

The Emotional Journey of Redundancy

If your role is at risk, everything you're feeling right now is valid. This isn't a checklist — it's a gentle map of what many people experience, so you know you're not walking this path alone.

PHASE 1

THE IMMEDIATE AFTERMATH

Shock and disbelief

Often the first days

Even if part of you saw it coming, hearing the words can feel unreal. Your mind might go quiet, or race in circles. Some people carry on as normal — not because they're avoiding it, but because the brain needs time to catch up. That's okay.

Numbness Disbelief
Going through the motions

It's completely natural to need time before you can take this in. There's no rush.

Frustration and anger

Days to weeks

When the news starts to land, it's common to feel a wave of frustration — at the company, at leadership, at the unfairness of it. You might feel irritable in surprising ways. This isn't a flaw. It's your mind processing something that matters deeply to you.

Resentment Irritability
Sense of injustice

Anger is a sign you cared about your work. Let yourself feel it without judgement.

Searching for a way through

Overlaps with other stages

You might find yourself looking for ways to change the outcome — working harder, rehearsing conversations, volunteering for more. There can be a restless energy here. It's your mind looking for a door that might still be open.

"What if" thinking Restless energy
Hope mixed with anxiety

Wanting to fight for yourself is a strength — even when the outcome isn't in your hands.

PHASE 2

THE DIFFICULT MIDDLE

The dip

Often the hardest stretch

This is where many people feel it most. Confidence can take a real knock. You might question your abilities, struggle to sleep, or find it hard to picture what comes next. Please be gentle with yourself here.

Self-doubt Low energy Withdrawal
Disrupted sleep

This is not a reflection of your worth. It's the weight of uncertainty, and it does lift.

PHASE 3

THE TURNING POINT

A quiet settling

Gradual, not sudden

Acceptance doesn't arrive with fanfare. It's more like waking up one morning and noticing the fog has thinned. You're not happy about the situation, but you're no longer fighting it either. That shift is real progress.

Clarity returning Less resistance
Calmer thinking

You don't have to feel positive yet. Just feeling steadier is enough.

Curiosity returns

A welcome shift

Something changes in the questions you ask yourself. Instead of "why me?" you start wondering "what if?" You might reconnect with old contacts, browse roles you'd never considered, or remember interests you'd set aside.

Openness Reconnecting
Glimmers of excitement

You're not starting from scratch. You're starting from experience.

PHASE 4

MOVING FORWARD

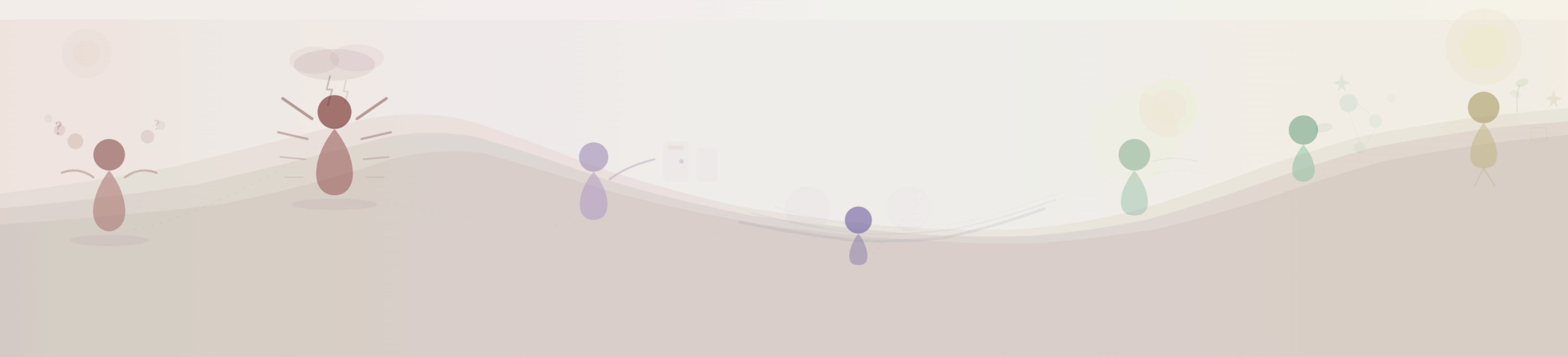
Taking steps, however gently

In your own time

This isn't about having it all figured out. It's about small, real movements — updating your CV, having a conversation, applying for something, or choosing a completely different path. Many people eventually look back and say this was a turning point. But right now, all that matters is that you're moving.

Purpose Momentum
Self-trust rebuilding New possibilities

You've already come through the hardest part. Trust yourself to find what's next.



This journey isn't a straight line

You might feel acceptance on Monday and anger again on Wednesday. You might skip stages or revisit them. None of that means you're doing it wrong — it means you're human.

Give yourself the same kindness you'd offer a friend