

Love Your Job - Helping you to love your job or to find a job you do love

Welcome to my newsletter, March 2011

Good to meet with you by email again, I truly am delighted to have so many subscribers, and some of you have been with me from the beginning. My personality means I focus more on the new rather than to stick with the past and I never did keep those older newsletters that went out in 2001. I do love to get involved in new initiatives, hence [tweeting](#) and my [Face Book](#) page, undertaking training and going to seminars to learn more. I also make sure that my website continually evolves rather than to be stuck in a time warp, but it all takes so much time and every now and again I need to take 'time out'. Over the next few weeks if you send me an email or buy an assessment your reply will come from Dawn.



Over the Christmas break I got stuck into revisions for [my website](#). I've spent so much time on it, as has my web designer, and I'd love to know what you think.

As a [chartered psychologist](#) I read journals, and attend academic conferences but this can be a bit heavy going. With my interest in health and fitness I am studying for part of a degree with the [Open University](#), the subject being [Sports and Exercise Psychology](#). It's really interesting, but harder work than I thought and I've had to learn new theories of motivation, but it has been useful.

My current module includes how to stay motivated with a sports injury. I never realised how relevant it was going to be to me as I now have hurt my back and am seeing a Chiropractor, and having to motivate myself when I have to do short walks and lie down. I've included an article on this, as I think it will be helpful for you if you get a sports injury but it's also relevant to other areas of our lives.

I continue to have a large number of clients going through the [Gold](#) or [Silver Plus](#) career programmes, plus others seeking help with aspects of job search, including teaching new ways of finding work.

I've also worked with an increasing number of 14-17 year olds. At 14/15 I keep it simple and use the [Highlands Ability Battery](#) to help the younger person know more about themselves which they can use right away to enhance how they study. At 16-18, depending on the maturity the [Student Career Assessment Programme](#) is perfect combining 3 assessments. If you know a young person who is feeling a bit lost I might be able to help.

Wishing you all the very best for the month ahead, and as always please don't hesitate to get in touch if I can be of help.

Best wishes, Denise x

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## My New Web site



The new website is designed to be easier to find what you want, and easier on the eye. The pages are much shorter, links should be much easier to help you find what you want, there is a completely redesigned article page, featured products and a new style to the blog.

With so many pages it's possible that some links are missing or something is unclear. **If you spot anything please do get in touch and we'll get it fixed.** I would love to know what you think.

## Dealing with injury

You may think this is slightly off the wall for an article this month, but many of you may suffer an accident, even if not a sports related illness. I also think it is really helpful to take a wider view on what we read, as we often learn quite a lot by reading in a related area.

When you get an injury it can lead to feelings of frustration and can be hard to stay positive.

## Why do we get injured?

Sometimes it can be worth looking into the reasons for the injury, yes, you tripped, there was a bad tackle etc, but it can often be partly attributed to other factors. If we are stressed we get distracted and this can include being distracted by inner thoughts which can lead to a narrower focus of attention, thus missing things happening on the periphery of our vision.

Being tense could also lead to more tension in our body, and thus less likely to be flexible enough to cope with e.g. being tackled on the football field. We can also be affected by inner talk, by always wanting to give '110%' we may be tempted to take greater risks and push herself unduly.

## So once we are injured how should we cope?

Successful coping characteristics include taking a positive and proactive attitude towards injury, having realistic expectations, patience with ourselves and the injury programme and self confidence/belief. The less helpful, unsuccessful coping strategies include non or poor

compliance with the rehabilitation programme and includes impatience, anxiety/stress, unrealistic goals and expectation. Specific things that can help include:

### Goal setting

Goal setting involves setting goals in the short, medium and long term. Research has found that setting personal goals helps improve performance and can help to decrease recovery time. Goals can include the number of times we will receive physiotherapy, the types of exercises we can do to aid recovery, how many and when. Goal setting will enable us to set realistic goals and to stick with them rather than to try and do too much and thus experience setbacks. These goals should be evaluated and redefined, and monitored to make sure that she isn't pushing herself too hard.

### Positive thoughts

Following an injury an athlete can focus on negative thoughts, 'I will never get better' and 'I will never be able to perform in the first team'. But by refocusing energy onto rehabilitation, to being healthy and a change of focus to more positive thoughts, 'I'm on target with my rehabilitation plan and on the road to recovery' is likely to aid recovery.

### Visualisation

Many athletes use imagery to help them perform when fit, we can use imagery in the rehabilitation process. We can visualise ourselves participating in sport and we can also visualise the removal of injured tissue and the growth of new healthy tissue and muscle.

I hope you don't get injured but if you do this article should help.

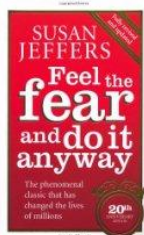
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Realistic goal setting

We often want to do everything yesterday, but it takes time, like losing weight or gaining a qualification. It's the same with getting a new job.

Clients who go through my [Gold Programme](#) spend a significant amount of time exploring the jobs we have identified as being a good match. They then need to create the plan to get the job.

Recently I got a card from one of my clients who has just got a 12 month secondment within her company to move into exactly the right job for her and with no drop in salary. She will then be in an excellent position to look for jobs outside of her company. She said it was partly fear that held her back, and now she wonders why she didn't do it sooner.



There is a great book - [Feel the fear and do it anyway](#), by Susan Jeffers that would help anyone who is holding back from taking action

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### Working with Teenagers and Young People

Not all young people want, or need a university education and for many vocational training or getting a job is the right choice for them.

[The Teenager Programme](#) consists of the Highlands Ability Battery, A feedback session of around 90 minutes, guidance to increase study skills effectiveness and an extensive report.

Too many young people opt for university without any in-depth thought on why. Too often this leads on to a wasted opportunity, too late they realise it was the wrong degree for the career path they now want to follow.

**A typical pre university programme** is to take 3 assessments – Highlands Ability Battery, MBTI Step 1 and the Strong Interest Inventory, this is the [Career Assessment Programme](#).

### 4 ways to use twitter in your job search

1. Follow and read job search experts, many people offer excellent advice
2. Follow thought leaders in companies you want to work for
3. Look for job vacancies, more jobs are being advertised this way
4. Ask questions, seek help, repost information

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'I am writing to let you know how much I appreciate your 'Now you've been shortlisted' book. I am currently applying for industrial placement and it has been an invaluable tool (not only to me, but my housemates too!) And I cannot thank you enough for it!', Cherie

Ask questions, don't just accept

I follow [Richard Wiseman](#) on [Twitter](#) and as a psychologist and chartered scientist I want to find the evidence that something works. In February we went to a conference, [QEDcon](#) which was interesting and thought provoking. From taking part in the 10:23 stunt of overdosing on belladonna - homeopathy, there's nothing in it, to talks by people including [Chris Atkins](#) who looks to show the press in a poor light.

Journalists used to check facts whereas now many just accept whatever they are told especially if it involves celebrities. He was behind the stories in the press that [Amy Winehouse's hair caught fire](#) and has done exposes on people including Max Clifford and how journalists are willing to [breach their code of ethics](#) for a story. If this topic interests you, read much more at the [Starsuckers website](#) including the amazing rant from [Bob Geldof](#) to his inclusion in a film. Plus interesting article [here](#) telling more on celebrity hoaxes.

Chris Atkins was also behind the [urban fox hunters scam](#) with a dog dressed up as a fox, again the press printed the story without checking the facts. Go through a few seconds of ads and you can then watch the [film](#).

Last week we went to a meeting of Cheltenham's [Skeptics in the Pub](#). The talk included how people mislead a gullible

public. For example beauticians and therapists offer Hopi ear candles treatment, talking about its routes in ancient native American culture. So not true, these were invented in the 1980s, nothing written on this topic before this time, read more [here](#).

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## Managing yourself, Peter Drucker

### What Are My Strengths?

Most people think they know what they are good at. They are usually wrong. More often, people know what they are not good at – and even then more people are wrong than right. And yet, a person can perform only from strength. One cannot build performance on weaknesses, let alone on something one cannot do at all.

Throughout history, people had little need to know their strengths. A person was born in to a position and a line of work: the peasant's son would also be a peasant; the artisan's daughter, an artisan's wife, and so on. But now people have choices. We need to know our strengths in order to know where we belong.

The only way to discover your strengths is through feedback analysis. Whenever you make a key decision or take a key action, write down what you expect will happen. Nine or 12 months later, compare the actual results with your expectations. I have been practicing this method for 15 to 20 years now, and every time I do it, I am surprised. The feedback analysis showed me, for instance – and to my great surprise – that I have an intuitive understanding of technical people, whether they are engineers or accountants or market researchers. It also showed me that I don't really resonate with generalists.

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One of my clients is moving towards a portfolio career, one element of this is setting up an online site to help students studying for law. It's all looking good and would be a great resource for anyone studying law. Here's the links to his 2 websites for those studying AS and A2 law.

For AS law
www.as-level-law.co.uk

For A2 law
www.a-level-law.net

Blog

I've written several blog posts in February, however they've gone missing in the move to the new version of my website and I can't remember what they are! It now looks like all my posts for January have also gone missing too. So now I wish I had kept a back up of them, and maybe I'll spend half a day trying to find them ... but probably better to continue writing new things! And another lesson learned! It's a good learning experience. You can subscribe to my blog using this link:
<http://feeds.feedburner.com/AmazingPeopleBlog>

Client Feedback

Denise was extremely helpful and gave me some other ideas for career paths that I hadn't considered. I also really valued her commitment in getting things done in time. I also found the CV service really good. The service is faultless and I have no complaints just praise. I am now Education Business Partnership Adviser...in my first week and thanks for the 90 day pdf information sheet...I am not expecting too much of myself just yet and enjoying the new challenge...early days but pleased I have the opportunity of a new career **Debbie**

Twitter

Here are a few of my recent tweets - why not 'follow me' on twitter or book mark this link so you can keep up to date with interesting short links. <http://twitter.com/amazingpeople>

- Belize, the Caribbean's undiscovered coast - audio slideshow <http://t.co/ShpGxn3> via @guardian
- Back from the Chiropractor, got to stop sitting and do more walking, not great for getting my work done
- RT @ThisIsSethsBlog Seth's Blog: Make big plans <http://bit.ly/i7h6Vj>
- I have 552 emails in my read later folder. I'll allow 2 hours tonight and delete the rest, or I will never get it clear
- iconic obedience... <http://fb.me/So4CHPwT>
- 'You can only fool yourself for so long'

Denise in the media:

I was on Radio Gloucestershire, and have helped 3 journalists with articles. I've also spoken with a director of a national TV programme. I could have been on national radio the other Saturday and also early one morning but I already had commitments and I can't say yes to everything. Doing an interview on Radio 5 Live as I'm in a taxi to a consultancy assignment is just too much!

What Denise did last month

- Continued with my Open University course in sports and exercise psychology and started on my 3rd essay
- Further training to be a Reach Personal Branding Strategist
- 2 days assessing for the Civil Service Fast Stream
- Online job search group sessions, all recorded
- 21 client sessions
- Weekend at [QEDcon](http://www.qedcon.com) in Manchester and my first meeting at Skeptics in the Pub, Cheltenham
- I've still stayed steady with my weight - so I'm in maintenance.

Want to get this newsletter each month? Sign up from my website and you can also get my highly acclaimed '10 Steps to A Job you Love eProgramme at no charge!
<http://www.amazingpeople.co.uk>

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