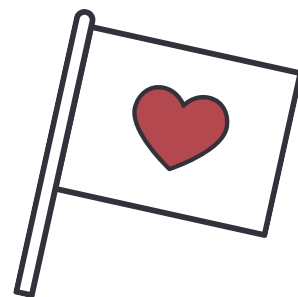


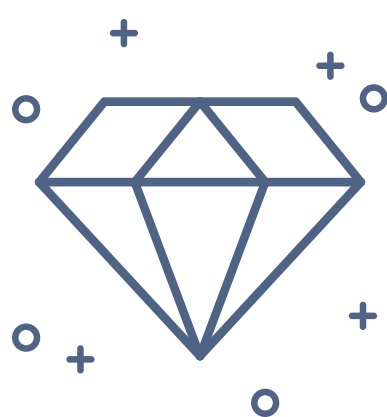
5 Ways to Support a Coworker Who Has Been LAID OFF



Handwrite a Personal Note

- Address how the team culture will be different.
- Recall a specific memory that delights you.
- Share what you will miss most.
- Acknowledge something you admire.
- Confirm your friendship and ongoing support--and mean it (like check on their job search every 2 to 3 weeks).

Validate the Person's Strengths



Layoffs can be painful to the ego. No one wants to feel as if their work didn't make enough of a difference to the organization to secure their position.

People who experience a layoff often ask a lot of questions of themselves and can misdirect their focus by pondering areas they might need to develop or grow. Help out these valued coworkers by acknowledging their diamond qualities!

Remind them of the greatest strengths you observed, their natural abilities, the contributions you valued most, and areas you saw them make a difference.

Write a LinkedIn Recommendation

Once you've identified strengths that you appreciate most about a coworker, tell the professional world on LinkedIn!

Look up the person's LinkedIn profile, scroll down, and leave a heart-felt recommendation for future employers to see.

Be generous *and* authentic with your praise. While you are on LinkedIn, endorse your coworker for notable skills. It only takes a few clicks and will reaffirm the person's value.

Help the Person Think Differently

Perhaps your coworker had a hobby or interest that he/she talked about where you could see a professional opportunity. Maybe you've noticed a natural ability and thought "I could totally see you doing . . ." Well, now is the time to voice those thoughts!

Help coworkers consider opportunities that might play to their strengths in new ways or organizations where you see them thriving based on their abilities, inclinations, or interests.

Offer to Network and Connect

Is there a job or a company that your coworker is interested in? Do a quick search to see if you know anyone connected to the company where the person wants to be. If so, think back to some of those things you wrote in your personal note and share that type of information with your connection.

A warm intro will smooth the transition process and fill your coworker with gratitude. Don't wait for them to ask you to do this. Be proactive!

Be **GRATEFUL** for your job, **EMPATHETIC** for your coworker, and the outspoken **ADVOCATE** you will want if you find yourself on that side of the table!