



**REDUNDANCY
AND GRIEF:
WHY IT'S
NORMAL TO
FEEL
OVERWHELMED**



Losing a job through redundancy is more than a practical change it can feel like losing part of yourself.

Work isn't just a salary; it's routine, purpose, identity and connection.

When that's taken away feelings of grief are completely natural.



THE EMOTIONS YOU MIGHT EXPERIENCE

After redundancy people often feel a mix of emotions, sometimes all at once:

- **Shock or disbelief** – “This isn’t happening to me”
- **Sadness or low mood** – mourning the routine, colleagues or sense of purpose
- **Anger or frustration** – at the situation, the company or even yourself
- **Anxiety** – about the future, finances or your career direction
- **Relief (sometimes)** – especially if the job wasn’t right, followed by guilt for feeling that way

These emotions are normal and part of processing what’s happened.



Redundancy can feel like losing more than a job, it can mean losing:

- Daily structure and routine
- Relationships with colleagues
- Professional identity or status
- Plans you had for your future
- A sense of control

Recognising these losses can help you understand why your emotions are so strong.





TOP TIPS FOR NAVIGATING REDUNDANCY

1. **ACKNOWLEDGE YOUR FEELINGS**

It's tempting to jump straight into job hunting, but allow yourself to process the loss. Saying "**This is hard**" is a healthy first step.

2. **DON'T JUDGE YOURSELF**

Feelings can be contradictory; anger one day, relief the next. Every response is valid.

3. **TALK ABOUT IT**

Share your feelings with trusted friends, family, or peers. Talking helps reduce isolation and reminds you your worth isn't tied to a role.



4. REINTRODUCE STRUCTURE

Small routines—like daily walks, set wake-up times, or dedicated job-search hours can help restore stability.

5. SEPARATE YOUR IDENTITY FROM YOUR JOB

You are not defined by your role. Reflect on your skills, achievements and strengths they remain even if your job doesn't.

6. AVOID COMPARISON

Everyone processes change differently. Focus on your own journey rather than how quickly others appear to move on.

7. GIVE YOURSELF SPACE

Pause and reflect before rushing into your next step. Intentional actions are more sustainable than constant busyness.

IF THIS RESONATES

Redundancy can feel like grief and it's okay to feel it fully. These emotions don't define you they're a natural response to change. With time, support and structure, you'll find your next chapter.

You don't have to carry it alone. I can help you make sense of what you're feeling, work through what's unfinished and find a way to feel lighter, bit by bit.

Here's how to reach me:

Email: clare@peopleboost.co.uk

Phone: 07885 194 728

Or, if you prefer, you can [book a free discovery call](#).

We'll chat at your pace in a way that feels safe and supportive and figure out what kind of help would work best for you.