

CAPTURING IPS

#1: Richard Barnes an IPS Employment Specialist from Oxford Health, shares a positive message around why IPS is so important!

Why is IPS so important in my view?

This is what keeps me fired up and motivated to adjust and succeed in challenging times!

Firstly, we are champions of wellbeing, resilience, and advocating on behalf of clients who are often quite used to managing and coming through crisis!

We have an opportunity to be a beacon of hope for our clients, to give them focus for the future, and to keep pressure off the mental health teams by upskilling, supporting and empowering our clients!

As champions of wellbeing in the workplace we also have a unique opportunity to engage with employers, and be a voice of calm, reason and resources due to our highly unique positioning - from my experience already there is lots of understandable anxiety around the uncertainty presently going on, sometimes just a friendly voice can make all the difference and help cement our service in the minds of companies and individuals, if maybe not for the immediate, for when we come out the other side of this massive challenge!

Innovation is going to have to happen for many companies to survive, some will even thrive through this - our clients may be exposed to new forms of interviewing etc which I have used myself in recruitment - such as video interviews (Odro is a common tool for example, it can be used to record live interviews, or to set timed questions for candidates to complete in their own time), telephone screening - these require a different approach to in person. We can help our clients by practising using video technology we have available to us, for example.

Often our clients have gone through huge personal challenges, and they've come out the other side - experienced in a way many people simply cannot be. Who better to have in your workforce right now, than those who've already demonstrated often extraordinary levels of resilience and determination, and who often are capable of those extra levels of emotional intelligence and empathy only developed through deep personal experience. So we have the chance to be an inspiration to many, to demonstrate flexibility, determination, compassion, resilience and innovation!

When I find myself naturally anxious about what we're facing, I remind myself of this often! The country ultimately needs to keep going, the job market will change and probably evolve into something new, keeping up with those trends and changes, keeping our clients up to speed, and sharing resources with employers or organisations that we work with can again help IPS cement itself as a fantastic resource - committed to best working practice, no matter the situation!

[Access the full conversation
here](#)