

When You're Impacted by a Workforce Reduction



A Change in Your Job Status is a Life Change

Whether a workforce reduction prompted a job change within your organization or a job loss that led to your departure, you are likely feeling a great deal of emotion with this life-changing event. It's important to take the time to process this significant change.

The Grieving Process

It's normal to grieve a loss that changes your day-to-day reality—and that includes job loss or a job change. You will likely go through a range of emotions. The grief cycle typically consists of time spent in the following emotions: shock, anger, bargaining, detachment and acceptance. Ensuring you have the right support to get through each stage is important to move forward in a healthy way.

What May Surface

As you process your emotions, be aware of the following, which can impact your health in the long-run:

- **Stress.** Your job provided a consistent income that supported you and your family. Any change in your job can create stress around financial stability.
- **Anxiety.** You may be deliberating big questions. If you're reassigned to a new role, you may wonder how you will adjust to your new job and new team. If there were no roles available, and you departed, you may wonder where you go from here. This can create anxiety for you and your family.
- **Unhealthy Habits.** Soothing your worries with unhealthy habits which can include over consumption of social media, alcohol, drugs, and overeating can increase health, emotional and financial problems.
- **Depression.** If you are feeling deep sadness and despair, and sense you are not moving forward in the grieving process then it is critical that you reach out for support from your physician who can support you with personalized care, your family and friends and EAP.

Support is Available

You do not need to process this change alone.

- **Know Your Support Network.** It may be tempting to hide your emotions as you grieve, but family, friends, co-workers and mentors can serve as a stabilizing factor throughout the process.
- **Know Your Facts.** Your organization's Human Resource team will share the details of your job change and you can access your state employment development department for information about unemployment benefits, if needed. You are also eligible for Sutter EAP services as you go through this transition.
- **Know Your Strengths.** When you are ready, a career coach can help you identify what you want most in the next chapter of your career. Identifying your passions and strengths is helpful in moving forward.
- **Know Your Network.** You can find genuine camaraderie and connection with people facing—or who have faced—a similar situation in their careers. Sites like LinkedIn, or career-specific online groups, are especially helpful in showcasing your job skills, seeking new jobs and making professional connections.

For more information, visit www.sutterhealth.org/eap or call 1-800-477-2258 to learn more about your benefits.