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## Belonging Inclusion Diversity

Belonging, inclusion and diversity are important to us at Apex HR, they are at the core of our values as an organisation. Our conversations and discussion are often prompted by news reports, Ted Talks or blogs that we share with each other as a team. We love the Accenture video - it is emotionally powerful and very thought provoking. If you haven't seen it before here's the link.

<https://www.youtube.com/watch?v=2g88Ju6nkcq>

Recently there was a news article about one of the Metropolitan Polices highest ranking female Asian officers. In the article Shabnam Chaudhri talked about how her career was dominated by discrimination because of her ethnicity and sex. In the article Shabnam gives many examples of the discriminatory treatment she experienced and endured during her 30 year career in the police force. One example is being asked "how often do you go back home?" to which she replied "back home to Wandsworth, do you ask that questions to everybody?" An assumption was made that she was not British because of her physical appearance. We all make assumptions, and we all have bias, most of us do not intend to discriminate but without continually challenging ourselves it can happen so easily.

As a team we talked about how the use of language can single people out and so easily cause separation and division in workplaces. It can be hard to accept that our workplaces are not as inclusive as they should be. Polices do not achieve inclusivity, cultivating a culture of care, curiosity, openness, acceptance and appreciation contribute so much more than a policy or procedure can every do.

Speak openly, be curious, find out more about people, their backgrounds, their beliefs and their heritage. Your workplace will have a tapestry that is rich with stories that will tell you all about the people you work alongside.

## Practical ways to improve inclusivity and the sense of belonging in your workplace

1 Lead by example, actively encourage an open and honest culture where every team member is heard. Make space to share ideas and suggestions to the challenges you have, be curious to hear what people say, ask questions.

2 Make sure you're organisation is practicing equality with training, development, pay and benefits.

3 Recognise and encourage the celebration of other cultures throughout the year not just New Year, Easter and Christmas. Ramadam, Eid, Divali, Omiska are just a few.

4 Look at your organisation and how it welcomes people and communicates with them through the eyes of an employee or potential client. Ask yourself what they will truly see and experience, how satisfied are you?

5 Could you have a designated space for prayer, breast feeding or gender neutral facilities?

As a team Apex want to support with you to have workplaces where the needs of the organisation are met and indeed exceeded by a committed team where everyone is accepted for who they are. According to Limeade a team who feel appreciated will be 43% more committed to their workplace. A team who are safe, valued, listened to and have a strong sense of belonging will bring tangible benefit to the bottom line of the organisation where they work.

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## Top tips for interview questions

Lots of clients are recruiting at the moment. We thought it might be helpful to share some of our thoughts and top tips for interview questions.

The first time you meet a new potential team member is really important for you both. Hopefully, there might be something below that will be helpful.

- Stay away from the old style bog standard scripted type interviews
- Stay away from the bizarre random type questions that we see sometimes like - "how many jelly babies would it take to fill a jumbo jet"
- Keep it informative, informal and most important of all human

The purpose is to try and get to know the person, here are some of the questions we recommend that may be relevant the next time you are interviewing.

- What interests you in wanting to be part of our organisation?
- How will you contribute towards and strengthen our working culture and sense of team work?
- What would you describe as your biggest strengths?
- Covid-19 has changed the way we've all lived and worked beyond recognition. How have you personally adapted to the current reality?
- What are you most proud of in your life and career to date?
- If we are sitting here a year from now celebrating a really good year for you in this role, what did we achieve together?
- What can we do as an organisation to help you do your very best work and thrive?
- Can you tell us about a time when in a work setting things didn't go to plan or work out as you would have hoped? What did you learn from this experience?
- Can you describe an example where you have coached or helped someone to develop their potential?
- Can you tell me about a time you were required to move outside your comfort zone? How did this feel and what happened?
- When was the last time you changed your mind about something important?
- Can you tell me about a time you failed at something? How did you handle it and what did you learn from the experience?
- How do you take care of your own wellbeing?
- What are some things outside of work that you're really passionate about?

We are here to support, pick up the phone to one of us if you want to talk anything through.



## HR, but done the Human Way

Here at Apex HR, we believe that HR, when done the human way, can have a life-changing impact on people and therefore on business.

When we say 'the human way' this is what we mean.

It means that people matter most.

It means we see the person first and the job role second.

It means the challenges facing our organisations are not solved by staff handbooks, they are solved by deeply listening to, connecting with and inspiring people.

It means challenging the bureaucracy that saps the human spirit.

It means moving away from outdated HR process-driven models which are solely about compliance and control. It means courage to have honest conversations to help develop better self-awareness and responsibility for performance.

The business of business has been, and always will be, about people.

So, doing HR the human way means embracing a new mindset. It means a willingness to use new language as it shapes our world.

It means we start by trusting people rather than fear of losing control.

It means we see the human being first and do the right thing, even when it's uncomfortable.

It means we never treat people as mere 'resources'. It means a whole new level of conscience.

It means we change the HR world for the better.