

# THE BRIGHT SIDES OF CRISIS

AN OFFICIAL CLIENT UPDATE OF PT HEADHUNTER INDONESIA



Covid-19 has spread rapidly in Indonesia since the beginning of March 2020. Suddenly, everything changes quickly. Social interaction is constricted. We are forced to do everything virtually at home--work, socialization, and shopping to name a few. A lot of businesses are struggling to stay afloat, causing a huge increase in unemployment. COVID-19 is both a health crisis and an economic crisis.

A crisis is a natural part of our lives. Its arrival cannot be predicted, and once it comes, we cannot avoid it. Our image of crisis conjures up an idea of unstable and dangerous situations, which are considered to bring negative changes. However, if we can perceive a crisis a little bit differently, it does not always bring a negative result. There is always a silver lining behind every crisis we face.

Merriam Webster defines a crisis as "a turning point in the course of anything". If we solve the problem effectively, the crisis can be a turning point towards improvement. In Greek, crisis means decision. When the crisis occurs, quick and precise decisions need to be done in order not to affect the individual or the whole organization. Then, in Chinese culture, the crisis is defined by two emblems, namely "Wei-Ji" meaning hopeless and chance.

## PT HEADHUNTER INDONESIA

### HEAD OFFICE

MENARA PALMA, 12TH FLOOR  
JL HR RASUNA SAID KAV X-2 NO.6  
JAKARTA 12950 - INDONESIA  
TEL: +62 21 2939 1284  
FAX: +62 21 2939 1222

### SURABAYA OFFICE

PAKUWON CENTRE, 23RD FLOOR  
JL EMBONG MALANG NO.1-5  
SURABAYA 60261 - INDONESIA  
TEL: +62 31 6000 3367  
FAX: +62 31 6000 3105

- EXECUTIVE SEARCH
- EMPLOYEE ENGAGEMENT
- EXECUTIVE LEADERSHIP

**"BETTER SERVICE. MORE  
AFFORDABLE."**



Behind every crisis, there is always a chance to solve the problem and transform to be a better version of ourselves.

COVID-19 pandemic can be interpreted as an accidental or situational crisis that comes suddenly and from the outside. Often, a crisis that comes from outside like this pandemic pushes people to work together to bring forth the solution for their organizations. As a Recruiter, I see on LinkedIn that people across backgrounds roll up their sleeves to lift each other up. Heartwarming and motivational stories are dominating my LinkedIn homepage.

A recent employee who worked for a reputable company wrote that he was forced to be laid-off and was looking for a job. Then someone commented on his post and said, "My company is looking for someone like you, please send your CV to me." There was a leader of a big corporation who was forced to cut down his team. Then he wrote a touching recommendation for his team on his LinkedIn profile, inviting companies to hire his team. Stories about job openings are also abundant in the midst of this pandemic. Experts freely share their knowledge and wisdom in their fields to spread positivity.

These people on LinkedIn, although they do not know each other, they are working to make LinkedIn as a hospitable community for everyone. What they do look simple, but meaningful to others. Everyone does not feel alone facing this crisis. The sense of togetherness grows empathy and caring in all of us. We can finally start perceiving the positive sides of this crisis, and this perception helps us to adapt to the crisis wholeheartedly. The successful adaptation will transform us to be a better version of ourselves, personally and professionally. Here are some steps that can be done to adapt well during an unfortunate situation:

## 1. Self-analysis

Give ourselves time to feel something uncomfortable, whatever it is, then accept it wholeheartedly.

Afterward, we must analyze ourselves to discover and acknowledge our weaknesses and strengths. This phase of self-analysis will create momentum to rise.

## 2. Problem Analysis

It is important as well to recognize and understand our problems. Look back on our goals, review whether an existing plan can still be executed in a current condition or it needs to be revised. Always consider the risks. This phase will help us to choose the right action.

## 3. Define Action

After we have done the self and problem analysis, we must decide the most appropriate action to take that is possible to achieve in the current situation. Periodically, we must evaluate whether the action is running well or needs improvement. We must take the action earnestly because it will create a better transformation for us.

## Conclusion

Seeing a crisis from the positive side is not always easy, but it will always get worse if we face it negatively. Hence, we must cultivate our empathy and learn to adapt it well. A crisis does not necessarily have a bad impact, but rather it is momentum for improvement and to look for positive opportunities behind it. Because naturally, a crisis will force us to find a way out and transform us to be better. One theory of life says that it is not the strongest, but the most adaptable, that will survive. We are in the same storm, but we are not in the same boat. Let us fight this storm together.

WRITTEN BY ANDRIANI MIRANDA  
EDITED BY VIDI AZIS  
DESIGNED BY YUSYA C NABYLIA



**ANDRIANI MIRANDA**  
*Associate Consultant*  
*PT Headhunter Indonesia*

[andri@headhunter.co.id](mailto:andri@headhunter.co.id)