



# Being the best version of you (at work)

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Hello....



Housemark



# In addition...

Contribution to the sector



# I'm a housing person but...COVID-19...

Personal development





Engaging with your  
group

# Interactive participation is best..

## Introductions

- What's your current role?
- How did you get here?
- Think about your career in housing and map it out
- How linear has it been?
- What's been the best move you made?



Opportunities for  
personal  
development

The background features a large, stylized letter 'A' composed of thick, dark blue lines. The 'A' is set against a solid red background. The lines of the 'A' are slightly offset, creating a sense of depth and movement. The overall design is modern and minimalist.

# Culture eats strategy for breakfast

*Customers don't come first,  
employees come first. Look  
after your employees  
and they'll look after your  
customers.*

**- Richard Branson**





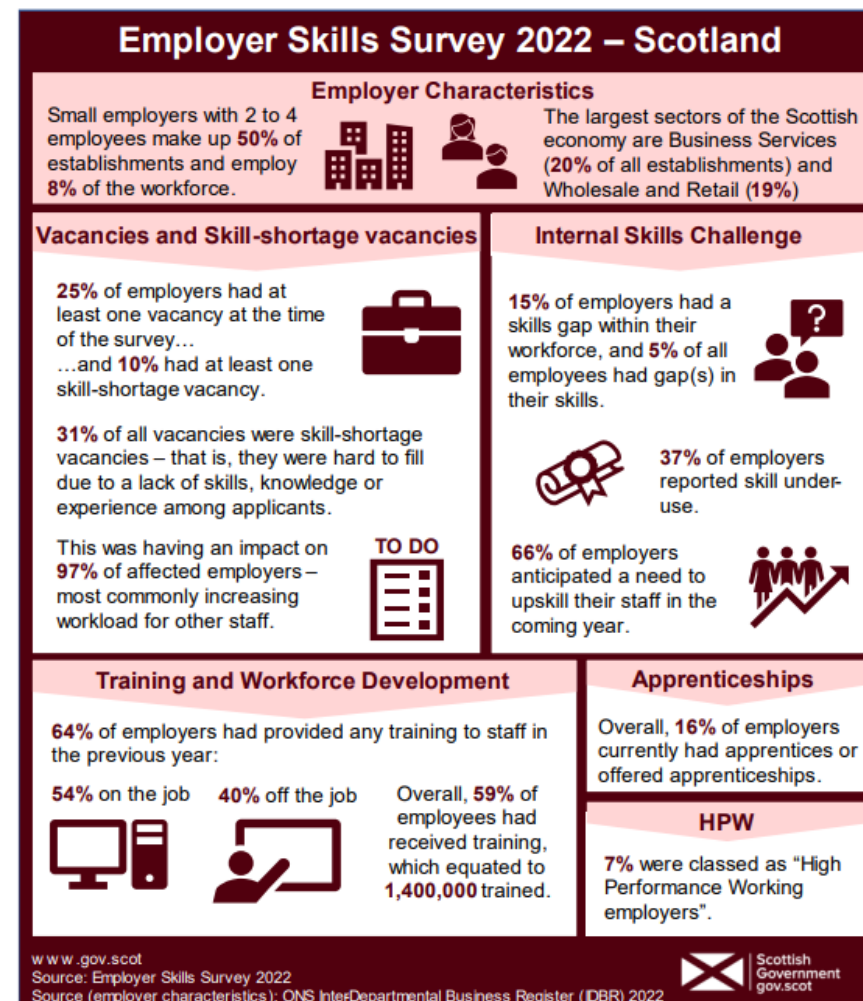
# Employee experience

## Investing in learning and development

	2015	2017	2020	2022
<b>Training</b>				
% of establishments training any staff over the last 12 months	71%	71%	59%	64%
% of establishments providing off-the-job training in the last 12 months	52%	51%	35%	40%
% of workforce trained	62%	62%	55%	59%

Base: All establishments in Scotland (2015: 6,035; 2017: 6,017; 2020: 3,497; 2022: 5,207).

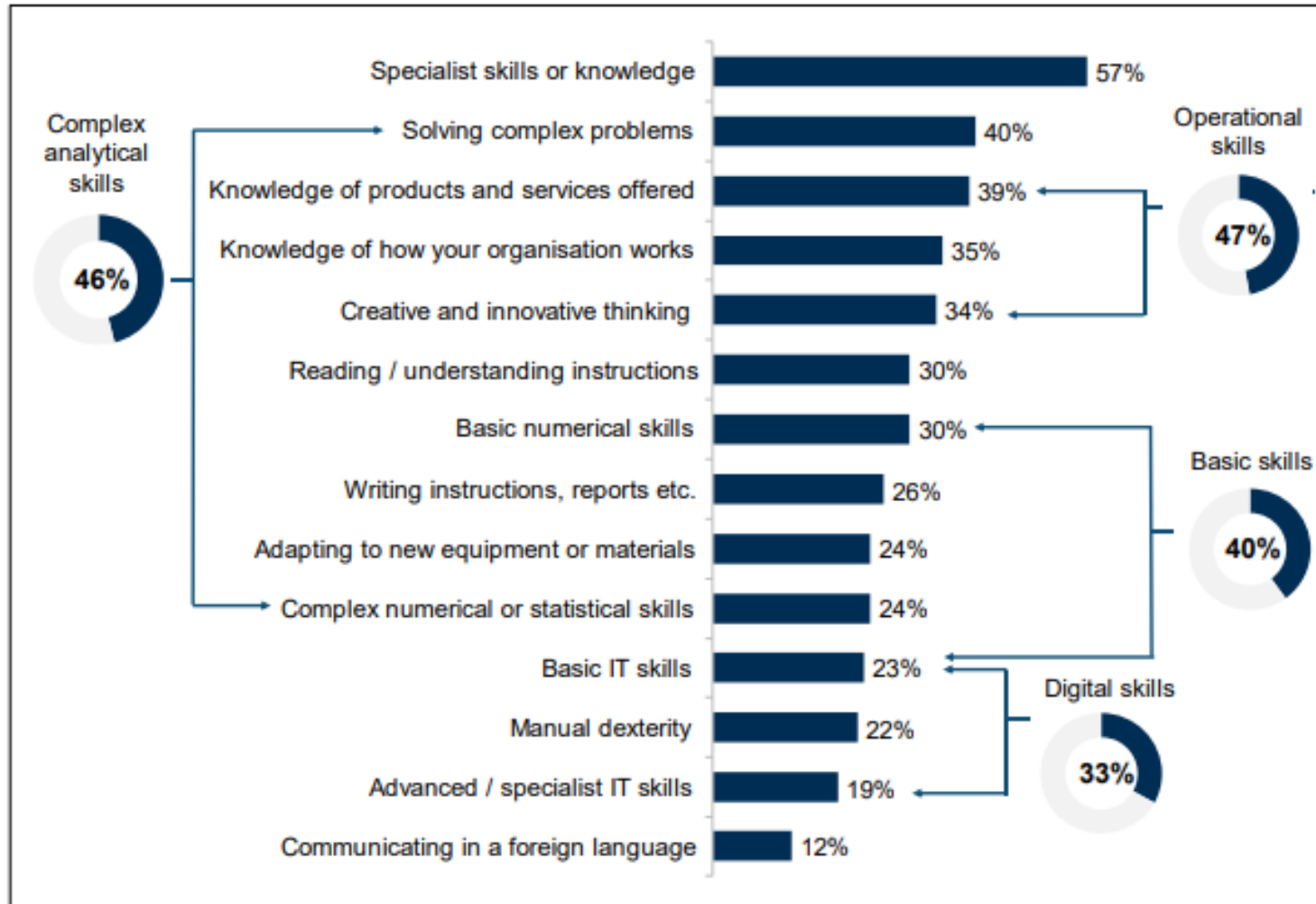
## Employer Skills Survey 2022 – Scotland



# Skills gaps in Scotland

## Technical and practical skills

**Figure 6: Technical and practical skills lacking among applicants to vacancies classed as skill-shortage vacancies among those followed up in 2022 (prompted)**



# Skills gaps in Scotland

## People and personal skills

**Figure 7: People and personal skills lacking among applicants to vacancies classed as skill-shortage vacancies among those followed up in 2022 (prompted)**



# People or robots for the future....

## Skills required for future growth

- Nearly all job growth since 1980 has been in occupations that are social-skill intensive.
- Teamwork, for instance, is now considered “very” or “extremely” important in eight of 10 occupations.
- A Stanford study shows that **people working collaboratively** persist on a task for 64% longer than those working individually on the same task, and they exhibit **higher levels of engagement**.
- According to LinkedIn, the most in-demand skills in 2024 include “**teamwork**” and “**communication.**”
- Jobs that require high levels of analytical and mathematical reasoning, but low levels of relational skills have been declining because they are easier to automate.
- As a result, workers in positions requiring social skills are demanding higher wages.
- There has been a decrease in demand for jobs involving routine tasks, whereas those that require the **human touch** for enhancing team productivity and flexible adaptation to changing circumstances are on the rise.





Growing your skills

# Skills gaps in your organisation

## Do you have skills gaps?

- How do you know you have skills gaps?
- How do you resource learning and development?
  - On or off the job
- How do you encourage colleagues to value learning and development opportunities?
- Do your recruitment practices accurately reflect your skills gaps?



# Adopting a growth mindset

## Taking the initiative

1. **Believe in yourself**
  - Self-growth is possible when you are willing to develop the skills you need to succeed.
2. **Be mindful of your self-talk (Your Chimp)**
  - You can acquire newfound skills and traits – every day is a school day.
3. **Welcome feedback**
  - Constructive criticism allows us to see ourselves through a new lens. Proper feedback may help us address those weaknesses. Learn to utilise input from others
4. **Embrace failure**
  - Failure is part of the learning curve. It's essential to have a willingness to embrace change, and stretch outside the warm feeling of your comfort zone.
5. **Persevere**
  - Change takes effort and consistency



# Opportunities for self-development

Raise your head and think outside your box

 Learning

 for Education





## COACH VS MENTOR

	COACH	MENTOR
DEFINITION	Someone who guides you to discover your own answers	Someone who gives you the best answers & strategies
PURPOSE	To help you reconnect with yourself at a deeper level	To share their experience so you can reach your goal faster
DO NOT	They do not tell you what to do or what decision is best	They do not expect you to come up with your own answer
DO	They keep you accountable to your decisions and plans	They often guide you and help you to take the best next step



The background features a solid red color with several thick, dark blue geometric lines. These lines form a series of overlapping triangles and trapezoids, creating a dynamic, abstract pattern that suggests movement and structure.

Your next steps

# Being the best version of you

It's never too late...

Take stock of your skills, interests, and values

Explore jobs, trends, and training for career changes or progression



Steps you can take to keep you moving towards your goals

Set goals for yourself, make decisions, and plan for action



Thank you.

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