

Could Covid-19 send you careering down a new path in your ambitions?

The challenges of the pandemic could see many of us rethinking careers, writes Tia Byer

Research conducted by the Global Employee Recognition company, OC Tanner, found that 48 per cent of 1,679 workers will change careers in the coming months, whether out of necessity or choice. The findings, taken from a survey conducted throughout the US, Canada, and the UK, show that such changes include both role and industry movement. But is now, during an economic crisis, the right time to reevaluate your career? And are there even roles available?

As Scotland emerges from the Covid-19 pandemic, Ashlie Turner, managing director of Edinburgh-based Magenta HR, expects a period of career reconsideration to sweep the nation. Turner says, "Many employers from a diverse range of sectors are in the process of restructuring their businesses. Whilst this inevitably leads to job losses for many and additional financial pressure, there are opportunities to be found."

According to Turner, "When faced with redundancy, the situation allows people to question what they really want from their career and allows them to follow a completely different route." Changing course can be intimidating but now could be the prime time to take that leap. As businesses evolve and adapt to a new working reality, new job positions are becoming available. This is the case for one Magenta HR client who, according to Turner, "reduced the retail side of their business significantly but created new jobs within digital marketing to concentrate on virtual showrooms and expand their global market presence".

When much of the nation has been working from home over the past few months, employees can feel disconnected from their workplace. Furloughed staff also face alienation from their job role, a pattern that Health in Mind claim is caused by missing "time at an office where they can connect with colleagues and feel part of a team".

The Scottish organisation's chief executive, Wendy Bates, suggests that the mental



↑ If returning to work makes you feel gloomy, think again

impact of quarantine has forced people to reevaluate their career and working situation. Bates says: "Covid-19 has changed people and our communities."

"Many normal assumptions about the relationship between 'work' and a specific place have been challenged. At Health in Mind we have been having an ongoing conversation around the changes we have all faced during Covid-19, including changes to how we work and where." Toxic office environments and mental wellbeing are key factors in expected career changes.

For many, lockdown has taught us new things about our personal self and needs. Bates says: "Covid-19 has made us take a step back and

and reforming, and they told me they would no longer need me," the former administrator states. "I felt a wave of stress and sadness as I was finally in a job role that I thought I would be in for at least a year."

However, once the news sank in, the future didn't look so dreadful. Following redundancy, Chloe decided to change industries completely. "I felt this sense of relief come over," she explains. "Maybe deep down my intuition was telling me that I wasn't fulfilling my purpose within that job and I need to realise this sooner rather than later." For Chloe, losing her job was a wake-up call, pushing her to reconsider her career choice.

With a degree in Illustration, she decided to return to university to begin her PGCE in teacher training. "Looking to the future now, I want to go back to my passion and focus on creating and painting. I always thought that maybe I couldn't make any money from this so pushed it aside, but now I'm seeing there are so many opportunities in those roles."

With her course beginning next month, she has noticed the positive effects of deciding to reinvent her career: "The shift in my happiness is amazing. I'm excited to see where this journey takes me, and whether it will help me to unlock my true potential." Reflecting on the consequences of Covid-19, Chloe is grateful. Being forced into job uncertainty, she says, "made me realise that if I put my mind to it, anything is possible".

"Many normal assumptions have been challenged"

think about what matters to us." It has been a time of self-introspection, making us face realities and aspirations we might not have realised otherwise. Covid-19 has allowed, Turner suggests, "people to question what they really want from their career and allow them to follow a completely different route".

The fallout of Covid-19 forced Chloe White, 24, to do just that. After being made redundant from her role as an administrator at a clothing brand, Chloe was forced to make a choice. "My company was going into liquidation

THE SCOTSMAN

SCOTLAND'S NATIONAL NEWSPAPER SINCE 1817



44 Scotland Street by Alexander McCall Smith returns today

VOLUME 14, CHAPTER 1, PAGE 22



Edinburgh recovery bid tells locals to 'fall in love with their city again'

By **BRIAN FERGUSON**
Arts Correspondent

Edinburgh officially rebooted its tourism industry today with the launch of a campaign

aimed at bringing people back to the city in the absence of its festival crowds this month.

The ForeverEdinburgh project is aimed at reviving the fortunes of hotels, visitor attractions, cafes, bars

and restaurants as the city emerges from months of lockdown by creating a "strong voice for the city" to propel its recovery. The campaign, launched to coincide with the first week

of the city's annual festivals season, will initially be targeted at people in Edinburgh to try to persuade them to return to its historic heart, which is normally thronged with visitors at this time of year, to

restore what council chiefs describe as the city's badly missed "buzz".

It has been designed by the Lane Agency, which recently worked on the Quai Project, to create a concert arena in

Princes Street Gardens, as well as campaign work for Edinburgh Airport and tour operator Rabbits.

It is hoped the Forever-

→ CONTINUED ON PAGE 10

Swinney set for rethink as fury over exams grows

● Children's commissioner is latest to demand action after downgrades fiasco

By **CONOR MATCHETT**

John Swinney is set to announce a rethink of the Scottish Government's policy on this year's exam results after coming under pressure from opposition parties.

The Education Secretary will make a statement to the Scottish Parliament tomorrow after a week of controversy over the decision to change the grades of more than a quarter of all pupils in this year's results.

It is understood that the threat of the Scottish Greens backing a potential no confidence motion from Scottish Labour, which had already been backed by the Scottish Conservatives, led to the rethink.

The shift comes as the Children's and Young People's Commissioner Scotland (CYPCS) has called on the Scottish Government to apologise over the exam results chaos and to

change the methodology for calculating grades.

In a statement yesterday, Mr Swinney made the first admission by a senior Minister that the methodology of the moderation of this year's exam results might be wrong.

The deputy First Minister said he was "determined to address" the anger of pupils, some of whom protested in Edinburgh and Glasgow last week, and "act quickly".

He also admitted the government would "not get everything right first time".

Mr Swinney said: "I have heard the anger of students who feel their hard work has been taken away from them and I am determined to address it."

"These are unprecedented times and, as we have said throughout this pandemic, we will not get everything right first time. Every student

→ CONTINUED ON PAGE 4

Treasure trove: Major Bronze Age find



↑ A Bronze Age hoard of national significance has been found by a metal detectorist. A complete horse harness and sword were uncovered at the site near Peebles in only the second discovery of this kind in Scotland.

FULL STORY, PAGE 3

It's official: Connery is voted the best Bond

By **ALASTAIR DALTON**

The Scot was the original – and today he has again been voted the best.

Edinburgh-born Sir Sean Connery, who turns 90 in two weeks' time, has been rated as the top screen James Bond in a poll by RadioTimes.com.

He beat Timothy Dalton and Piers Brosnan in the final round of the contest in which 14,000 people voted. Connery starred in six of the 24 Bond films, which are due to be joined by the 25th, No Time to Die, on its planned release on 12 November.

FULL STORY, PAGE 13

