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Careering out of the crisis

Your guide to a happier and
more fulfilled working life.

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Well, there's no doubt that we're all being challenged in ways that we've never been before and are having to adapt quickly to this new crazy and uncertain world.

There's no question it's an incredibly tough time, and as a recruiter we're regularly hearing from those who find themselves through no fault of their own facing potential redundancy, a contract abruptly halted, or being told that they are no longer starting in that long awaited new job. It's brutal.

Businesses are making tough decisions. And some are doing better than others at remembering that we are all human and need to be treated with kindness, fairness and integrity. Emotions are running high – we are all having to deal with such uncertainty over our jobs, our income, our businesses, and where we'll all stand at the end of it. But, while we can't change the cause, the one thing we can change is how we react to it.



NICKI DENHOLM

Nicki Denholm was the pioneer of specialist sales and marketing recruitment and has developed an unrivalled network at senior levels in Scotland and beyond. She successfully launched and developed Denholm into a widely respected and leading player within the UK market for providing top talent. She currently heads up Denholm Associates.



Holding up the microscope

Easy to do? No. Worth working at? A resounding YES!

So, for everyone sitting at home when they would normally be at work, we're providing a "Careering out of the crisis" Guide to offer some practical advice and support to help you regain control over your careers in a world where it seems all control has been taken away. To prepare you for when this is all over.

Which it will be. I get this may not be for everyone as we all deal with things in different ways, but I would encourage you to take advantage of the precious time that you might have right now to think

strategically about your life and how you want your career to fit into it. The way we have all had to adapt during this crisis will surely change the future of working practices, so it's worth considering how you might choose to spend your days going forward. When this is all over and the clouds lift, you'll be in better shape to head towards the life and career you really want.

Tip No. 1 **Holding up the microscope**

So let's start preparing for your next chapter... Perhaps now is the time to ask yourself if you've been sleepwalking in

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your career, only to find that when you have time to think about it, you discover the uncomfortable truth - you've not really been using your talents or making the most of your potential.

So, take the time to consider the next three important things as a starting point;

The honest state of play

Before this pandemic began, were you happy in your current role? The way you answer this may well depend on how you view work altogether of course, whether you're a realist or an idealist, but while no job will bring you sheer joy every day, it should provide you with a sense of purpose and bring

both energy and engagement to your daily life. So, take time to reflect on your past month at work before all this began and write down the situations you felt really engaged and absorbed. And then think hard about what tasks you were specifically doing at the time. Next, reflect on whether the task/activity actually energised you...

Sometimes, we can be highly engaged, but the activity is draining. We need to work out what both engages and energises us in a positive way.

Take the time to answer this honestly. It will help bring clarity to the aspects of your role you really enjoy (and those you don't) and how much time

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this is currently occupying (or was).

Personality

Your personality and the role you choose, the company you work for, the team you are part of and the boss you work for are absolutely connected.

Your personality provides strong clues about what might be best suited to you. So, a good starting point is to really understand yourself. The more you understand how you tick, the more you'll stop beating yourself up for not being someone else and start to recognise and value your true strengths and which environment is best suited to you. It is so much easier to go with the grain.

At Denholm, we use an online behavioural assessment for our clients and candidates, but there are many free online personality tests, that you could start with and I'd suggest you give them a go. (16 personalities offers a "freakishly accurate description of who you are and why you do things the way you do.")

Values and behaviours

Businesses who treat people fairly and with compassion throughout this period will come out stronger at the end of this. And while the word "values" is heavily overused by organisations, I am sure we will all have a much clearer idea as to whether the companies we work for - when push comes to shove - actually behave in line

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with their values.

We see each other's values way more clearly in challenging times.

So, I'd ask you to think about your own values – maybe try and write down a top 5.

Think about words that matter to you the most and then look to see if they are matched with your current employer, or indeed use it as a guide to help you identify where they may be better suited.



NICKI DENHOLM

If you have any questions or would like to find out more about our Career Transitioning Support - please feel free to contact me directly.

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