

It's Not Your Fault

Slide 1

Losing your job because of a layoff is not your fault. In this session we'll go over how to tell your family and give you some tools to cope during this transition.

Slide 2

You didn't do anything wrong. It can be easy to confuse a layoff with being fired but it isn't the same thing.

People, who are fired, usually did something to lose their job whether it was theft, refusing to do the work, chronic absenteeism or any other behavior that required discipline.

People who are laid off were let go due to one of two factors: there wasn't enough work for your position or the company is rearranging positions to become more efficient. This is especially true if economic times are tough and the company is struggling financially.

Slide 3

Be honest and straightforward; try not to be dramatic or timid.

Stress that you were laid off and not fired.

Going through a layoff is both stressful and emotional and you'll want to talk about it. Explain what happened, who laid you off, where it happened, what was said, how it was said how you felt and what you said to them.

If others were laid off mention them and how everyone felt.

Although it may seem like a difficult thing to do, stay positive. Let your family know that most people find new jobs in a month or two and many find jobs that pay more. This could also be the opportunity you've been looking for to change careers if you're burned out by the kind of work you've been doing.

Slide 4

Everyone reacts differently to being laid off. Some plead and beg, some sob and cry, others will get angry and say things they will later regret, and some will shut down and say nothing. Regardless of how you react, remember the person who laid you off is a professional and knows that losing a job is traumatic and people react emotionally. They try not to take your reaction personally.

If you still feel guilty about your reaction a week or so after being laid off, send a note of apology. You can say you were surprised by the news and became emotional. The note will say more about your character than your initial reaction to being laid off.

Slide 5

Give yourself time to heal, as you can see by the chart on the screen losing a job is one of life's major stresses behind the death of a spouse, divorce and a major illness.

Slide 6

Let yourself go through the grieving process as you take time to heal. Whenever we have a major loss in our life, we grieve. This emotional process can help you cope with losing your job.

There are four basic stages to the grieving process:

1. Shock - Disbelief that this is happening to you.
2. Anger – The feeling that you've been wronged.
3. Mourning – Feeling sad and longing for what is gone, your job, friends, income, etc...
4. Acceptance – The desire to get on with your life and move in a new direction.

Once you have taken the time to heal, you will be better prepared to take the next step whether it's getting a similar job or completely changing your career.