

Newsletter

Focus: Ears on the Ground



"We Don't Matter"

Recently we've been carrying out a survey as part of our Ears on the Ground initiative, aiming to truly understand what's going on in the industry and the results we've received are truly heartbreaking.

People are fearing for their jobs, feeling uncared for, scared of speaking up and when vulnerable and seeking help they're told to "man up".

I'm sure you'll agree this needs to change. Things must improve and conversations need to happen and they need to happen sooner rather than any later.

We need people centred solutions. Not another tick list exercise.

So let's talk about it!

It starts with 3 words and 9 letters. Yes, you guessed it: **"How are you?"**

Let's carve out a few minutes of our day to really listen and understand what's going on with our fellow colleagues and when they do open up let's spend some time truly chatting about it.

But that's not all.

We need to stop waiting for someone else to go first. If you're in a position to speak up, **do it**. If someone looks like they're not OK, **ask**. We don't need a title to lead. Just a bit of courage!

And remember asking for help isn't a weakness, it's a step towards strength.

Question:

What would change if we stopped pretending we're fine?



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