



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Stress Management—**  
Differentiates between positive and negative stress. Maintains a balance between productive and unproductive attitudes and behaviors.
- **External Awareness—**  
Sees things from multiple points of view. Is mindful of how actions impact others. Keeps up to date with issues that affect areas of responsibility.
- **Interpersonal Skills—**  
Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization.

#### RELATED COMPETENCY CATEGORIES:

- **Attitude—**  
Maintains a friendly, positive, and enthusiastic outlook.
- **Adaptability—**  
Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.

# Staying Positive in the Face of Layoffs

## SUMMARY

This module provides insights into how you feel in the current climate of layoffs and how your feelings impact the way you think and behave. You will apply tools and tips to stay positive and focused on situations you can control, thereby increasing your productivity and value and bouncing back even stronger than ever.

## CONTEXT

Employees who have witnessed the layoffs of their colleagues and friends, and those in fear of being next, are looking for help as their world changes. Matt Steinkamp, Vice President of the employment assistance program services at Midwest EAP Solutions in St. Cloud, has found that the people left behind after layoffs typically experience the following four emotions that they must deal with before they can move forward: that the situation isn't fair, anger at their company, guilt, and fear that they will be next. People need help learning to deal with these emotions so they can contribute to the organization, experience peace of mind in their jobs, and hope for the future.

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### At the completion of this module, participants will be able to:

- Articulate how they feel and how these emotions impact their thoughts and actions
- Take charge of the future by doing even more with even less
- Apply tips to reduce stress, get re-engaged, and stay focused and positive

*"Choose hope over fear."*  
—President Barack Obama