

Pains and Gains

Pains and gains may be comprehensive and wide-ranging. At an individual level there can be detrimental impacts on mental and physical health, access to promotion, training and development opportunities, psychological injury affecting motivation, belonging, hope, resilience, economic uncertainty, longer term planning provision (pensions, retirement), stress, burn out, enjoyment, life satisfaction and quality of life measures.

Pains might also include the difficulties and challenges of making changes.

Gains encourage conditional thinking: if this were to change or be improved what would be the potential gains for the actors involved in the scenario. At a corporate level what wider benefits accrue from progressive diversity action and policy?

Categorise pains and gains in relation to:

Person

Family

Team

Whole
organisation

Outside the
organisation
(stakeholders,
customers)

Resonance: What issues from this case study resonate with you personally either as an individual or manager?

Future orientation: What policy initiatives could be implemented?
What are the current gaps/weaknesses in policy?
What changes are needed?
What would the gains be in terms of equality, diversity, culture and staff morale?
What are the implications for educating others around this issue?

Compliance (optional): What legal aspects/ protections may apply in this case?
What rights does the employee have?
What duties/responsibilities does the employer have?