

The 5 Stages of Being Laid Off

Rae

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2mo •

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hi linkedIn!

i made y'all one of dem cute lil animations but for layoffs. the skeletons blink at the end so you know it'll all be okay.

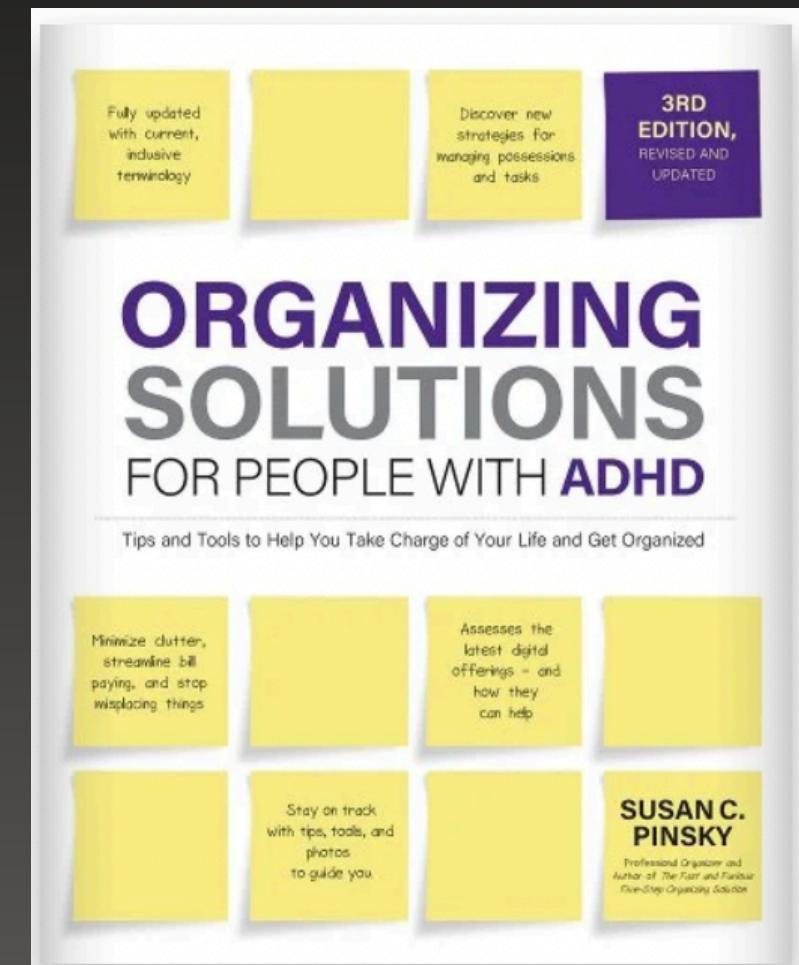
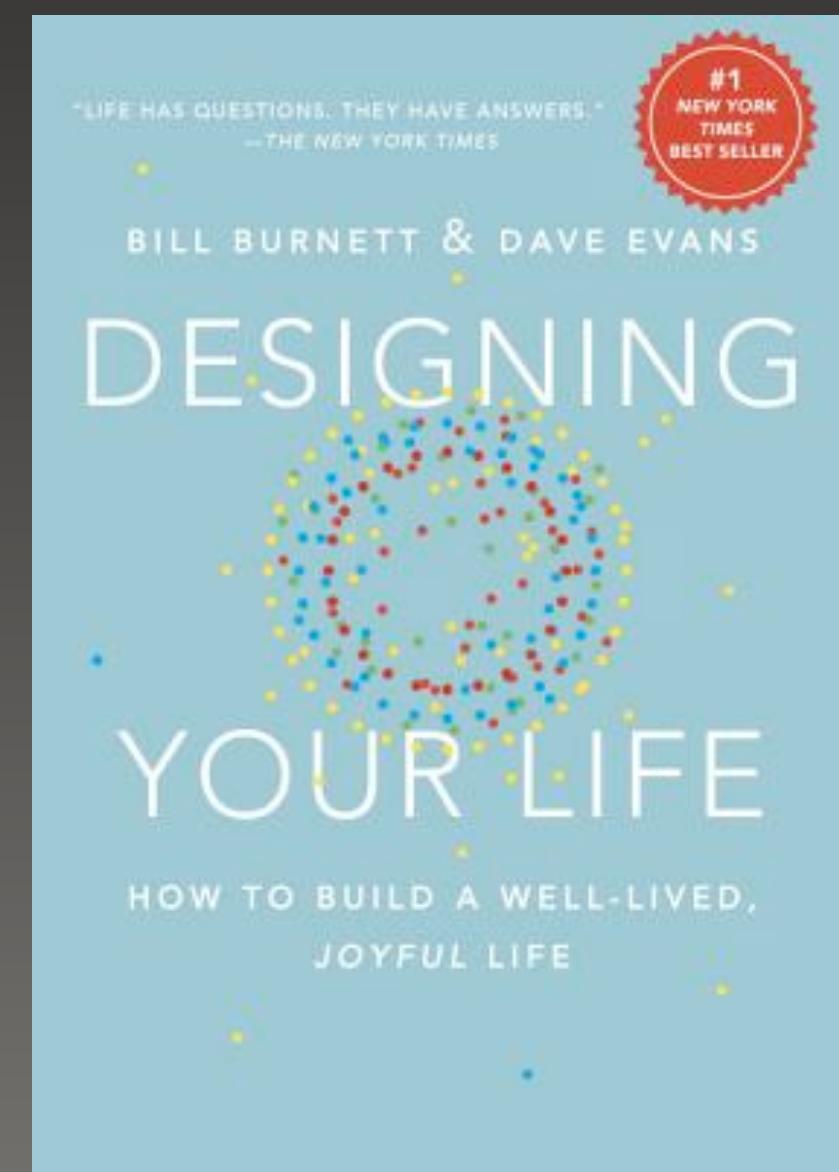
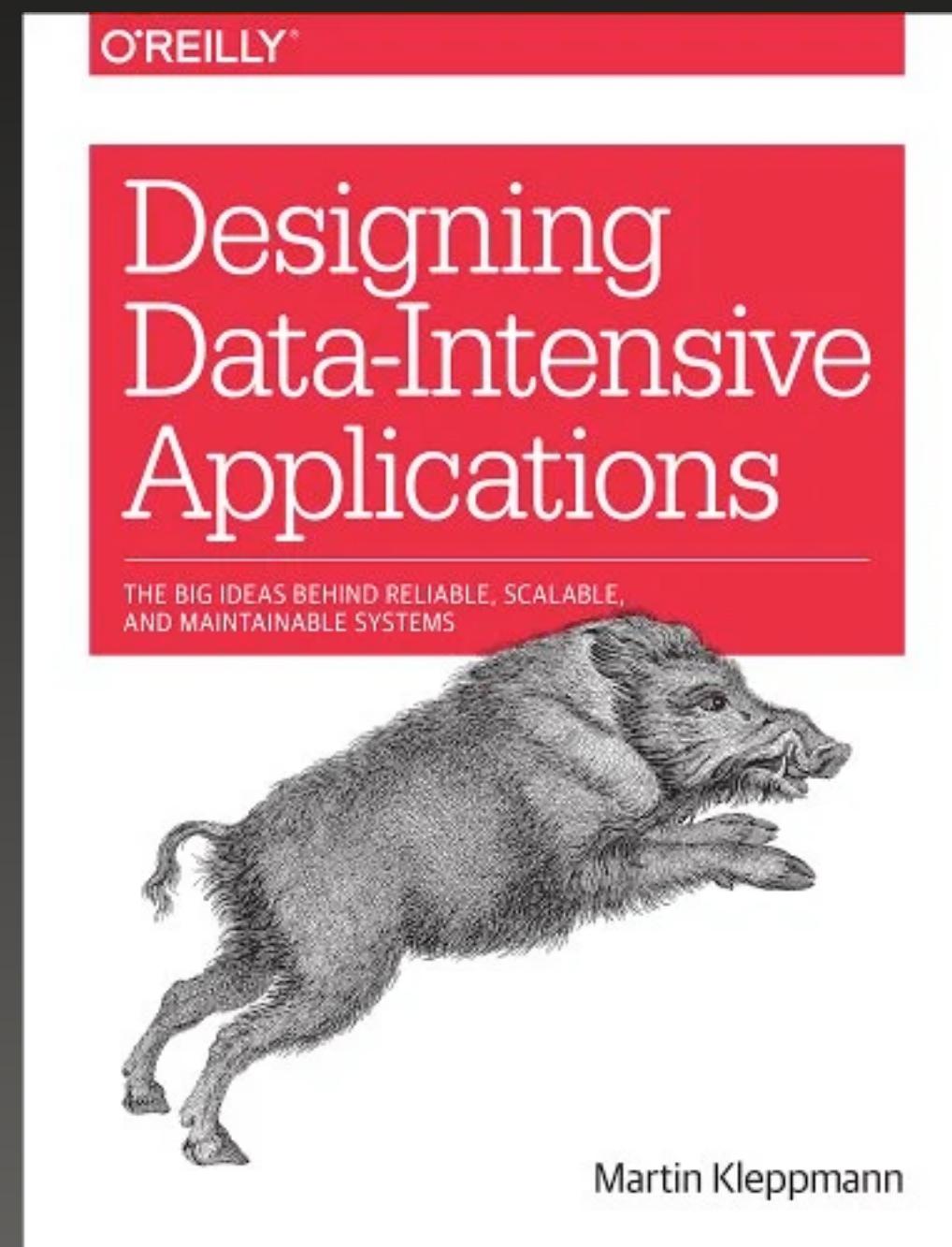
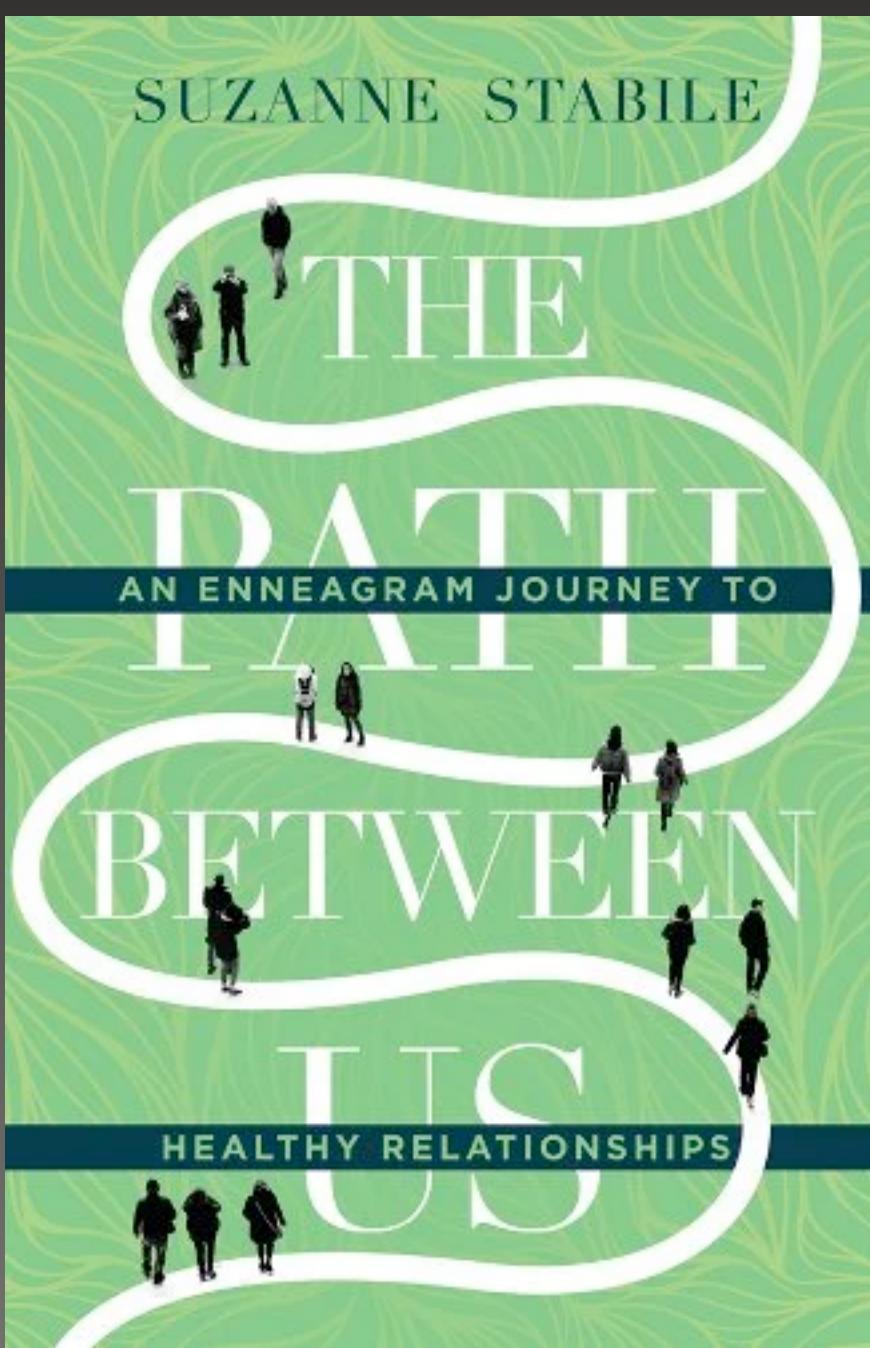
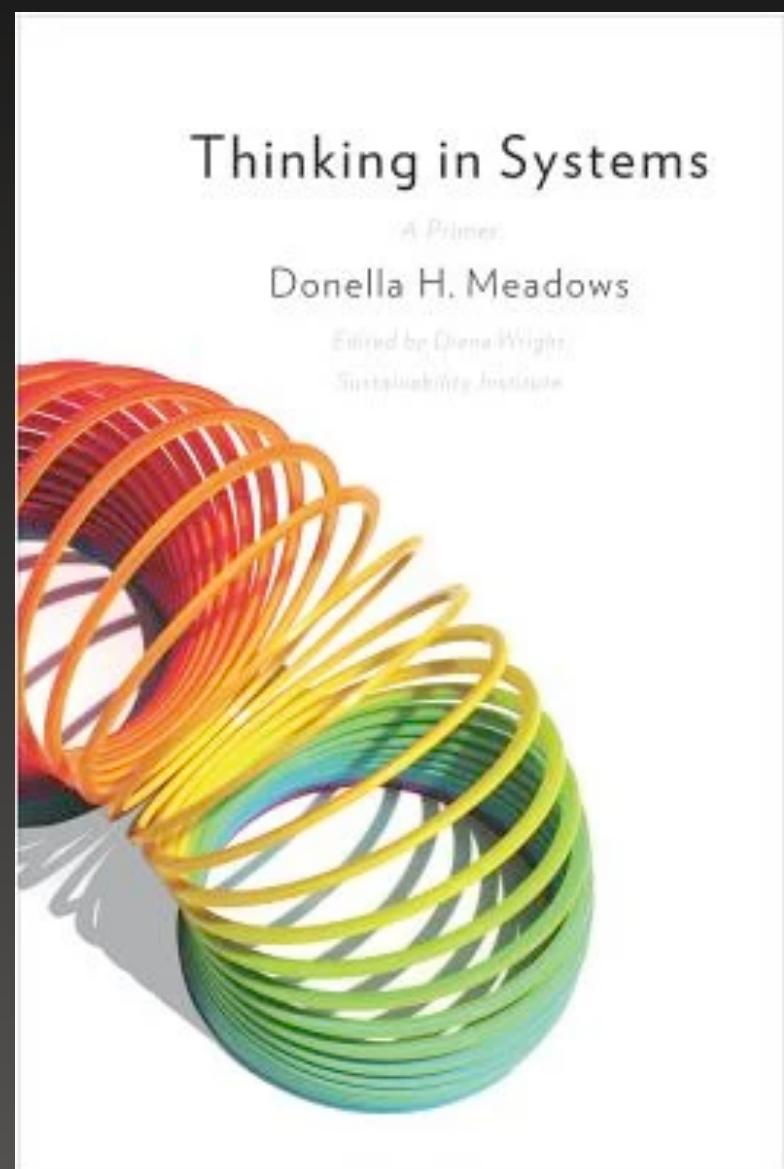


Affected by Layoffs

Who am I?

- I have many soap boxes
- Authentic to a fault; or, real af

I Love systems



Layoff—Temporary cessation of employment due ordinarily to lack of orders for the product; a layoff does not constitute permanent discharge.

Layoffs

Workforce reduction (WFR) / Reduction in force (RIF)

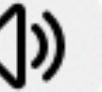
Downsizing

Rightsizing

Displaced workers

<https://www.bls.gov/cps/lfcharacteristics.htm#displaced>

displace /dīs-plās'/



transitive verb

1. To move, shift, or force from the usual place or position.

"Wasn't the net displaced before the puck went in?"

2. To force to leave a place of residence.

"The conflict displaced thousands of people."

3. To move or shift from the usual place or position, especially to force to leave a homeland or other place of residence.

"millions of refugees who were displaced by the war."

The American Heritage® Dictionary of the English Language, 5th Edition • More at [Wordnik](#)

5 Stages of Grief

1. Denial
2. Anger
3. Bargaining
4. Depression
5. Acceptance

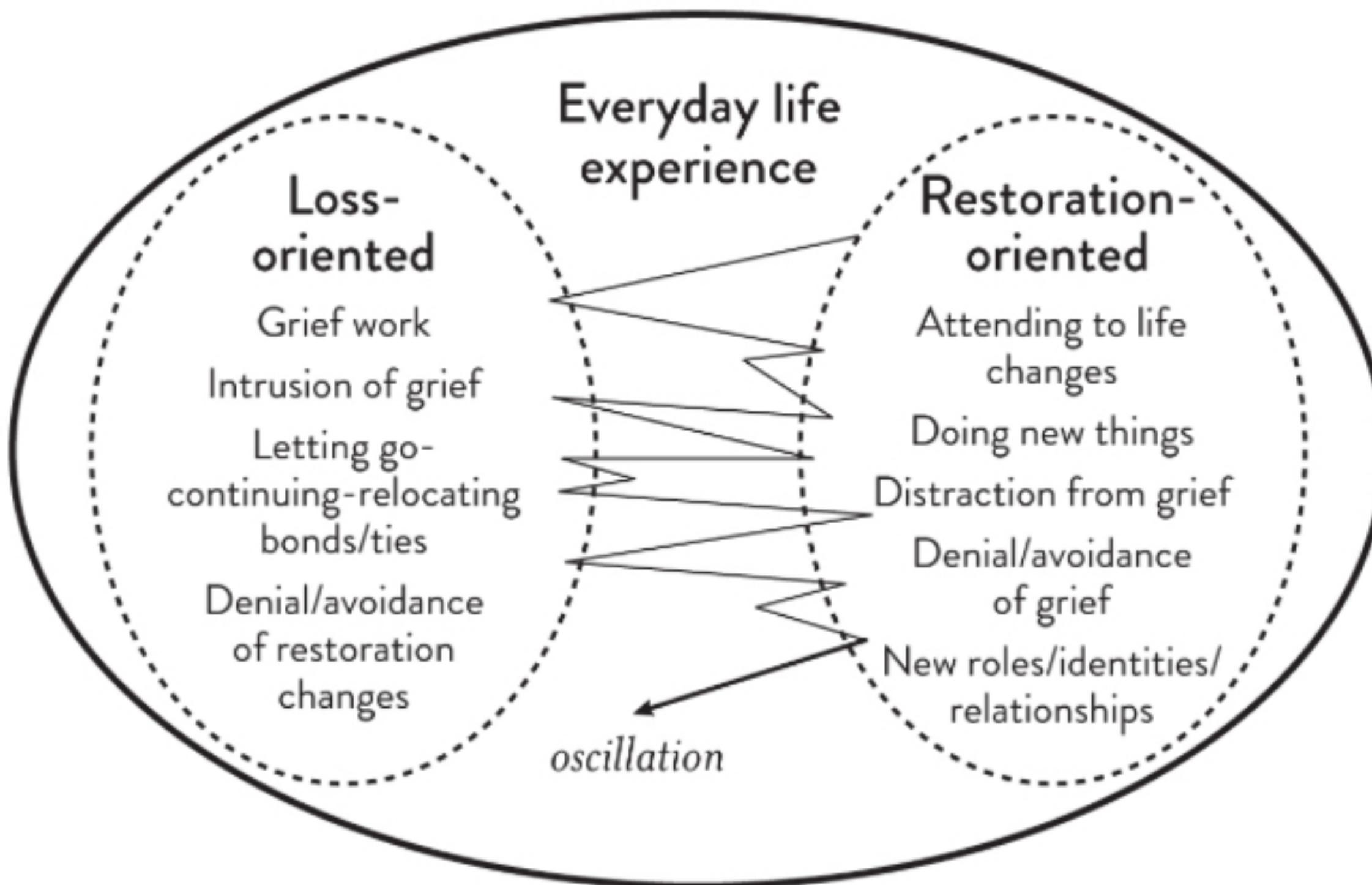
- Denial stage is the first stage in the emotional reaction to change or layoffs, in which an employee denies that an organization change or layoff will occur.^[28]
- Anger stage is the second stage of the emotional reaction to downsizing, in which an employee becomes angry at the organization.^[28]
- Fear stage is the third emotional stage following an announcement of layoff, in which employees worry about how they will survive financially.^[28]
- Acceptance stage is the fourth and final stage of the emotional reaction to downsizing, in which employees accept that layoffs will occur and are ready to take steps to secure their future.^[28]

<https://en.wikipedia.org/wiki/Layoff>

Aamodt, Michael (2014). Industrial/Organizational Psychology an applied approach. Cengage Learning.

The Dual Process Model of Coping with Bereavement

Stroebe & Schut (1999)



Screenshot taken from "The Grieving Brain: The Surprising Science of How We Learn from Love and Loss"
by Mary-Frances O'Conner

Stage 1: Denial

Stage 1.1: Shock

Stage 1.2: Fear

Stage 1.3: Crisis Response

Stage 1.3: Crisis Response

Stage 2: Anger

Stage 2.1: Grief

Stage 2.2: Processing

Stage 3: Bargaining

Stage 2.1 / 3.1: Grief

Stage 2.1 / 3.1: Grief

Stage 2.1 / 3.1: Grief

Stage 4: Depression

Stage 4.1: Grief (2.1 / 3.1)
≠ Mourning

Stage 4.2: Anger again

breaking the mindset

Stage 5: Acceptance

Satisfied at current job

Only one in five professional developers are happy with their current job. We asked whether they were satisfied with their current role, and 48% indicated they were complacent while 19% were satisfied.

?

How satisfied are you in your current professional developer role?

All Respondents Individual Contributor People Manager



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Responses: 29,126 (44.5%)



WEAPON OF CHOICE

**Q: NAME THE WEAPON OF CHOICE
FOR THESE FICTIONAL CHARACTERS:**

1. Luke Skywalker
2. Katniss Everdeen
3. Napoleon Dynamite
4. Raphael from *Teenage Mutant Turtles*
5. Shaun of the Dead

TIEBREAKER: How much does Budd say he pawned a Hanzo sword for in *Kill Bill Vol. 2*?

Stage 1 / 2 / 3 / 4 / 5: Support

You
should've
asked

OH NO .



So when we ask women to take on this task of organisation, and at the same time to execute a large portion, in the end it represents 75% of the work.



Feminists call this work the *mental load*.

What our partners are really saying, when they ask us to tell them what needs to be done, is that they refuse to take on their share of the mental load.



Stage 6: Build



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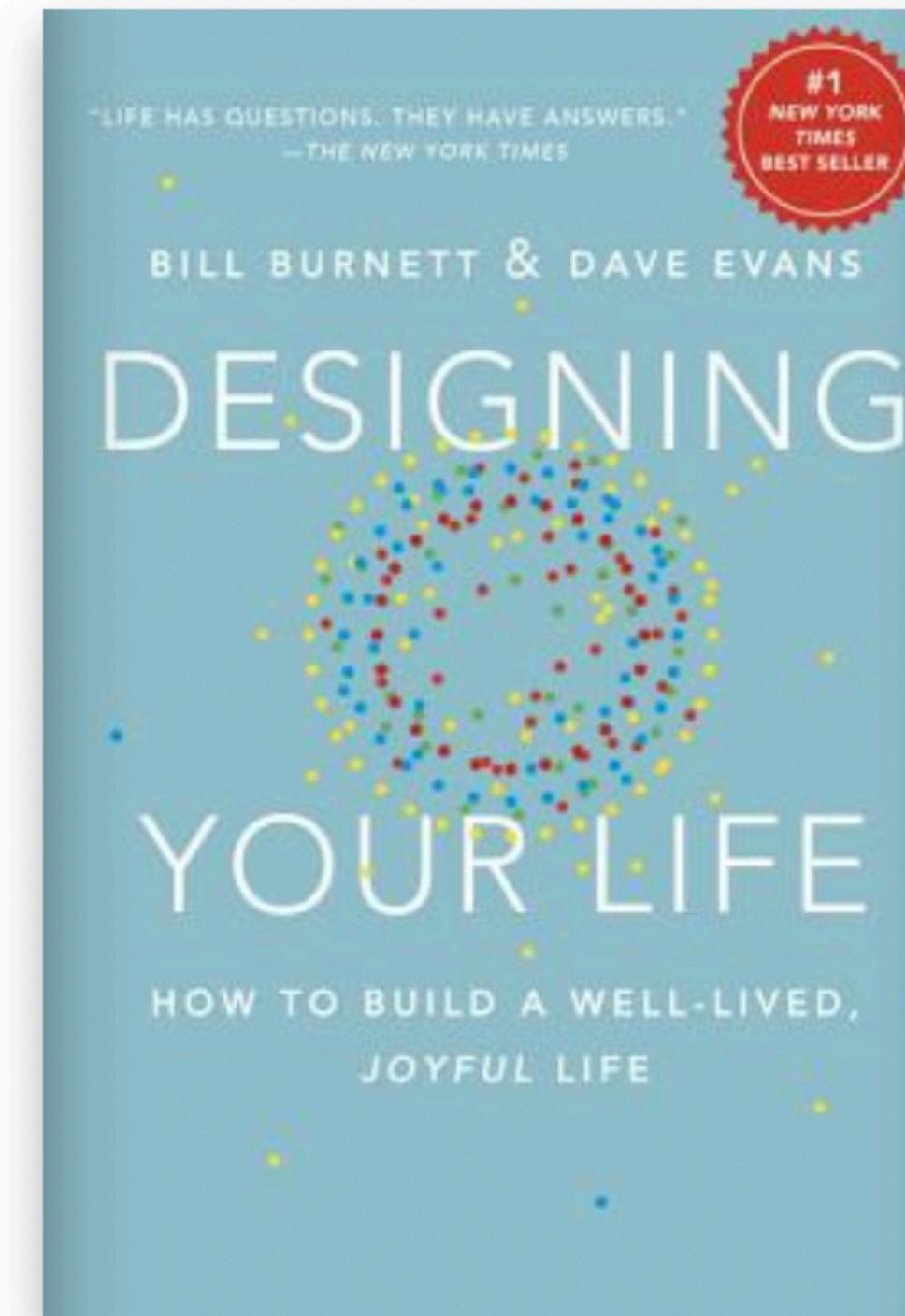
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Dave Evans (Author) , Bill Burnett (Author)

FORMAT

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S Best price

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HEALTH

What do we do with our loneliness?

'Harvard Thinking' examines health crisis with experts Jeremy Nobel and Milena Batanova

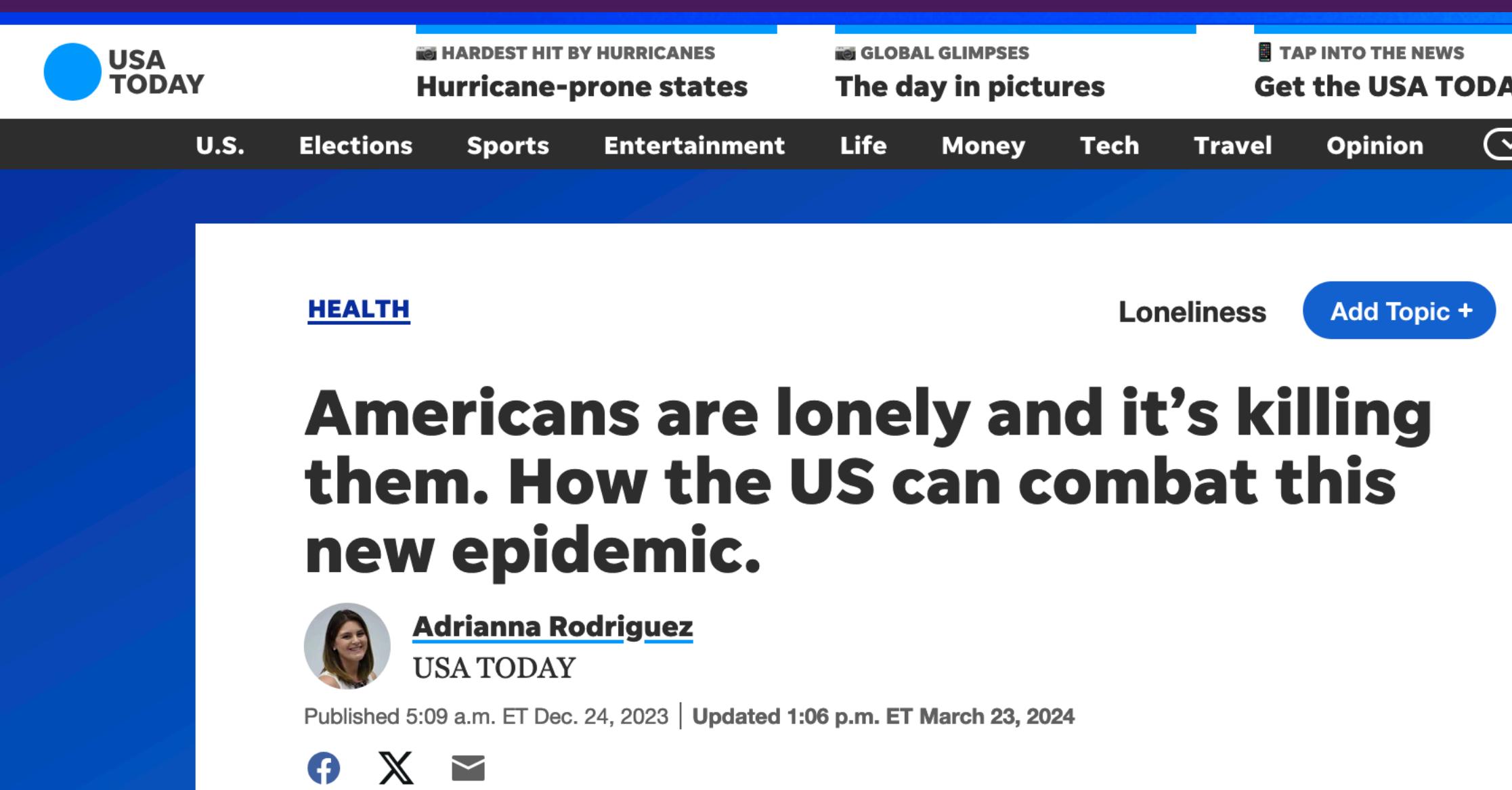
Illustration by Nick Lowndes/Ikon Images

Samantha Laine Perfas | Harvard Staff Writer

February 14, 2024 • long read



The screenshot shows the homepage of WAMU 88.5 American University Radio. At the top, the NPR logo and station name "WAMU 88.5 AMERICAN UNIVERSITY RADIO" are displayed. To the right are links for "NEWSLETTERS", "SIGN IN", and "NPR". Below the header is a dark navigation bar with links for "NEWS", "CULTURE", "MUSIC", "PODCASTS & SHOWS", and "SEARCH". The main content area features a large headline "America has a loneliness epidemic. Here are 6 steps to address it" with a "7-Minute Listen" button below it. The date "MAY 2, 2023 · 3:21 PM ET" and author information "HEARD ON ALL THINGS CONSIDERED By Juana Summers, Vincent Acovino, Christopher Intagliata" are also visible.



The screenshot shows the homepage of USA Today. The top navigation bar includes links for "USA TODAY", "HARDEST HIT BY HURRICANES", "GLOBAL GLIMPSES", "TAP INTO THE NEWS", "Get the USA TODAY", "U.S.", "Elections", "Sports", "Entertainment", "Life", "Money", "Tech", "Travel", "Opinion", and a dropdown menu. Below the navigation is a large "HEALTH" section with a sub-headline "Americans are lonely and it's killing them. How the US can combat this new epidemic." by Adrianna Rodriguez. The article was published on Dec. 24, 2023, and updated on March 23, 2024. Social sharing icons for Facebook, X, and Email are at the bottom.

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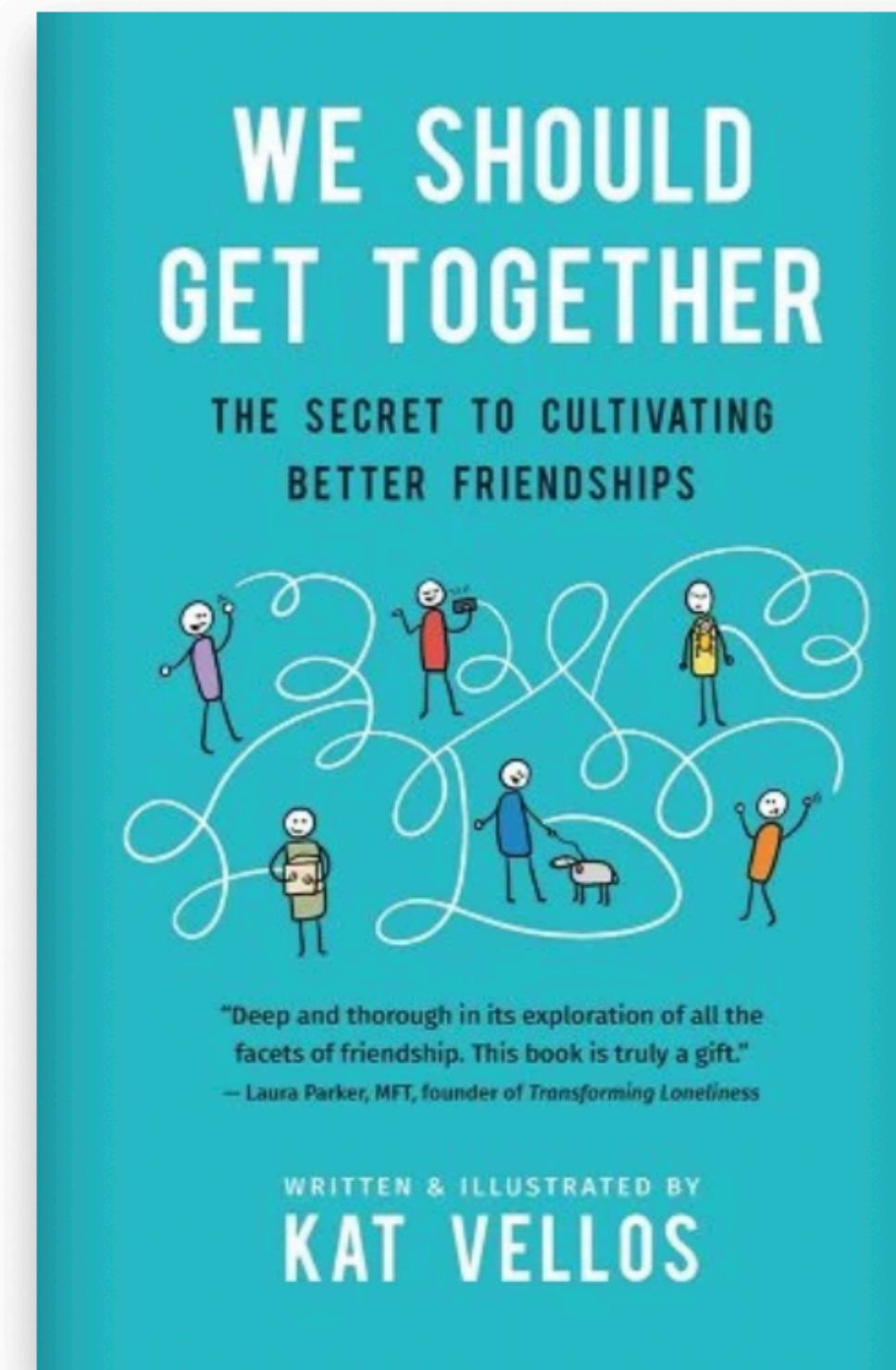
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We Should Get Together: The Secret to Cultivating Better Friendships

Kat Vellos (Author)

FORMAT

Paperback
\$19.99

Hardcover
\$25.99

S Best price

✓ AVAILABLE

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Strong Towns Principle #5: Strong cities, towns, and neighborhoods cannot happen without strong citizens (people who care).

Jane Jacobs described neighborhoods as co-creations, writing, “Cities have the capability of providing something for everybody, only because, and only when, they are created by everybody.”

Places endure when residents assume ownership of their cities. This is quite different from the passive role conventionally played by residents. In the [Strong Towns 101 course](#), Chuck Marohn describes the shift that must take place as moving from “Residents as Customers” to “Residents as Shareholders.”

For 13 years, we’ve been documenting the stories of Strong Citizens, including in our podcasts *It's the Little Things* (2018-2020) and *The Bottom-Up Revolution* (2020-present). Check them out below.

Go deeper with these podcasts:

- [It's the Little Things](#)



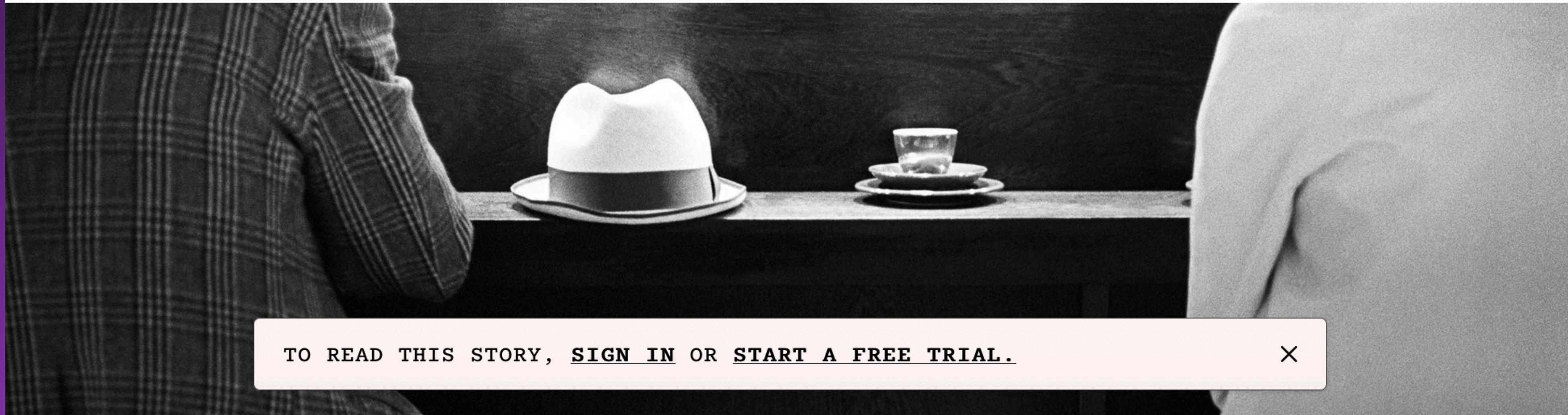
Alfred Melbourne of Three Sisters Farm in Sacramento, California. [Learn more.](#)

FAMILY

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By Allie Conti



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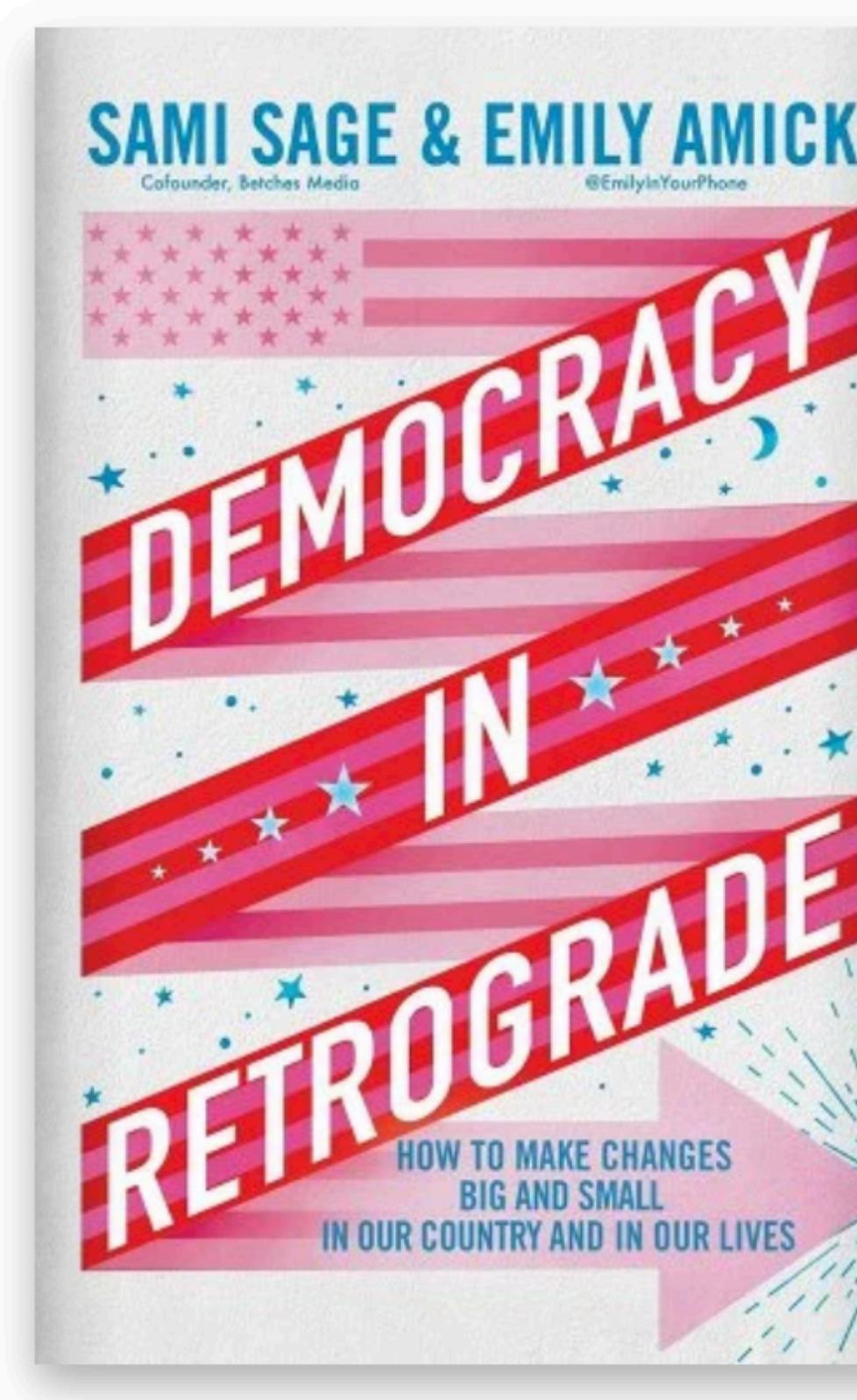
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Democracy in Retrograde: How to Make Changes Big and Small in Our Country and in Our Lives

Sami Sage (Author) , Emily Amick (Author)

FORMAT

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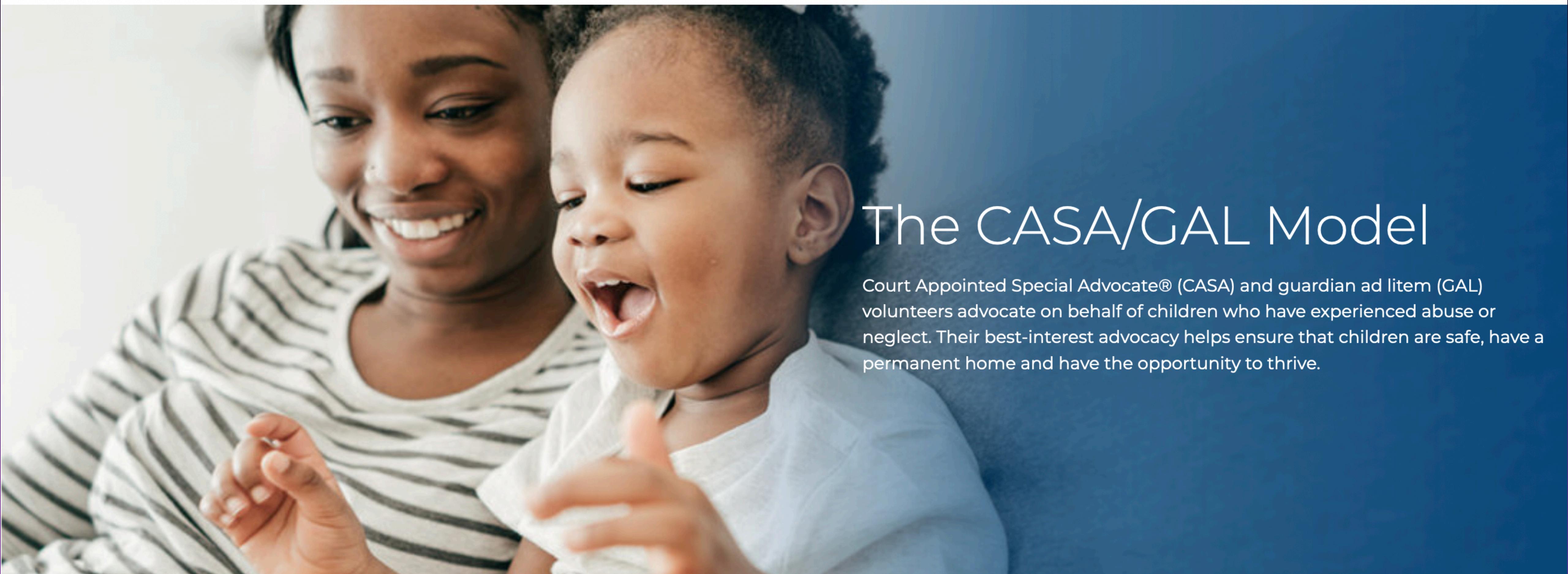
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The CASA/GAL Model

Court Appointed Special Advocate® (CASA) and guardian ad litem (GAL) volunteers advocate on behalf of children who have experienced abuse or neglect. Their best-interest advocacy helps ensure that children are safe, have a permanent home and have the opportunity to thrive.



Resources

<https://linktr.ee/rae.in.de>



Interview advice

Do mock interviews. Rands Leadership Slack in particular has Slack channels devoted to system design and code pairing interview practice. This is absolutely necessary.

If a company requires you to do something you think is annoying or manipulative (like, spending 20 hours on a project analysis for one of their products, or leetcode), you can remove yourself from their interview process. I was terrified to do this, but I did, and I'm so glad I did. It left more time for resting, and excelling in the interviews that were a better match for me.

It is a far better return on investment to prep for system design interviews than leetcode, in terms of skills you'll actually use on the job. The best system design resources are:

10 minute overview video

Written guide, longer overview, foundation setting (3-6 hours) — tip: watch their example interviews on like 1.5/2x speed; they weren't super good in my opinion, but decent context
Rands' Leadership Slack system design interview guide (join the Slack, then join the #interview-practice-system-design channel and see pinned items)

ByteByteGo written resources

ByteByteGo YouTube videos

Exponent's YouTube playlist

<https://github.com/donnemartin/system-design-primer#the-system-design-primer>