



London

Self-Care

Implications for our own development

David Hannath
Director of Development &
Consultancy

April 2018



RECRUITMENT 2017



- **74/** 250+ NHS HRD's moved organisations
- **66%** of HR respondents said they were updating their engagement and retention approaches
- **90%** of NHS executives understand the importance of employee engagement – **less than half** know how to address it
- **68%** of Healthcare professionals are likely to accept less money to work in an organisation with a great culture

What Candidate's Say and Do...



“Done what I can here”
“Need a different challenge”
“Just had enough” (*Change*)
“Feel I am going nowhere”
“Drowning!”
“Manager doesn’t listen/
respect”

On Mobile Devices:

82% of job seekers say they use their mobile device specifically to search for jobs at least once a day

89% believe a mobile device is important for job searching



What Recruiters now look for...



On social media sites:

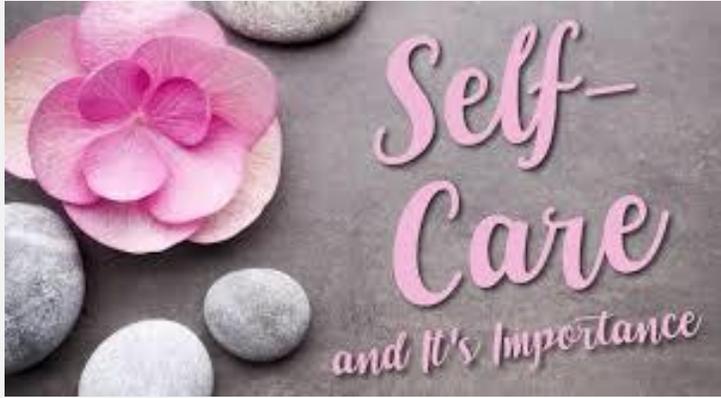
1. Does the candidate share insightful information?
2. Do they have a sensible, professional-looking photo?
3. Are they well connected in their field?
4. Looking for more than just career history & qualifications
5. Do they appear to be social/creative?
6. Do they appear to fit our culture?



42% of employers say they have changed their mind about whether to hire someone based on their profile

BIG Turn-off's:

- Inappropriate photos
- Poor grammar



The self-care "iceberg"



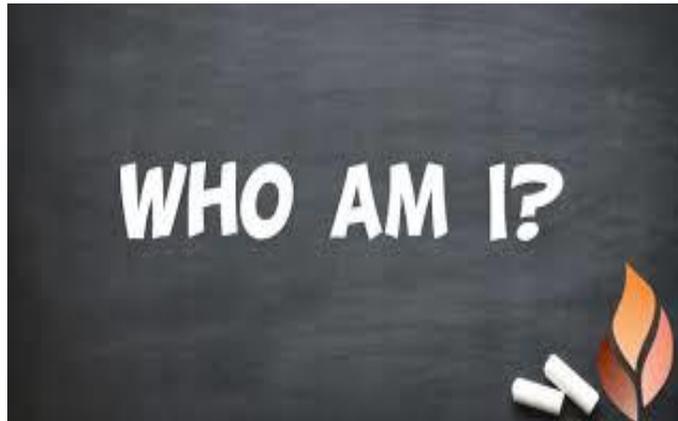
Conducting a personal strategic review



You cannot *drink* from an empty cup.

FILL YOURSELF UP. YOU'RE WORTH IT.





Do I have a sense of Purpose?
(Do I have a Vision of Success/ Ambition?)

What are my CORE Values?
(What is really important to me? And am I demonstrating it?)

What is my CORE Capability?
(Am I using this to best effect? Or being distracted?)

Identify Personal Values

- Your View of You
- Others View of You

- Check your Diary!
- Look for Congruence!

	Tick top 5	Others View
ACHIEVEMENT (attaining goals, sense of accomplishment)		
ADVANCEMENT (progress, promotion)		
ADVENTURE (new and challenging experiences, risk)		
AFFECTION (love, caring, fondness)		
COMPETITIVENESS (striving to win, being the best)		
COOPERATION (collaboration, teamwork)		
CREATIVITY (being imaginative, inventive, original)		
ECONOMIC SECURITY (steady, adequate income)		
FAME (renown, distinct)		
FAMILY HAPPINESS (close relationships with family members)		
FREEDOM (independence, liberty)		
FRIENDSHIP (close relationships with others)		
HEALTH (physical and mental wellbeing)		
HELPFULNESS (assisting others, helping society)		
INNER HARMONY (being at peace with yourself)		
INTEGRITY (honesty sincerity, standing up for oneself)		
INVOLVEMENT (participating with others, belonging)		
LOYALTY (commitment, dependability)		
ORDER (organised, structured, systematic)		
PERSONAL DEVELOPMENT (learning, realising potential)		
PLEASURE (fun, enjoyment, good times)		
POWER (influence, importance, authority)		
RECOGNITION (respect from others, sense of value)		
RESPONSIBILITY (accountability, reliability)		
SELF RESPECT (belief in own abilities, self-esteem)		
SPIRITUALITY (faith, strong beliefs)		
WEALTH (abundance, getting rich)		
WISDOM (discovering knowledge, enlightenment)		

Identify Core Capability

Your View
Others View

Under what
circumstances am I
PERFORMING at my
best?

Conversely ... when am
I not at my best?

Under what
circumstances am I
most **ENERGISED**?

Conversely ... when am I
least energised?

Identify Opportunities (and Distractions)



Opportunities:

- Having others in a team to cover your weaker areas
- Building your network (inside and out)
- Looking outside your current role
- Testing your CV
- Discuss with line manager
- Work with a coach/ mentor

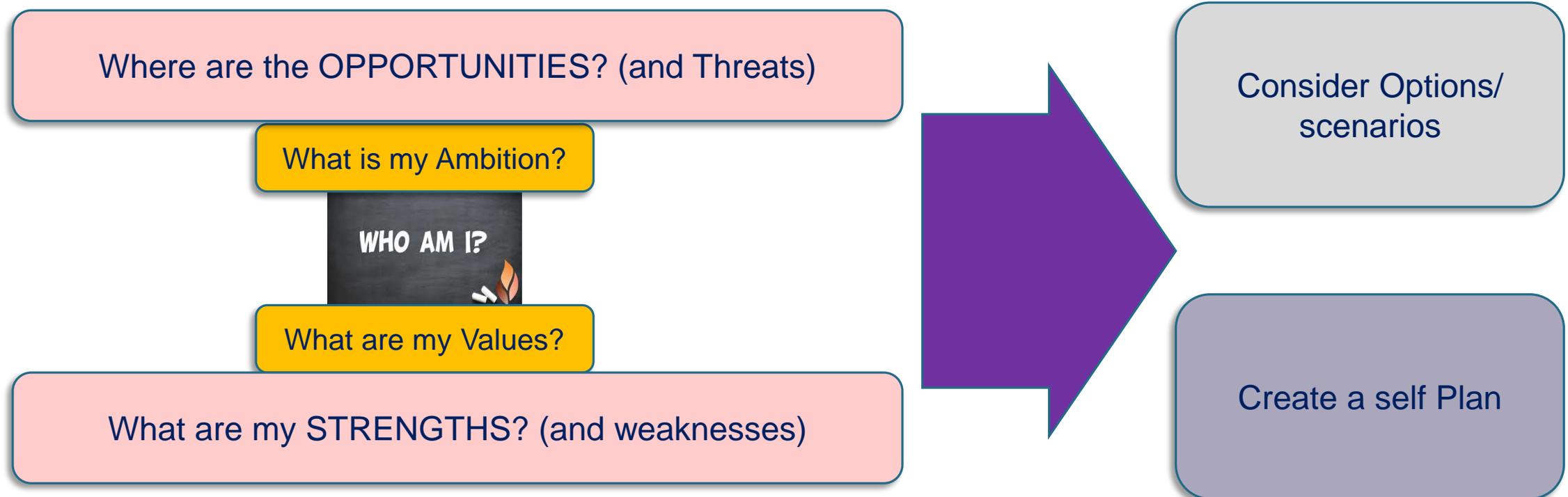
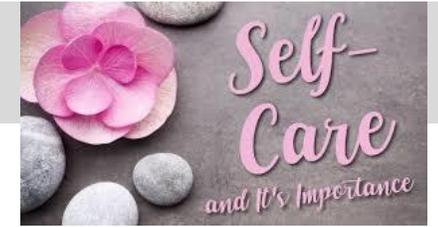
Distractions: (Threats)

- Making excuses for self-time/care
- Believing you are 'trapped'
- Parental instinct
- "They need it more than me"
- "I'm at that time of life"

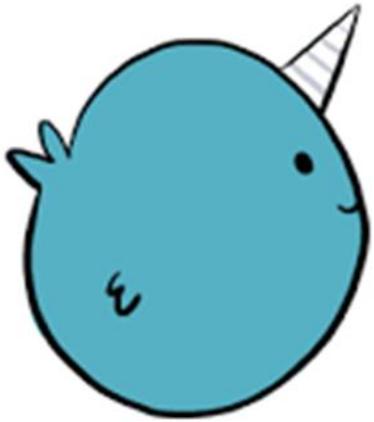
Implication:

- I'm not as important
- Others needs before mine
- Helping others is more important

Strategic Self- Analysis



Take Care



YOU DESERVE TO
BE AS NICE TO
YOURSELF AS YOU
ARE TO OTHER
PEOPLE.

art
ROY

A Sunday
we'll spent
brings a week
of content.