

Validium Newsletter

for employees



October 2016

3rd - 7th October

#TimeToRebalance

Do You Have Integrity?

Having integrity is simply living your life while being guided by and staying true to your ethics and morals.

Living our lives in this way has tremendous benefit both personally and in the workplace. Integrity is the cornerstone of building and maintaining quality relationships with colleagues and customers at work and also with friends and family in our personal lives.

Strong moral principles are what make up integrity and these principles could be taking full responsibility for mistakes, honestly communicating difficult news in a tactful way or managing a team through a challenging time whilst simultaneously respecting their wellbeing and achieving targets.

A simple rule for integrity is - Do what is right, not what is easy!

Remember:

- **Do what you say** – Always staying true to your promises and commitments demonstrates integrity
- **Honesty** – Being dishonest, even about the smallest thing, undermines integrity
- **Moral Courage** – Sometimes communicating difficult news to a manager/colleague/friend takes courage. Not shying away from this shows integrity
- **Consistency** – Being consistent in your thinking and behaviour demonstrates that you have strong moral and ethical principles that you always adhere to



Domestic Violence and Abuse

Each year around 2.1 million people, both men and women, suffer some form of domestic abuse or violence, the impact of which will be long lasting and severe on the 'victims' and on affected children - even beyond the point at which they are 'safe'.

Yet the likelihood is that the number of people affected is far greater than the cases recorded as many victims and children don't tell anyone for fear of further abuse, because they feel ashamed or because they have been convinced by the perpetrator that it is 'their fault'.

Domestic violence or abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over, who are or have been intimate partners or family members, regardless of gender or sexuality.

Did you know?

The debt team offer information, help and guidance when you want to understand the situation regarding arrears.



**Don't face debt alone:
Knowing your rights: Bailiffs**



One of the biggest fears people have when they're in debt is what happens if the bailiffs come? Many assume bailiffs could just turn up at your door without prior warning and take anything and everything from your home. It's not that simple, you have rights as well as your creditors so if the bailiffs are coming they will have to follow specific steps first.

Find out more by visiting the vClub Debt and Money Blog today!



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How Do I Fit Into My New Team?

Joining a new company? Transferring to another team in your organisation?

The excitement of starting something new and the unknown act as a great motivator. You want to ensure that you blend smoothly within your new team, so what do you need to do to fit in?

Just be yourself! Yes, this may sound like one of those clichés, however, this is the real reason you got the job and / or the chance to become part of the team, right? You obviously have something to give back to the organisation and your peers.

The first impression you make is important in how you are perceived by your colleagues. This is a similar situation to arriving at a party where you don't know anyone. In your situation it may seem intimidating to try to engage with a larger group of people and fit in but if you focus on individual 1:1 interactions you will eventually find people in the group you more naturally get along with.

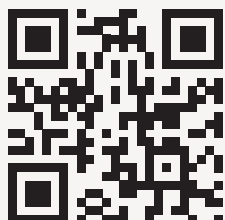
Being Non-Judgemental

Recently we have seen news reports about 'trolls' who have been prosecuted for posting offensive comments on social media, insulting celebrities or issuing death threats against people in the public eye, and new laws have been introduced to protect people against such abhorrent behaviour. But every one of us can be judgemental at times, and whilst we may not voice our thoughts or post them online, our opinions about anything and everything we encounter or experience are underpinned by our personal likes and dislikes, past experiences and upbringing.

Being open-minded to new ideas or a different viewpoint can drive creativity and innovation whereas constantly being judgemental can be stifling, limiting our capacity to grow, especially when our fiercest criticism is aimed at ourselves. It can be hard to maintain a sense of perspective and remain non-judgemental, particularly during times of stress, so when we are under pressure it can be helpful to speak with a qualified counsellor. Counsellors provide a non-judgemental, confidential space to explore thoughts or feelings and the support to help identify personal strengths, empower curiosity, build resilience and regain perspective.



The articles here do not necessarily represent the opinions or policies of your employer and should not be considered as a definitive health guide. Please refer to other sources for guidance on workplace policies and also on health matters that specifically relate to you.



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