



WorkWell Case Study



Background...

Has Fibromyalgia and were unemployed. Sharing they left their management role due to 'burn out' - were exhausted, unable to make clear decisions and were depressed.



Support

Through coaching considered what would help to manage their health barriers in future employment. Identified that stress is a trigger for some of their physical health symptoms. Updated their CV reflecting their strengths and aligned it to a future job in administration. Supported with interview preparation; due to low self confidence they worried about interviews. Started to believe in themselves, relax and smile.

Issues

Due to the nature of the previous job role and expectations to support colleagues, they mostly masked their symptoms. Shared they kept on smiling, often in a lot of pain and were stressed. Increasingly they could not fulfil the requirements of the job due to their health barriers and the workload.

Outcome

3 interviews. Positive shift in confidence, self belief and feeling in control of work choices. Being offered an administration job was a shining moment. Felt confident sharing their physical health barriers with their new employer. Reasonable adjustments were put in place from the outset. Physical and mental health has improved. *'Thank you for everything, getting the job, how I feel now – thank you so much'.*



Case Study: WorkWell Health & Work Coach



Background

Self referred in a prebooked appointment with the WorkWell Coach at a Job Centre. Have a long-term physical health condition: Fibromyalgia. Their mood and motivation level was also low. Have an excellent work history.

Were unemployed; sharing they left management role due to 'burn out' - exhausted, unable to make clear decisions and were depressed. Worked in a pressurised environment with multiple responsibilities including training other colleagues. Due to the nature of the role and the expectations to support colleagues, they mostly masked their symptoms, describing they kept on smiling, often in a lot of pain and were stressed. Increasingly they could not do the requirements of the job due to their health barriers and the workload. This impacted further and they resigned. Had been actively job searching for several months for a more suitable job with no success. They felt there was no hope of getting back into work; were increasingly anxious and had low confidence and self worth.



How we helped

Coaching provided a positive and hopeful space to focus on their strengths and aims for a new job. To consider what would help to manage their health barriers in future employment. Coaching also supported with:

Helping them to identify that stress is a trigger for some of their physical health symptoms.

Together we reviewed and updated their CV to reflect their strengths and aligned it to a future job in administration. Created cover letter templates which they had not used before to support job applications. They gained confidence in writing bespoke letters for each following application.

Focused on interview preparation; due to low self confidence they worried about interviews; finding it difficult to talk about themselves in a positive light - that they were no longer a reflection of their work achievements and successes. Over the weeks they started to believe in themselves, relax, smile, talk more and felt proud.



The outcome

Success; invited for 3 interviews. Created a positive shift in confidence, self belief and feeling in control of their work choices. Being offered a job with administration a key part of the role was a shining moment. They felt the job was suited to their experience and skills and would be manageable in terms of their health barriers. They accepted with a confident – yes.

Felt confident in sharing their physical health barriers with the new employer. Reasonable adjustments were put in place from the outset. As the work setting is ground floor, they do not have to worry about using stairs which impacts their health. Thoroughly enjoying the role; feel making a valuable contribution to the workplace and able to use their skills and strengths to help develop the role.

Physical and mental health has improved. Shared feel like a different person; more positive, look forward to their day and are valuing a new healthy balance of work/home life. 'For everything, getting the job, how I feel now – thank you so much'.