

EMOTIONAL WELLBEING SUPPORT FOR EMPLOYEES

Affected by Organisational Change



Experiencing a change in your role or leaving an organisation can bring a mix of emotions, including uncertainty, sadness, frustration, or even regret. These reactions are natural and valid.

This guidance is designed to help you look after your mental and emotional wellbeing during this period of transition, while also supporting you in taking practical steps towards the future.



Acknowledge Your Feelings

It's natural to feel shock, sadness, anger, or anxiety.



Seek Support

Reach out to Cemex's Employee Assistance Programme or talk to trusted friends, family, or colleagues.



Focus on Self-Care

Maintain healthy routines: sleep, nutrition, exercise, and social contact.



Allow Time to Adjust

Give yourself space to process the change before making big decisions.



Practice Relaxation Techniques

Deep breathing, journaling, regular physical activity, or spending mindful time with yourself.



Limit Negative Input

Reduce exposure to news or conversations that increase stress.



Stay Connected

Keep in touch with friends, family, or colleagues for emotional support.



Focus on Strengths

Reflect on your skills and past successes to boost confidence for the future.



Set Small Goals

Focus on manageable daily or weekly objectives to maintain motivation.



Explore Your Options

Use career counselling, and training. Reach out to professional contacts, former colleagues, or networking groups to explore new opportunities.



Keep Learning

Take time to develop new skills or update existing ones.



Maintain Perspective

Remember that change can also bring new opportunities.