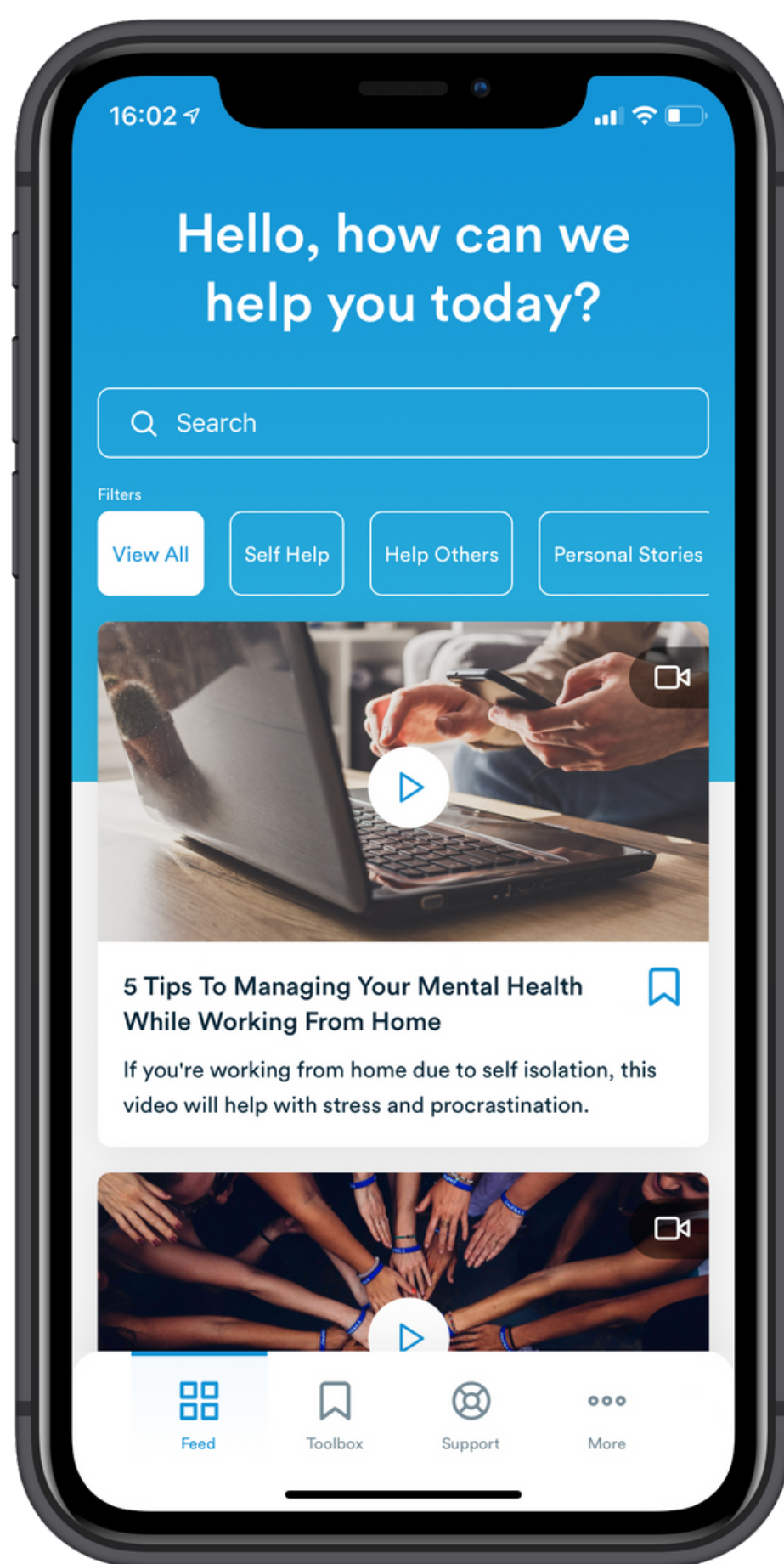
We're here to help as well, we provide free weekly webinars for HR professionals and Business Leaders to help them prioritise their own mental health during this difficult period. Every Wednesday, at 1pm.

Join the next webinar

SUPPORTING YOU AND YOUR EMPLOYEES

We also can provide mental health support in your employees pockets, whenever they need it via our unique mobile app.

We take a proactive approach to mental health, giving our users the tools they need to manage their own mental wellbeing while offering them 24/7 support whenever they need it.



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Or visit www.everymindatwork.com/enquire



Mental health support for your employees, taken care of by us

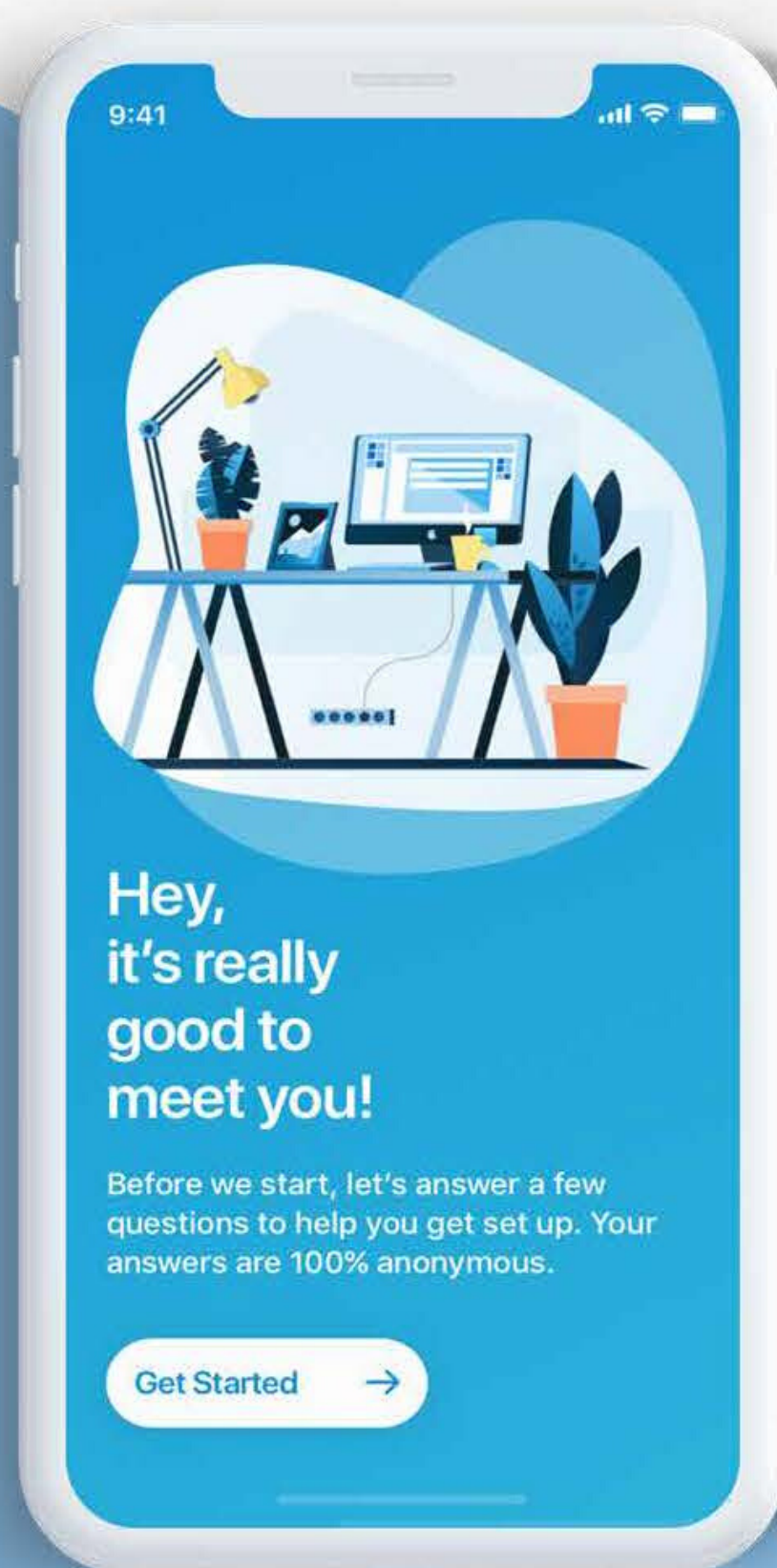
We know as HR professionals, getting involved with new initiatives can be time consuming! So **we've made the process as simple as possible, with very little involvement needed** from you during this busy time.

Step 1

Watch our demo, and confirm your interest.

Step 2

We'll set the app up for you, customised to your organisation.



Step 3

When ready, we'll share the comms with you to send out to employees.

Step 4

We'll take care of getting your employees signed up on the platform, and supporting their own mental health.

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