

## The BOLD MOVES brief

# EPISODE 25: The Survivor's Guide -How to Stay, Lead & Rebuild After Redundancies.

### THE CORE TRUTH

Surviving a redundancy wave doesn't mean you're "lucky."

It means you've been handed an emotional and operational rebuild while still performing your job.

Your power move now isn't to martyr yourself or overcompensate - it's to rebuild clarity, confidence, and boundaries so you can lead from stability, not fear.

### KEY TAKEAWAYS

- Two things can be true: you're relieved and grieving at the same time.
- Overperformance is not loyalty; it's self-protection.
- Confidence dips even when your role stays.
- Clarity is the anchor; boundaries are the oxygen.
- Your job isn't to fill every gap left behind; it is to help shape what comes next with integrity.

### ACTION MOVES TO TRY

- **Clarity Reset.** Ask your manager: "What are my top three outcomes for the next 6 weeks?" Work from those, not old assumptions.
- **Ghost-Task Audit.** List everything you're still doing that belonged to people who left. Circle one to stop, delegate, or sunset this week.
- **One Thing to Be Excellent At.** Choose one visible win this month - not fourteen invisible ones.
- **Role Re-Draw.** Map your "pre-redundancy" role vs "now" on one page. Spot gaps, overloads, overlaps.
- **Boundary Script.** Use: "If I take this on, what shifts or pauses?" Professional, not prickly.
- **Energy Check-Ins.**  
End each week noting:
  - What drained me?
  - What moved?
  - What needs resetting?

FOCUS ON  
WHAT  
MATTERS

### CONVERSATION STARTER WITH YOUR BOSS

"I want to make sure I'm focusing on the right outcomes post-restructure. Can we agree the top three priorities for the next 6 weeks, and what can come off my plate to make space?"

### ADD THIS TO YOUR BOLD MOVES BANK

- **Culture Pulse.** Start a fortnightly pulse: 3 bullets - what's working, what's wobbling, what needs clarity.
- **Priority Board.** Create a living priorities doc linked to business outcomes; not tasks.
- **Survivor Story File.** Capture evidence, lessons, and impact from this period. These become your career narratives later.
- **Trust Triangle.** Identify 3 people who need more regular updates to feel aligned and safe.