

Support your team through a redundancy situation

Stage 1 Information

Stage 2 Support

Stage 3 Direction

Stage 4 Encouragement

Announcement



Shock
Surprise or shock at the event. A mismatch between expectation and reality leading to numbness and immobilisation

Denial
Disbelief; looking for evidence that it isn't true. Let's carry on as before and block things

Frustration
Recognition that things are different; sometimes anger

Depression
Low mood, anxious and lacking energy

Moving On
Looking to the future seeing new opportunities

Acceptance
Being present acknowledging how things are

Exploring
Trying out new things; feeling more resilient



Based on the
Kubler-Ross Change curve