

“Three quarters of Britons are worried about their financial situation and money worries affect 40% of UK employees” – Independent 23.11.2018

“25 million UK employees affected by money worries” – Close Brothers AM & CIPD

“21% of UK adults drowning in debt and money worries” – Money Advice Service

“9.5 million Brits have mental health issues due to money worries” – Your Money 10.10.2019

There can be no doubt that money worries are affecting large numbers of people in the UK. Money worries lead to anxiety, depression and panic attacks and these issues affect people’s ability to do their jobs. But money doesn’t come with instructions and, for most people, managing their finances is something they have never been shown how to do. Instead, they go through life with a set of unconscious beliefs and behaviours about money that developed during early childhood as they absorbed messages from their parents and the wider cultural environment. As well as having money worries, the inability to manage their finances leads people to feel shame and guilt. They are worried about being judged and they don’t know where they can go for help.

Cambridge Money Coaching’s unique Financial Wellbeing Programme will help your employees to develop the key financial skills they need to manage their finances. The programme is unique because, as well as practical guidance, it shows people how to understand their patterns and behaviour around money. This understanding is the key to developing the positive financial behaviours that drive financial wellbeing. Financial literacy is important, but it can only be effective if people have positive emotions and beliefs around money. It is hard to budget if thinking about money makes you feel anxious.

The programme is designed around the 3 elements of financial wellbeing:

- The key principles of financial wellbeing
- Understanding your patterns and behaviours around money
- Developing positive financial behaviours

### About Cambridge Money Coaching

Cambridge Money Coaching was set up by Dennis Harhalakis in 2018 to help people to understand and manage the money in their lives. Dennis is a Certified Money Coach with a wealth of practical knowledge gained from 30 years of experience in financial services. As

well as working with individuals and couples, Cambridge Money Coaching offers coaching programmes for owners of small businesses, IFAs and planners, and parents looking to raise financially capable children. Further details can be found by clicking the link below:

<https://cambridgemoneycoaching.uk/financial-wellbeing/>

### About the programme

The programme covers the following key financial skills:

1. How to understand your finances
2. How to reduce spending
3. How to develop your savings goals
4. How to conduct a money MOT
5. How to build good financial habits
6. Understanding and managing debt
7. The principles of investment and financial planning
8. How to learn more

The core programme is 2 hours and can be customised to include employee or employer specific requests (e.g. understanding credit scores, employee pension benefits). Participants will not need to discuss any areas of their personal finances and there is no maths or spreadsheets.

Our brains were not designed to handle money or to do financial planning. Yet, both are now core parts of our lives and getting them right is key to our financial security. Let Cambridge Money Coaching give your employees one of the most important life skills and show them how to achieve financial wellbeing. Supporting your employees in this way is incredibly beneficial to the employee and the employer. It will also confirm your organisation as one that truly cares about their people.