



Hello and welcome to our October newsletter.

Salary Survey 2020

We are busy planning the 2020 salary survey and kindly ask those who wish to participate to register their interest.

The salary survey is a really important part of our yearly cycle and is very well received across the sector. Those that receive it from us value the data greatly and find it very useful around salary review time at the start of the new year and also used it to make sure that any new roles are competitive as well as any internal requests for salary increases.

The data we receive from participants is completely anonymous and will never be shared in isolation. Instead the data will be used by us to share the salary ranges for all roles within the membership sector. The more people take part the more valuable the end result is. So please take time to take part if you can.

For more information on how you can participate please contact Daniel – 0203 440 3652 or 07415101 752 or dg@membershipbespoke.co.uk



Amazing start to membership temps!

In case you didn't know we now offers temps as well as permanent and contract workers.

We have had an amazing start to the temp side of the business and have placed 9 temporary workers into roles in the first month. The temps provided have worked in various different roles and these have included:

- Membership Assistant (Renewals)
- Marketing Assistant
- Receptionist
- Executive Assistant
- CRM Executive (Data Entry)
- Administrator

We are able to source temporary workers within hours and always send the best people we know and can guarantee high quality work and reliability. We have candidates for all departments and all levels of seniority covered both temporary (on a timesheet) and Contract (LTD company or fixed term). Why not get a quote from us – Dennis – 0203 440 3653 or 07415 101753 or email dh@membershipbespoke.co.uk to see how we can save you money when compared with your current provider.

membership temps provided by the most knowledgeable membership recruitment team on the market.

5 Steps to Handling Those Career Blues Feelings

Do you still feel plagued by a Groundhog Day sensation at work? Maybe you're convinced that your career or even your life isn't heading in the right direction.

The good news is that Spring is just around the corner. Now's the perfect time to start clearing the cobwebs out of your development plan and thinking about your future.

If you're spending every Sunday dreading the thought of going back to your membership role, then it's time to figure out what's causing the problem. Getting to the source of your issue and taking actionable steps against it ensures that you're ready to make the most out of your professional life.

Let's get you back on track.

Step 1: Find the Root of the Problem

The first step is finding the source of your unhappiness.

You may assume that you're dissatisfied with work, but the truth is that you're feeling frustrated in all parts of your life. We spend a lot of time in the office, so it may just be that that's where you notice your discomfort the most.

On the other hand, if your employment is the problem, the answer may not be to leave your job and start somewhere new.

Ask yourself:

Are you getting what you came to this role looking for? I.e. development opportunities, challenges, recognition, chances to work with a variety of people?

Are you still passionate about the membership organisation? Do you see the meaning and value of what you do each day?

Do you feel as though you've gotten everything you can out of your current position? Maybe it's time to look for new responsibilities and promotions.

Are you experiencing life changes at home? Is your personal issue impacting how you feel at work?

Getting to the root of the problem will show you how to proceed. For instance, if things are changing at home, it may simply be that you need to wait for problems to settle and your career blues will disappear.

Step 2: Look for Opportunities to Make Your Current Role Better

If the issue is that you no longer feel challenged in your role, it's time to look for ways that you can improve your employment experience. Maybe there aren't enough new challenges in your day-to-day tasks to make you feel motivated. Perhaps you're constantly feeling bored or distracted at work. If you spend more time daydreaming than getting things done, take charge of your career by:

Asking for new responsibilities: Think about what kind of tasks you most enjoy, then ask for more opportunities in that area. For instance, do you enjoy working with membership clients to improve their experience? Ask for more customer-oriented jobs.

Get involved with teamwork: If there aren't any new challenges that you can take on yourself, offer to support your colleagues. There may be some complex projects happening in your workplace that you can get involved with.

Get to know your team better: Interacting with other people in the workforce will make you feel more immersed in the company culture. Friends at work can significantly improve your feelings of satisfaction.

Step 3: Refine Your Work/Life Balance

If your career isn't at the heart of your problems, it may be time to start looking at your work/life balance. Perhaps there's something at home that you need to address before you can fully immerse yourself back into work. Look after your life outside of work, by:

Using your vacation days: Countless people avoid taking vacation days because they hope it will raise their chances of a promotion. However, even people who love their role need a break. SHRM reports that time off leads to 78% better focus, and 81% reduced burnout.

Look after your mental health: More than a third of UK employees experience anxiety, stress or depression. If you're feeling overwhelmed at work, look for ways to protect your health. For instance, can you delegate tasks elsewhere to take some weight off your shoulders? Is it possible to ask for additional help?

Step out of the office once in a while: It's easy to get caught up in the fast-paced world of a membership organisation. However, lunch at your desk every day can quickly leave you feeling drained. Get out of the office from time to time and enjoy some fresh air.

Step 4: Try A Different Position

Maybe you love the membership organisation that you're affiliated with, but you're just not getting anything out of the role anymore. If that's the case, then perhaps you can eliminate your career blues by looking for new opportunities. For instance:

Learn new skills: Make yourself more valuable for your employer by learning new skills, and they're sure to reward you with more responsibilities. Can you improve your tech knowledge to work with membership CRM systems? Perhaps you can learn leadership skills to increase your chances of promotion?

Look for lateral movement opportunities: Is it possible to switch to a different section of the same organisation? If you're currently in sales, but you prefer the idea of marketing, find a mentor you can shadow in that area. Once you've learned enough, ask for an opportunity to switch roles.

Meet with your employer: Speak to your boss about the opportunities that might be available to you. Discuss your strengths and weaknesses and see if they can recommend any new positions that are better suited to your skills.

Step 5: Search for Somewhere New

Finally, if you've done your research and you discover that it's the membership organisation that you've outgrown, it's time to search for alternative positions. Before you seek out the guidance of a specialist recruitment company, ask yourself:

- What do you love to do at work?
- What do you hate doing?
- What kind of company do you feel comfortable working for?
- What do you want to get out of your role?

Make sure that you have a solid plan in place to guide you towards the right position before you start looking for a new job. The more you understand about your needs and expectations, the more a recruitment team like Membership Bespoke can help you find the employment that's right for you.

If you would like to guest blog in our next newsletter or a future one please contact us – dg@membershipbespoke.co.uk or 0203 440 3652



Hot jobs

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- **PR & Comms Executive**
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- **Interim Head of Commercial**
[Click for more info](#)
- **Membership Stakeholder Manager**
[Click for more info](#)
- **Chief Finance Officer**
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- **Media Manager**
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