

# At home with Eurika - monthly newsletter



September 2008

With children back in school, or just starting school, September brings with it the anticipation of new beginnings. A change of career may be on the horizon or you may be considering going back to work after having a career break (especially if you're a mum!) so this month we've focussed on providing you with helpful hints and tips on how to find your ideal job and obtain a work-life balance.

Through this edition we would also like to inform you that, due to the success and feedback we have received from our National Job Advertising Board, Eurika TRC will now also help candidates in the *Bucks, Northants, and Beds* area find flexible employment via a full recruitment service. Please visit our website <http://www.eurika-trc.co.uk/recruitment.aspx> to learn more about these changes.

Finally, we are always pleased to receive your work-life balance success stories so continue sending them through to [info@eurika-trc.co.uk](mailto:info@eurika-trc.co.uk)

To subscribe to this newsletter please visit <http://www.eurika-trc.co.uk/subscribe.aspx>

## Excerpts From News Articles

### Office blocks 'to disappear'

"The UK is set to change dramatically over the next 25 years as remote working evolves and employers and employees alike embrace the changes to come," said James McCarthy, one of the researchers at Microsoft.

"The UK's landscape is being significantly redrawn to accommodate for more mobile working. Old-fashioned spaces will be replaced with green wi-fi spots, and new multi-purpose spaces will be erected which will combine apartments, offices, shops and cafes, making our cities a much more inspiring landscape to work in."

"It is estimated that more than 57% of UK employees now work flexible hours and locations. Government figures show that 3 million people work from home - equivalent to 12% of the UK's workforce - with more and more companies actively encouraging home working amongst their staff.

"There will also be a great social impact with people spending less time socialising in the evening and more time out and about during the day as work/life continues to cross over....."

[www.ukpress.google.com](http://www.ukpress.google.com)

### Time-management Training is Key to Productive Homeworkers

Work Wise UK has urged employers with doubts over the productivity of homeworkers to train these staff to manage their time effectively.

#### Working From Home

Research from Plantronics, a communication headset provider, revealed that a fifth of employers believe that homeworkers do less work than those based in the workplace. Work Wise UK chief executive Phil Flaxton said:

"Homeworkers are as productive as those in the workplace, if they are re-trained to be able to manage their own time. Working remotely, your contribution to the business changes. When you go to the workplace you are judged on the input that you make while you're there, but when you work remotely it's about managing your workload independently."

"Employers are often reluctant to provide homeworking opportunities due to a lack of trust, and because there has been a culture of 'presenteeism' in the workplace for more than 100 years," continued Flaxton. "However, they have no choice, particularly in the current economic climate. For a number of people, if their employer is unsympathetic to their requests to work at home to save on fuel costs or whatever, they will just find a job nearer home."

The research also showed that 46% of workers who work from home admitted to spending over an hour a day engaged in non-work activities. However, according to Plantronics, this could be explained by homeworkers multi-tasking.

[www.is4profit.com](http://www.is4profit.com)

## Eurika TRC News

### Recruitment Advertisers

Eurika TRC is delighted to announce that we now offer a personal recruitment service to companies looking to fill a flexible working vacancy in the **Beds, Bucks, and Northants region**.

We have also extended the offer to advertise an unlimited amount of **national** work-life balance vacancies absolutely **FREE OF CHARGE!**

If you are looking for a job to suit your life style please email [VIP@eurika-trc.co.uk](mailto:VIP@eurika-trc.co.uk) including your CV (if available)

### Training

#### Free workshop!



If you have taken a career break to care for children and want to return to work why not attend one of our free workshops.

To learn more and secure a place please visit [www.eurika-trc.co.uk/training/events\\_calendar.aspx](http://www.eurika-trc.co.uk/training/events_calendar.aspx) or call Leanne Flower on 07789 908592

### Career Coaching

If you are unhappy in your chosen career or feel like a change of direction contact us so we can help you secure your ideal job.

Visit [www.eurika-trc.co.uk/coaching/career\\_coaching.aspx](http://www.eurika-trc.co.uk/coaching/career_coaching.aspx) or call Leanne Flower on 07789 908592

*Eurika TRC takes no responsibility for action taken as a result of reading this newsletter. All sources are quoted when known.*

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## Latest News Continued...

### Workplace Dynamics Shift Towards Teleworking & Greater Flexibility

The number of people 'teleworking' from home has risen dramatically over the past few years as employers offer more work flexibility than ever, a survey revealed today (Monday 08 September).

In the latest CBI / Pertemps Employment Trends Survey, almost half of all employers (46%) said they now offered teleworking to staff, which is a dramatic increase from 14% two years ago and 11% in 2004.

Bosses believe that staff may be trying to cut their carbon footprint, or are avoiding a troublesome commute and poor transport infrastructure. And employers also understand that productivity need not suffer if staff are not in the office.

Other strands of flexible working have also shot up, particularly term-time working, and job sharing. Over the past five years employers have also become increasingly supportive of staff looking to take career breaks or sabbaticals.

John Cridland, CBI Deputy Director-General, said: "The boundaries of the traditional 9 to 5 in the office or on the shop floor are becoming more and more blurred. Employers are embracing the benefits of flexible working, even as the economy heads into more uncertain times.

"Using teleworking to take work out of the workplace has become very popular, and is also a useful way to avoid a laborious commute, balance family commitments, and even reduce carbon emissions. As technology becomes more reliable and widely available, this trend can only grow."

Tim Watts, Chairman of recruitment specialists Pertemps, said: "For the last three decades flexible working has been the principle backbone of the UK's productivity. Our strength has not been achieved solely by efficient plant and machinery, but through having a flexible and talented workforce which works to the advantage of both the employee and employer.

[www.cbi.org.uk](http://www.cbi.org.uk)

## Eureka TRC - Hints & Tips

### Mums - take the F(ear) Factor out of returning to work

With your children safely settled in at school have you come to the conclusion that you want to regain your own identity, earn money or even just find a new release for your energy by returning to work?

This can be a daunting task, especially if you have taken an extended period of time out to care for your children.

From my experience as a HR manager, and as a working mum myself, I would recommend you do the following to overcome your fears and help you on your return journey to work:

- **Take a few hours and write down exactly what you want from a job**  
Spending time on this activity will stop disappointment and job hopping at a later date.
- **Skills and experience**  
Your skills are not redundant! They may be rusty but you can brush up on new skills by enrolling on a course or take on a few temping assignments until you get your confidence back.
- **Create a winning CV**  
Focus on what you have achieved and make no excuses for taking a career break. That was your choice and you have learnt many valuable skills along the way.
- **Applying for jobs**  
Don't, and I mean DON'T be tempted to apply for any job under the sun. This is as effective as trying to hit a target whilst being blind folded. Your time is precious so use it wisely.
- **Interviews**  
It takes 3 seconds to make a good first impression so make sure you stand tall, breath and smile. Dress smart and answer questions as succinctly as possible. Keep your language positive.
- **Getting the Job**  
The company thinks you can make a positive impact that's why they've chosen to employ you – you can do it. Listen to your inner voice and stop any negative conversations in their track.
- **Some small hints on managing the work-life balance**
  1. You're not superwoman – if someone else can do it delegate!
  2. Don't be a perfectionist in work or at home – you're setting yourself up to fail.
  3. Ensure you're happy and fulfilled then you can give more back to your family.
  4. Work condensed days or hours if you can so you have more ME time.
  5. Drop the guilt – know that no one can make you feel guilty unless you allow them to. Do what you think is best and guilt will disappear.
  6. Understand that it will all fall into place – trust me it always does!

## Did you know?

A poll of about 2,000 people by sector skills council Lifelong Learning, found that one in six respondents has switched careers three times, while seven in 10 report having changed at least once.

More than one in eight respondents changed careers even more often.

When asked to predict at what age they would next expect to change career direction, 65% of respondents said in their 30s.

[www.personneltoday.com](http://www.personneltoday.com)

## Thought provoker

Never continue in a job you don't enjoy. If you're happy in what you're doing, you'll like yourself, you'll have inner peace. And if you have that, along with physical health, you will have had more success than you could possibly have imagined.

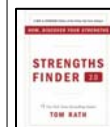
**Johnny Carson (1925 - 2005)**

## Pay it forward

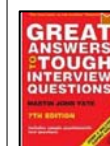
If you feel your company, a friend, or colleague would benefit from using our services please forward them this newsletter.

Thank you in advance for spreading the word!

## Recommended reading



**Strengths Finder 2.0:** change the way you look at yourself — and the world around you forever. **By Tom Rath**



**Great Answers to Tough Interview Questions:** Helping you prepare for that all important interview. **By Martin John Yate**

## Industry quote

"The suspicion that homeworkers don't work as hard or waste more time is very old-fashioned.

Homeworkers are more likely to work smarter and multi-task more, whether that's replying to emails while on the phone, putting on the washing while participating in a conference call, or welcoming the children home from school between tasks."

Plantronics General Manager Paul Clark

[www.is4profit.com](http://www.is4profit.com)