



How to survive Redundancy

With redundancies on the rise due to the global financial crisis, we have already seen mass redundancies across many Australian industries. The Reserve Bank of Australia is predicting that as a result of the economic slowdown, 100,000 people will lose their jobs in the next 12 months – pushing the unemployment rate to five per cent. As of November 2008, unemployment sits at 4.4%.

Now is a crucial time to start practising techniques that will increase your chances of keeping your job.

1. Know your job and celebrate your successes

Now is not the time to be humble about your achievements, if you aren't going to celebrate your successes and make sure that key decision makers know what value you are adding to the business, nobody will. Make sure that your Manager knows everything that you are achieving. If you don't have regular performance meetings with your boss, take some initiative and book them in. Make sure that you know EXACTLY what their expectations are of you and then exceed them.

2. Be productive

How many hours a week do you waste going for a coffee, talking to colleagues or busying yourself with time sapping admin? A study conducted in 2005 by Microsoft found that Australian employees are unproductive for 2 out of 5 days a week. Other studies have found that workers are unproductive for 90 days a year due to lack of planning or poor management.

Continue with this behaviour and you are in the firing line for redundancy! Be productive and work for 8 hours a day. Leave 5 minutes earlier and get your coffee on the way to work. Write a to do list for the following day before you leave the night before to stop time wasting in the morning and limit your 'email time' to 2 or 3 blocks throughout the day. The world won't end if you aren't on email, which brings us to...

3. Give up your email addiction

When the email alarm goes off, do you quickly jump onto your email screen? You are not alone, the eROI Email Addiction Survey found that 66% of people read email seven days a week and expect to receive a response the same day. If you are addicted to email you are severely wasting your time. Every time you are distracted, it takes approximately 20 minutes to get back to where you were prior to the distraction.

In 2005, a psychiatrist at King's College in London administered IQ tests to three groups: the first did nothing but perform the IQ test, the second was distracted by e-mail and ringing phones, and the third were stoned on marijuana. Not surprisingly, the first group did better than the other two by an average of 10 points. The e-mailers, on the other hands, did worse than those stoned on marijuana by an average of 6 points!

For more information on how to beat redundancy or to find out how Jennifer at Incite Coaching can help with work life balance, stress management, changing career paths and job or companies, call or email jennifer@incitecoaching.com.au today.