

NEWS FROM THE GLASS LIFT

THE GLASS LIFT

Margaret Davies, Occupational Psychologist and Director at The Glass Lift on why we are championing evidence based practice this year.



It's too noisy out there!

Every day I'm bombarded with newsletters, blogs and shares about the World of work, and I guess you are too. My desire for knowledge means I feel compelled to save every bit of information that looks vaguely interesting. Then, rather like a stash of chocolate, I find myself consuming the whole lot at once and feeling a little sick.

Faced with this vast array of opinion often positioned as fact (dare I say, 'fake news'), it's very easy to implement a trending solution to the challenges organisations face.

Experts are not in fashion and the reliance on science as a means of informing solutions seems to have been side-lined. As we struggle to keep up with the scale and pace of change, calling on good science, knowledge and professional expertise to inform decisions and solutions can feel cumbersome. The reality is **evidence based solutions** have the best chance of creating impact and enabling organisational transformation.

In response, we at The Glass Lift are advocating evidence based practice. This means the solutions we recommend will be based on sound research, our professional expertise as work psychologists, and the evidence and knowledge that exists within our clients across the public, private and third sectors.

It also means delivering some difficult messages and bucking some trends. For example, we do not advocate women's networks as a primary solution to

gender equality at work. Nor do we support the trend for one-off unconscious bias training sessions.

Instead we advocate the courage to say, "I don't know the answer...yet". Great ideas and solutions to organisational problems come from asking the right questions, so, **this year The Glass Lift will continue to focus on the quality of our questioning and evidence based practice to leadership and inclusion challenges.**

In the meantime, here are five pieces of evidence to think about. If you have questions, please contact us and we'll be happy to chat about our evidence base:

- Single gender groups tend to disengage people from other gender groups in their cause - equality is about **inclusion**, not exclusion.
- Queen Bees only exist in hives – new research shows the tendency for women in senior positions to accelerate women's progression.
- The idea that there are 'right brain' and 'left brain' people is a myth—the brain is a lot more complex than that!
- There is little discernible difference between male and female babies' brains – I am hopeful for a World that doesn't discriminate based on gender.
- **Smiling can make you feel happier – so happy 2018 everyone!**

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THE GLASS LIFT

Changing the face of leadership

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