

Connectedness and Survivor Syndrome



The Issues: How to remain connected and avoid Survivor Syndrome

The current situation forcing many workplaces to make difficult staffing decisions.

1. Recognising the increased or changed workload for remaining employees
2. Dealing with increased levels of stress, or levels of 'disconnectedness'
3. An initial distrust of management due to the layoffs or changes
4. Low workplace morale, low sense of trust of management and the business
5. Retained workers may decide they no longer wish to stay
6. Anxiety and lack of motivation from remaining employees
7. Prolonged feelings of insecurity across the workforce, or in specific pockets
8. The Kubler-Ross stages of grief/loss apply in this situation.

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The Tips: How to remain connected and avoid Survivor Syndrome

There's things HR professionals can do to alleviate some of the issues.

1. Recognise and acknowledge that emotions 'survivors' feel are legitimate
2. Make a suitable manager or supervisor available to discuss and reassure
3. Find visible ways to demonstrate the value of those that remain
4. Tap into the passion, commitment, creativity etc. of the remaining employees
5. Refocus on the organisation's mission and vision – it gives reassurance
6. Get back into daily work patterns as soon as possible to reestablish norms
7. Give employees time to 'get up to speed', and watch for overwork or burnout
8. Focus on building self-esteem and workforce capability

