The New Future of Work

What is Your Best Future?

“Turn Your Superpower Into Your Career.”
The Secret of Life

People who are the most healthy, live longest, best educated, happily married, and financially secure, AND are the most satisfied have one thing in common...

Secret of Life

Over-Invest in Your Future Self
Performance = Capacity - Disengagement

A Bad Job Stimulates Bad Mental Health

High Demands
Low Pay
Limited Decision Making
Little Security

Source: Occupational and Environmental Medicine
1. You turned a job into a career.
2. You chose salary or status instead of a career.
3. You are pursuing someone else’s career.
4. You thought passion was enough.

Be Careful what You Wish For.
THE 3 MOST IMPORTANT THINGS YOU NEED TO KNOW ABOUT YOUR CAREER

1. Face Your Truth

- Values Purpose
- Growth
- Financial Security
- Self-Expression
- Impact

You
2. Good is not close to **GREAT**.

**Key Finding:**
Top 10% of performers produced 2 X the profit of average performers and 5 X of poor performers.

Source: Zenger Folkman
Great Performance = 2X to 10X Results

The Future of Work

“Wisdom is at the intersection of knowledge, judgment and values”
If *nothing* changes, what is your future?

....is that *okay*?
Do you have a “Self Vision.”

Who will you be in 10 years?

People who have a vision of their most fulfilling future... perform better, handle challenges easier and are more satisfied with their lives.
What Is Your Superpower?

3.

Design

DESIRE$X$

VALUE

$\heartsuit$

Your Economic Value

$\$

Save Money or Make Money... as an Extreme Expert.
Flourish

What 3 things went well today?

1. What went well? _____________________
   Why? ______________________________

2. What went well? _____________________
   Why? ______________________________

3. What went well? _____________________
   Why? ______________________________

Your Human Value

What unique difference do you most want to make through your work?
Design: Your Motivating Talents

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<th>Expertise</th>
<th>Job Stress</th>
<th>Career</th>
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<tr>
<td>Drudgery</td>
<td>Hobby</td>
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Low \hspace{1cm} High

Motivation

Traits Come in 4 Flavors

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Empathy

Rules

Adventure

Creativity
Are Your Desires in Harmony?

- **Fun**
- **Calling**
- **Paycheck**
- **Guilt**

**Milestones**

What are you doing when you excel?
What did you learn from failure?
Are you moving toward wisdom?
Stop Looking for Work... Start Working... JUST START.
Just Start:
The next thing I will do is ________________________________________

________
________
________

What experiences, skills and contacts do I have & need?

Have

Experiences

Skills

People

Need

What do I do well that I enjoy ... that I would like to do for money?

________

________

________

What time am I willing to invest in my future?

Week

________ hours learning

________ hours connecting

________ doing my future work

What matters most to me in my career?

(promise + job analysis)

My promise is __________________________________________

_____________________________________

_____________________________________

My best career is (low to high)

1. Money 4. Stress

2. Effort 5. Risk

3. Lifestyle 6. Fulfillment

Skills

________

________

________

People

________

________

________
The Science of Life

Motivational Change
Talent Dev.
Health and Energy
Social Connection
Resilience
Meaning
Creativity
Happiness
Brain Vitality

Our Lives

Work Life 100,000 hrs. + Personal Life 100,000 hrs. + Sleep 100,000 hrs.
Harvest the Lessons of Failure

Productivity variation in the workplace is very high.

In Medium Complexity Jobs

12% TOP 1%
3% MEAN
1% BOTTOM 1%

Your best performers are 12 X more productive than your worst ones...and nearly 3X more than an average employee.

Source: Zenger Folkman

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