

What You Can Expect After Downsizing When You Are Still Employed With The Company

Employees who remain at a company after downsizing can experience low morale and shaken confidence. You may remain in an existing job or move into a new job with added responsibilities. It's normal to experience a wide range of feelings:

- Relief that your job remained intact .
- Grief at losing long-time friends and colleagues.
- Guilt that you stayed when others have lost their jobs.
- Anger over the few people remaining, having to tackle the same work load, often without added compensation.
- Questioning yourself as you try to understand why the layoff occurred in the first place.
- You may be concerned that those who were asked to stay received little guidance or recognition for making it through a tough time.

Actions You Can Take

Check your attitude: Be aware that your expressions, tone of voice, and attitude speak volumes. Spend extra time considering what and how you talk with your co-workers and managers.

Maintain a routine: Chances are, lay offs have disrupted your work flow. You can be overwhelmed by an increased work load or feel like you're floundering in uncertainty. Either maintain your old routine as much as possible (schedule, break time, meals) or create a new one as soon as possible to help you feel like there is a predictable framework to your day.

Use this as an opportunity for career growth and development: Whenever possible, ask for new challenges to expand your value to the company.

Be flexible and tolerant of "management decisions": Be prepared to be assigned to new tasks, new teams, and a new boss.

Maintain your sense of humor: Besides having a therapeutic effect, being up-beat and in good humor can ease the stress and strain of those around you.

Steer clear of office gossip: While it's great to be informed about the changes, find a better source than office gossip. Use your down time at work to focus on something productive and rejuvenating instead of listening to hearsay.

Expect continual change: Once you've adjusted to a major organizational change, there is a tendency to breath a sigh of relief and be "glad that's over". In today's market, however, organizational change is the rule rather than the exception. Be prepared for more change down the road, but don't dwell on it.