

CRAIGIE PARTNERSHIP

NEWS & VIEWS

www.craigiepartnership.co.uk

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CRAIGIE PARTNERSHIP - PSYCHOLOGY SERVICES

Saving money... without losing staff?

Many organisations are today facing agonising decisions regarding their employees.

Pressures to make savings and cuts are forcing employers to look at wage bills and see how they can make ends meet by cutting the number of employees.

The majority of employers probably do not relish this task, knowing the implications this will have not only on loyal employees, but also on their families.

There are two additional reasons why these difficult choices are bad for business:

1. Losing employees means losing skills and knowledge.

2. Redundancy affects not only those who leave, but also those who remain.

This second reason is often a hidden cost - the morale of co-workers can seriously affect productivity, sickness and absence rates. As colleagues lose friends from the workplace, they also find that their own workload increases, leading to stress and burnout.

But is there another solution?

We say yes.

Research carried out for the Health and Safety Executive (www.hse.gov.uk) and annual surveys by the Chartered Institute of Personnel and Development (www.cipd.co.uk) show that investing in the well



being of staff can *reduce* sickness absence, which can in turn lead to financial savings.

In some cases, our own calculations show that the savings made from looking after our staff can match or even surpass the cost of paying several employees.

Keeping your staff and saving money is possible!

When to “just get on with it” and when to get help

All of us will go through difficult times in life and many of us will “just get on with it”, ploughing through life’s ups and downs.

In fact, the downs can teach us as much as the ups can, and many will testify to having

grown and developed through difficult times.

The key is to recognise when things are getting too much for one set of shoulders to carry. There is no shame in asking another person for help or

advice and in some cases, this will be a professional, who is trained, qualified and will treat all issues confidentially.

Our top tip is to learn to recognise in yourself when you need that extra bit of help.

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What the Statistics Say

- In 2008/09 an estimated 415 000 individuals in Britain, who worked in the last year, believed that they were experiencing work-related stress at a level that was making them ill

- Source: www.hse.gov.uk

Considering a career change in uncertain times

You'd have to be totally isolated from the world (or catching up on your overdue tax return) to have missed the fact that the UK is in a period of financial uncertainty.

So, is now a bad time to consider a career move?

The answer to this, as any good career counsellor will tell you, is that "it depends" (who says we aren't all politicians?).

Moving away from job

security into the unknown is risky at the best of times. We also need to take care of the "grass is always greener" effect (or as Sir Alex Ferguson once said, "the cow in the other field might not be as good as the cow in your own field"!)

However, sometimes it is important to take a step back and look at the bigger picture. Staying put isn't always the safe move - particularly if your existing role is going to

be under threat.

We also have to take our own stress and well-being into account.

A recommended step is always to speak to a career counsellor, who can help you weigh up the options in a safe and confidential environment.

We should also review our finances to know exactly how much we really need to survive if a career move is on the cards.



The grass is sometimes actually greener in the other field...

Plan B? No thanks, I'm going Self Employed!

The writer of this article was once asked at an interview "what is your plan B?"

I remember it clearly, and I think my answer was "my plan B is to persevere until I achieve my plan A".

I didn't get the position.

And although I was particularly proud of my witty repartee, that little question lingered with

me and prompted me to explore other areas.

That exploration led me down a path that somehow ended up in Self Employment.

To this day, that has been the best career decision I've made. Certainly, there have been difficult times and it is no easy road, but it did allow me to create my own working life and in the end, offered me

more than I would have probably gained had I been successful in that early job interview.

Self employment offers many opportunities and the biggest attribute to have is probably a positive attitude and a willingness to give things a try.

Contact us for advice and support if you'd like to know more about working for yourself.

"What is your plan B?"

"My Plan B is to persevere until I achieve my Plan A"

And now for something different...

According to new research, speaking in a foreign accent can make you come across as less believable.

The British Psychological Society Research Digest highlights a study that looked at how people rated the truthfulness of a message that was delivered by native speakers, or those with

mild accents and heavy accents.

The results? You guessed it - the findings show that native speakers were more believable than the accented speakers.

The researchers suggest a couple of reasons for this. Firstly, it is well known that people have a natural tendency to be

more prejudiced towards "outsiders".

However, a second suggestion relates to *fluency effect*, where we believe something to be more true the easier it is to process.

A follow-up study found that being aware of this effect only helped us believe those with mild accents...



Does the way I speak affect what you believe?

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The Craigie Partnership is an Edinburgh based consultancy that offers psychological services to individuals and organisations.

Services include:

- ⇒ Anxiety, Anger and Stress Management
- ⇒ Career Counselling
- ⇒ Coaching
- ⇒ Organisational Stress Audits
- ⇒ Psychometric Testing

If you have any other topics you would like to see included in this newsletter, why not drop us an email on news@craigiepartnership.co.uk

We'd love to hear from you. Please feel free to pass this newsletter on to anyone you think might be interested.

If you would like to join our emailing list, we promise not to bombard you with useless information and you can remove your details at any time.

Craigie Partnership News



Established in 2004, the Craigie Partnership recently celebrated its 6th birthday.

Over the last few years, we've been able to help hundreds of people across a variety of situations.

These have included helping individuals going through difficult times, people looking to make career changes, people setting up their own businesses and helping organisations

recruit new staff, deliver away days or conduct research looking at workplace stress.

We have thoroughly enjoyed being a support to you and hope that as we grow, we will continue to offer the tailored services we pride ourselves on.

Two recent developments have allowed us to further enhance our services.

We now have a dedicated reception team on board, headed up by Rebecca. The team is available to take your calls 9am-5pm, Monday - Friday.

We also have a growing network of associates who can offer additional services that complement our own.

If you would like to know more about what we do or how we work, have a look through our website below and don't hesitate to get in touch.

www.craigiepartnership.co.uk

We are also pleased to hear from past clients, particularly when things are going well - it's a strange phenomenon in our line of work that when people start to get better, they don't need us any more!

Obviously, this is a good thing, but we do like to hear how our past clients are getting on and are obviously here to support you in whatever way we can.

We look forward to hearing from you!