

Is it time to make a change in your career?

New opportunities await!



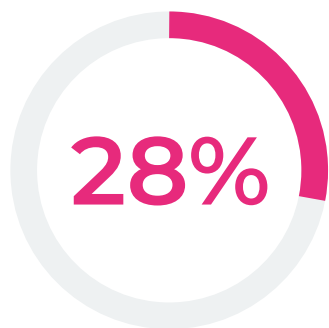


The modern workplace in a post-pandemic world.

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We're living in a time where we (understandably) are taking stock of our lives. As a nation, we've had to deal with a lot: a global pandemic, wars, a surge in the cost of living. There's been a lot to digest and contend with and, once we feel we've dealt with one thing and have a new gameplan, something else explodes into our lives and throws it into chaos again.

One of the biggest areas we've all faced uncertainty with over the last few years is our jobs. The pandemic caused us to change the way we worked as working from home became the norm and we swapped face-to-face meetings with Zoom, Teams and even FaceTime. But although we've moved into a new way of life, many are still feeling challenges and constraints associated with the workplace.



These pressures have had an enormous impact on our collective mental health and resulted in career changes for many of us. A 2021 report by Deloitte found that 28% of employees had either intentionally left their jobs in the prior year or were intending to leave in the next.*

*www2.deloitte.com/uk/en/pages/consulting/articles/mental-health-and-employers-the-case-for-investment.html



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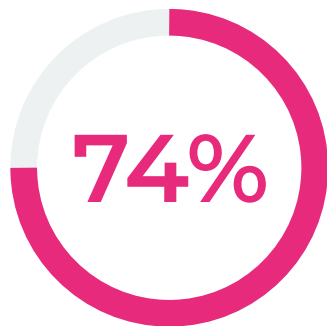
For some, working from home can seem like a dream, having all your home comforts around you. But for others, working from home can be incredibly isolating, often not interacting with another person for hours on end. There is also the issue of not having a break from your home environment, blurring the lines of your home being your haven and place of work.

Hybrid working has continued to be a common offering for employers following the lockdown and it can create the best of both worlds for those who enjoy the flexibility. However, hybrid working doesn't come without its challenges. There's the need to be extra organised to ensure you have everything you need whether working from home or the office. Depending on your role and industry, your in-office days may require heavy commuting, making office days longer than a standard day.



A common challenge that many businesses experienced at the peak of the pandemic was cash flow. Although schemes like furlough helped keep some businesses afloat, others were forced to close or make a large percentage of their staff redundant. For the latter, this has increased the pressure on the existing workforce, with more work to complete but less resources to support. With a recession on the horizon, this challenge in particular will no doubt add extra pressure to both employers and employees.

Lack of resource and a demanding workload can often lead to burnout.
Workplace burnout has become an increasingly personal and organisational challenge in recent years.



A 2018 study by the Mental Health Foundation found that 74% of UK adults had felt overwhelmed or unable to cope in the prior year and there's been a noted increase in people dealing with burnout at work.*

*www.mentalhealth.org.uk/about-us/news/survey-stressed-nation-UK-overwhelmed-unable-to-cope



The risk of burnout.

The risk of burnout

Burnout symptoms are varied and can manifest differently from person to person - although there is often a connection with the symptoms. Finding it difficult to focus, mood swings, feeling overwhelmed, fatigue; symptoms of burnout can be difficult to ignore and have a huge impact on you both personally and professionally.

Although it is often thought of as being an exclusively psychological matter, there are physical symptoms of burnout too, and they can have a significant impact on your personal and professional life.

The exhaustion caused by burnout can illicit stress symptoms from your body. These can manifest in a variety of ways, including, but not limited to:



Headaches.



Irregular sleep patterns.



Gastrointestinal issues.



Aches and muscle tension.

Considering burnout at work and how it can affect you, you may become the victim of a vicious cycle. Symptoms such as fatigue and exhaustion negatively impact your ability to carry out responsibilities. This could lead to you falling behind on duties, compounding the sensation that you are not accomplishing anything meaningful.

It's all too easy to place blame on the individual who is experiencing burnout. Without empathy or understanding, it can be written off as laziness or incompetence while the real root of the problem goes ignored.

You may wonder, how long does it take to recover from burnout?

The reality is that if the root cause of your burnout is not fixed or removed, you will continue to experience it. Once the cause is dealt with, you'll be in a position to reassess.





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Your level of work engagement and burnout have a direct correlation. The more you feel overwhelmed and exhausted by your current job, the more cynical you will feel about your work and the less engaged you will be with it.

The reality is that your current routine and job may not be making the allowances necessary for you to flourish. This may be because:



Your daily 9-5 work routine does not suit your unique rhythm.



Your job is not making the difference in the world you want.



You want to build something of your own.



Your place of work does not make allowances for support that's needed due to pressure, burnout, etc.

If burnout is caused by your 9-5 routine, how can you recover from burnout without it all falling apart? It is possible, but you'll need to start by finding time to focus on yourself – and finding your new passion.

As a nation, we are obsessed with productivity to the point that you probably want to know how to recover from burnout while still working. The truth is, if you're at risk of burnout, you need to take time for yourself to understand your own needs.

Top recommendations* for treating burnout include:

- Changing work patterns.
- Building on social skills through meaningful interactions.
- Acquiring support from people around you.
- Participating in relaxing activities such as yoga or painting.
- Nurturing personal health and fitness.
- Developing a better self-understanding - take time to understand yourself, and your needs and evaluate your options.

*www.sciencedirect.com/science/article/abs/pii/S096218499880022X

The conclusion you may reach from this is that your current job, or at least your current work routine, is not fulfilling your own future aspirations. You may be so caught up in the small details that you don't have the time to work on the bigger projects that make a difference. What you need is a change, and if your current career path is not meeting your needs, you may need to look elsewhere.





Take control of your
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Starting your own business has a certain allure to it. Being able to define your own daily schedule, make allowances for your wellbeing in your routines and build something to call your own for many, is a dream. However, starting a business from scratch is a daunting prospect and demands an overwhelming amount of knowledge, covering finances, marketing, compliance and more.

There is a solution for aspiring business owners. Franchising provides a full support network for a new business and allows you to jump straight in with an established brand and reputation. The large franchising names probably come to mind (golden arches and such) but the important decision in franchising is finding a sector and franchise that speaks to you on a personal level and matches your values.

Aligning your values with an appropriate brand is key if you're experiencing burnout in your current role and are considering franchising. Cynicism about, and detachment from, your job are large aspects of burnout, so you need to find a sector and a brand that resonates with your personal goals and motivations. For some, that may be owning a restaurant and for others, it may mean running a business that benefits their local community.



Make a change, make a difference.

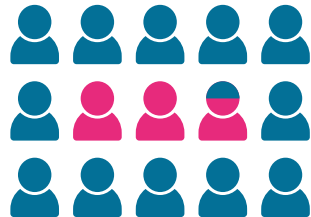
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If you're considering franchising as an option, it's worth identifying a sector to work in that not only appeals to you but also offers promising opportunities.

At Radfield Home Care, we operate in the domiciliary care sector where service demand is high - and likely to increase.



The 2021 census revealed that 18.6% of us are over 65, an increase from 16.4% in 2011. This is not to say it is the sector for you, but it does present promising opportunities.*

As a large aspect of burnout is the feeling that you are not accomplishing much, it also stands to reason that you should be looking for opportunities to build something meaningful.

*[www.gov.uk/government/publications/census-2021-first-results-england-and-wales/population-and-household-estimates-england-and-wales-census-2021#:~:text=The%20trend%20of%20population%20ageing,\(9.2%20million\)%20in%202011.](https://www.gov.uk/government/publications/census-2021-first-results-england-and-wales/population-and-household-estimates-england-and-wales-census-2021#:~:text=The%20trend%20of%20population%20ageing,(9.2%20million)%20in%202011.)

Jackie Gillen, owner of Radfield Home Care Wakefield & Dewsbury, is a franchisee who took the decision to build something of her own.

With support such as that provided by the Radfield Home Care National office, franchises like Jackie's can develop and grow into thriving businesses that provide valuable services for older people in the surrounding communities.

“I got to the stage where I was tired of working for other organisations.”

“A franchise has lots of benefits and is a much safer option. I like the fact that you have all of that network of support, and everything is already in place. We have somebody we can go to that we trust, who has the business background.”

If you are interested in the promising opportunities that await in franchising with Radfield Home Care, find out more below.

👉 radfieldhomecare.co.uk/franchise

☎ 01743 548 550



radfieldhomecare.co.uk

National Office

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