



# Time2Work

## Module 3:

Support materials for people with rheumatic and musculoskeletal diseases returning to work after rehabilitation

### What employers want

When you apply for a job, it can help to understand the business perspectives of companies/employers and what abilities they might be looking for in an employee.

#### What drives employers?

##### The private sector:

- Profitability profit
- Productivity
- Costs
- Competitiveness
- Being successful and sustainable
- Brand image

##### The public sector:

Quality of service, rather than

#### Skills and qualifications

For some positions skills and qualifications will be essential, whilst for other jobs no previous experience may be required. Some employers may offer training for the right candidate. But who is the right candidate?

**Employers are looking for someone who will fit into the job.** For example:

If it is a position that requires someone to work largely on their own, an employer will be looking for someone who is self-motivated, has the experience to do the job, solve problems without constant supervision and to manage their own time.

If it is a position involving working as part of a large department, then the employer will be looking for someone who is a good team player with good interpersonal and communication skills

Employers are also looking for someone who will fit into the workplace, someone with the right abilities and attitude.

### What abilities and attitudes do employers look for?

When considering how well a potential employee will fit into a workplace, attitudes and behaviours are often as important as skills and qualifications. Employers look for people who:

- Have a positive attitude and are enthusiastic
- Are motivated and really want to work
- Show an interest in the business and external factors that might affect it
- Work well with others / are good team players
- Have good communication skills
- Offer help and support without always having to be asked
- Show willingness to learn new skills
- Are flexible and adaptable
- Bring creativity and new ideas
- Look for solutions
- Possess drive and energy
- Being trustworthy

### Identifying important information from a job description

**The company/employer:** What can you find out about them? (*See preparing for an interview*)

**Job title and duties:** List what is required

**Qualifications/skills needed:** List what is required

**List the abilities and attitudes which would enhance the job you are applying for to make your application stand out from the others.**

**It's not always easy to have drive and energy when you have pain and fatigue. Worrying about coping with work and home can be stressful and this can affect your mood and make you feel down.**

**Help boost your mood and the way you approach your life and work by:**

- **Taking everything one day at a time**
- **Looking forward, not back**
- **Pacing yourself**
- **Practising actively looking for the positive side of things**
- **Focusing on what you CAN do well**