Recover with Pride

LGBTQ+ GAMBLING HARM SUPPORT

Career and Employment and Gambling Recovery

switchboard

REFRAME COACHING

University of Brighton

Career and Employment and Gambling Recovery

What Is Career and Employment?

Career and employment are about more than earning an income. Meaningful work can provide structure, purpose, stability, social connection, confidence, and opportunities for personal growth.

Gambling-related harm can have a significant impact on employment and career development. Some people may experience reduced performance at work, absenteeism, disciplinary issues, financial stress, damaged professional relationships, loss of confidence, or difficulties seeking employment following periods of gambling-related harm.

For LGBTQ+ people, these challenges can sometimes be compounded by experiences of discrimination, identity concealment, workplace exclusion, barriers to progression, or concerns about being accepted and valued at work.

Exploring your career and employment goals can be an important part of recovery, helping you rebuild confidence, create stability, and develop a positive future beyond gambling.

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How to Use This Tool

This tool is designed to help you reflect on your employment situation, career aspirations, and the role meaningful work can play in your recovery.

You may find it helpful to:

- Assess your current employment situation.
- Reflect on how gambling has affected your work or career.
- Identify your strengths, skills, and interests.
- Explore career goals and future aspirations.
- Consider opportunities for training, education, or development.
- Set realistic employment or career-related goals.
- Build confidence through small and achievable steps.
- Explore workplaces and organisations that align with your values and identity.

Whether you are employed, unemployed, studying, volunteering, retired, or considering a career change, this tool can help you identify positive opportunities for growth and development.

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How This Can Aid Recovery From Gambling Harm

Meaningful employment or purposeful activity can play a significant role in supporting recovery.

When people experience gambling harm, they may lose confidence in their abilities or feel defined by past mistakes. Work and career development can help rebuild a sense of identity and purpose beyond gambling.

Focusing on career and employment can help you:

- Create structure and routine.
- Reduce boredom and unplanned time.
- Improve financial stability.
- Build confidence and self-esteem.
- Develop a sense of achievement and purpose.
- Increase social connection.
- Create positive future goals.
- Strengthen motivation for long-term recovery.

Recovery often becomes more sustainable when people have meaningful goals and aspirations that they are working towards.

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LGBTQ+ Considerations

Many LGBTQ+ people face unique challenges in the workplace and throughout their careers.

These may include:

- Experiences of homophobia, biphobia, transphobia, or discrimination.
- Concerns about being open about your identity at work.
- Identity concealment and its impact on wellbeing.
- Lack of representation or role models.
- Workplace exclusion or microaggressions.
- Barriers to career progression.
- Challenges accessing affirming employers or workplaces.

These experiences can affect confidence, wellbeing, and career development.

At the same time, LGBTQ+ people often develop significant strengths through navigating these challenges, including resilience, adaptability, empathy, problem-solving skills, and determination.

This resource encourages you to recognise both the challenges you may have faced and the strengths you bring to your personal and professional life.

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Practical Recovery Activities

To support your recovery and career development, consider:

- Updating your CV or professional profile.
- Identifying short-term and long-term career goals.
- Exploring new training or development opportunities.
- Developing a weekly routine that includes employment-related activities.
- Reflecting on your strengths and achievements.
- Building confidence through volunteering or community involvement.
- Networking with supportive professionals and communities.
- Tracking progress towards career goals alongside recovery milestones.

Recovery and career development are both journeys built through small, consistent steps.

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How We Can Help

Our Recover With Pride Recovery Coaches understand that gambling harm can affect confidence, motivation, finances, and professional aspirations.

We can support you to:

- Explore how gambling has impacted your career or employment.
- Identify strengths, skills, and future goals.
- Build confidence and self-belief.
- Develop structure and routine that supports recovery.
- Create achievable personal and professional objectives.
- Manage workplace stress and potential gambling triggers.
- Explore the impact of LGBTQ+ experiences on employment and wellbeing.
- Build positive habits that support both recovery and personal growth.

Our coaching is LGBTQ+ affirming, person-centred, and focused on helping you create a meaningful future beyond gambling. We recognise that recovery is not just about moving away from harmful behaviours. It is also about moving towards the life you want to build.

Our Recovery Coaches can work alongside you to integrate this tool into your recovery journey, helping you understand the benefits of meaningful employment, create positive habits, increase confidence, and develop practical steps towards achieving your personal and professional goals. Together, we can help you build a future defined by purpose, stability, wellbeing, and pride.

Refer for support here:
www.switchboard.org.uk/service/recover-with-pride/referral/

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