

CRAIGIE PARTNERSHIP

NEWSLETTER

www.craigiepartnership.co.uk

Autumn/Winter 2011

CRAIGIE PARTNERSHIP - PSYCHOLOGY SERVICES

What is Employee Assistance?

The Chartered Institute of Personnel and Development (CIPD) published their absence management survey in 2011 (see www.cipd.co.uk). Their findings show stress to be one of the top causes of long term absence and nearly two-fifths of employers (up to 50% in the public sector) report that stress-related absence has increased over the past year. When summarising the key causes of work-related stress, they found that workloads, management style, non-work factors such as relationships and family, relationships at work and considerable organisational change/restructuring were the main culprits.

This is where an Employee Assistance Programme (EAP) might come in. Almost half of all organisations surveyed used an EAP, which is where employees are offered support to cope with difficult issues. This support might be in the

form of counselling or well-being coaching. The employer pays for these sessions, which means that it is free for the employee.

EAP is important not only because it shows that an organisation cares about its staff, but it can also serve as a form of early intervention.

By supporting individuals through difficult times, a skilled health professional can listen to the concerns of the employee, help give them psychological techniques and evidence-based methods to improve their resilience and ability to cope with their situation.

The Craigie Partnership is an Edinburgh based provider of high quality and affordable Employee Assistance. We believe passionately in well-being at work and our team of professional psychologists is on hand to support organisations large and small.



Early workplace intervention can help individuals more effectively and save money

We provide tailored “off the shelf” packages, which means that we work in a client-centred way that fits the budget of an organisation. Usually this means an employer will purchase a package of 5 sessions of counselling or therapy support (e.g. CBT or Cognitive Behavioural Therapy). Sessions are case managed by a Chartered Occupational Psychologist who is registered with the Health Professions Council.

We can also discuss longer term partnerships, where we provide well being support and training targeted at managers and compliant with Health and Safety Executive management standards for stress at work.

Visit our website to read more!

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What the Statistics Say

- In 2011 employee absence was approximately 7.7 days per employee per year, rising to 9.1 days in the public sector alone.
- The average cost of absence is estimated at £673 per employee per year.

Source: <http://www.cipd.co.uk>

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Mentoring in the Workplace

The BPS Occupational Digest recently summarised a study looking at mentoring in the workplace.

Mentoring is recognised by many organisations as a useful way of supporting staff and developing talent.

When mentoring begins, there is usually what is referred to as an initiation phase. Just like any relationship, it takes time to bond and get to know each other.

From here, there is a cultivation phase that can allow the

relationship to deepen and to address more pertinent issues.

The researchers (Weinberg and Lankau) looked at how mentoring was able to fulfil functions of providing career guidance, psychosocial support, and role modelling good behaviours.

An interesting finding was that in the cultivation phase, time used in mentoring was more efficient in terms of achieving the key functions mentioned above.

A second point of interest is that



Mentoring needs time, especially between men and women

in the short term initiation phase mentoring between mixed gender pairs was less effective, but by the cultivation phase, this no longer was an issue.

This would suggest that for mentoring to be effective, it needs time to develop and is not a quick fix or short term solution.

Link: <http://bps-occupational-digest.blogspot.com/2011/12/formal-mentoring-relationships-gain.html>

How not to give something up...

An article in the Psychologist magazine (November 2011) gives a fascinating insight into how we might be making things harder for ourselves when we try to stop doing something... perhaps something that will be applicable when we start our New Year resolutions in a few weeks time!

Thought suppression is when we try hard not to think about something. However, ask any psychologist and they will probably start talking to you about pink elephants. It's a classic example used to show why trying not to think of something actually rebounds

and we end up thinking about it more (try hard to not think about a pink elephant and you'll see what we mean!).

However, another interesting finding is that there is evidence to suggest that when we try to block out thoughts of an unwanted behaviour, we actually end up doing it more.

Many of us will have experience of trying to get to sleep and trying to suppress thoughts of insomnia, only to find ourselves wide awake. Smokers are also well aware of how hard it is to give up, especially when they try to suppress thinking about it.

One theory for this is that when we try not to think of something, our mind does two things. It tries to replace the thought with something else, but also scans carefully to see if there are any unwanted thoughts actually there, which sensitises us to the very thing we're trying to avoid, and frequently increases our craving for it.

We can't cure addictions in one sentence, but some tips would be to be sensible in avoiding temptation, but don't try and mind-control yourself into suppressing a desire. It might actually make things worse.

5 Questions with Judy Leicht

Judy Leicht is one of our team of Associates. A Chartered Counselling Psychologist, we asked her five questions to get to know her better...

Q. Tell us what motivated you to get into psychology

A. I have always been very curious about us as individuals - what makes us tick, our thoughts and motives and how we make sense of our world.

I have worked in many care settings during and after my education before I decided to get into Psychology. I've experienced my work as very rewarding, however, I felt that I wanted to know more about different ways of empowering and supporting individuals.

Q. What does psychology have to offer today?

A. Because psychology is both a theoretical and an applied subject, the insights gained from research can be utilised in every day life such as finding ways to improve communication, motivation and productivity, the processes involved in decision making, improvement of our relationships and our physical and mental well-being. The list goes on as psychology is an extensive field that is constantly evolving. I am very interested in Positive Psychology which aims to understand human growth and thriving.

Q. What are some of the main psychological challenges people face today?

A. The current economic climate with its looming redundancies, pay cuts and increasing stress levels impacts significantly on peoples' self-esteem,

their relationships with others and can lead to longer term mental and physical health problems.

I also feel that there is a danger that social networking sites provide individuals with a false sense of connection that actually increases their sense of loneliness. Furthermore there seems to be a decline of community spirit which I feel is a sad reflection on our current society that appears to be obsessed with promoting selfishness, materialism and celebrity.

Q. If you could give someone only one psychological tip, what would it be and why?

A. During my work I have observed that many individuals are treating themselves very harshly and are often paralyzed by a fear of failure. I believe that most of us could benefit from being kinder towards ourselves and also a little bit more adventurous. *[Ed- that's two, but we'll let you off!]*

Q. Finally, a question to see the idealist in you! If you could change one thing in the world today, what would it be?

A. I wish we humans would treat all living creatures with more respect and compassion.

I recently watched 'Earthlings' - a very powerful, award winning documentary that was recommended to me by a friend. It depicts the suffering of animals for food, fashion, pets, entertainment and medical research. I sincerely wish more individuals would be more mindful of the ways in which our everyday dietary and lifestyle decisions affect the lives of other living creatures.

And now for something different... contagious yawns!

Your challenge is to read this article without yawning. It's difficult, because yawning is well known for being contagious.

One theory for this is that when we see someone yawn, it engages an empathy response, which triggers our own yawn.

This led researchers to explore if yawns are more contagious when with friends and family than with strangers.

Amazingly they found that yawn contagion was primarily driven by emotional closeness. This is interesting because it is consistent

with past research that showed children with autism were immune to the contagious yawn (autistic children have an impaired empathy).

So, next time you yawn and see it spread, take it as a compliment!

So, how many times did you yawn?



Q. Can a hippopotamus make you yawn?

A. It depends how much you like hippos!

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

Business Support & Consultancy:

- ⇒ Employee Assistance Programmes
- ⇒ Manager training & Development
- ⇒ Psychometric & Occupational Testing
- ⇒ Stress Risk Assessments

We also offer Career services:

- ⇒ Career Counselling
- ⇒ Coaching
- ⇒ CVs, Interviews, Application forms

Therapy Services include:

- ⇒ Anxiety (including phobias, OCD etc.)
- ⇒ Anger Management
- ⇒ Cognitive Behaviour Therapy (CBT)
- ⇒ Confidence Building
- ⇒ Counselling
- ⇒ Depression and Mood issues
- ⇒ Life Coaching
- ⇒ Relationship issues
- ⇒ Stress

Craigie Partnership News - new website and services!



This has been an exciting year for us. Regular readers will know that our team of Associates has grown and we are excited about the ways we can support organisations and individuals in many ways.

We have also been listening carefully to our clients and one helpful suggestion was to have a separate resource for our business services, including careers and coaching. We are now delighted to announce the recent launch of www.edinburghcoachingservices.co.uk.

Our hope is that clients who have worked with us for coaching might feel more comfortable referring others to this new site.

Our therapy and well-being services can be found at our main Craigie Partnership website.

We've also launched a range of professional coaching services tailored to suit business as well as individuals.

Many clients are facing difficult decisions regarding redundancy and unemployment. We can help listen and advise. We have also put together some resources that are available to clients registered on our Edinburgh Careers and Coaching website. It's free to register.

Finally, if you're thinking you'd like to answer a free questionnaire about your job satisfaction, we've redesigned our free career satisfaction tool, available on both websites.

If there is anything you would like support with, don't hesitate to get in touch with us in confidence.