

When Your Co-Workers are Impacted by a Workforce Reduction



A Change in Your Team Impacts You—Even if it's Not a Direct Impact

Whether triggered by a need to reduce costs, an economic downturn or mergers and acquisitions, workforce reductions and staffing changes occur across all industries. If your organization recently went through this kind of change, and your role was not impacted, know that it is normal to feel impacted by the changes in your workplace.

Processing the Change

After a workforce reduction, it is common for the remaining team members to go through a range of emotions. Sometimes the feelings even seem to be opposing, such as feeling happy and thankful, then sad and guilty. No matter your relationship with those who departed your team or the organization, you can expect some form of grieving.

What May Surface

It will take time for the intensity of your feelings to diminish—that's normal. It's important that you recognize that your emotions are legitimate. Be mindful, as you process the changes, the following emotions may surface:

- **Loss.** You may have lost good friends and co-workers in the recent change.
- **Guilt.** You may feel like you were spared—and even wonder why—which can trigger guilt.
- **Worry.** You may feel worried about how work will get done without your co-workers, wondering if you face an increased workload. You may need to rebuild your trust and sense of security, with the help of your leader. If you are feeling increasingly worried and depressed, seek professional assistance through the Sutter Employee Assistance Program by calling 1-800-477-2258.

What You Should Know

It's important to process your emotions after a change in your team or organization.

- **Know You Are Not Alone.** The aftermath of a workforce reduction is difficult for those whose jobs were impacted, their leaders and those who remain on the changed team. Find support in your existing co-workers and your leader—they are going through a similar grieving process.
- **Know You Can Ask Questions.** If you are not getting the information you need to feel a sense of security, ask. You don't need to wait for the information to come to you. You can talk with your leader one-on-one. They are there to support you through this change.
- **Know You Can Adapt.** People are resilient. Going through change together creates a strong bond through the process. You can process your grief together and adapt as an individual and a team to the changes.

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