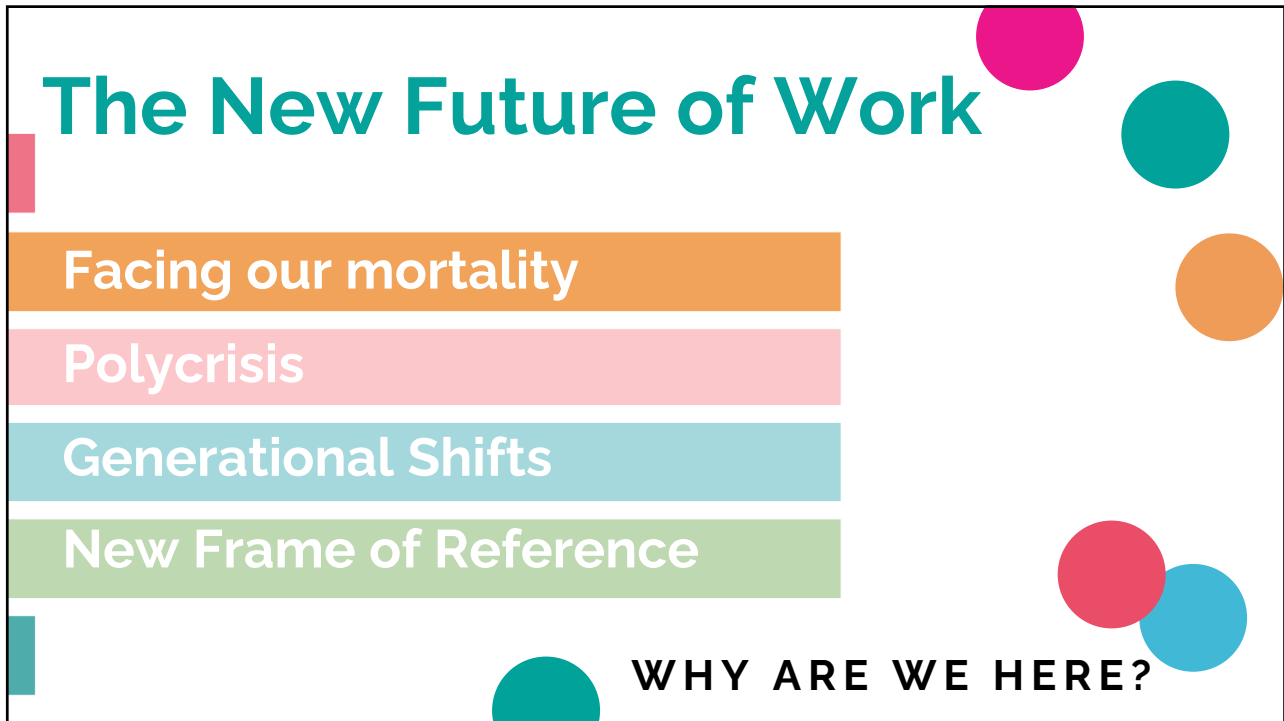




1




2



Increasing Workload Stats

- 6X** More productive than 25 years ago
- 55+** Hours is “Overwork” according to the WHO
- 15** # of hours added to average women’s workweek
- 442** More hours Americans work vs. German workers. 300 more than UK and 209 more than Japanese workers.

3

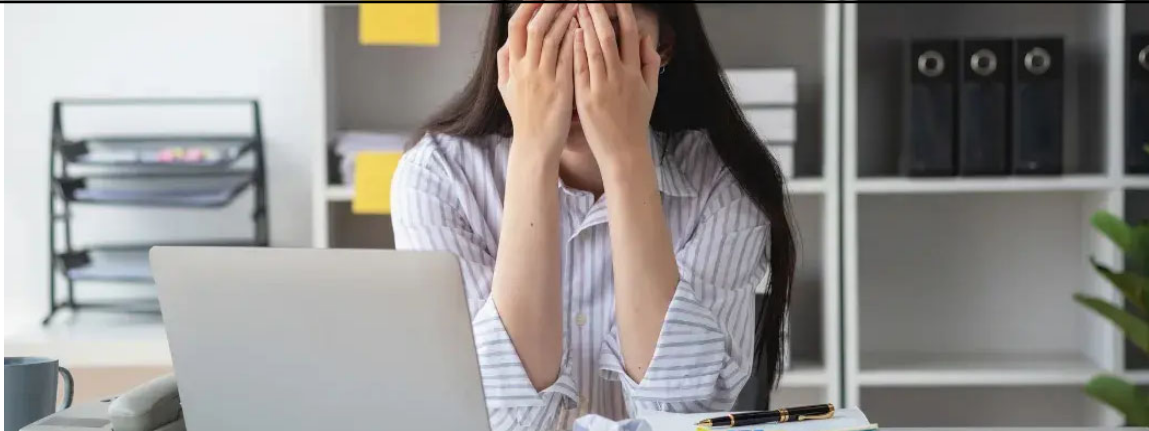


World Health Organization

Definition of Burnout

Burn-out is a syndrome conceptualized as resulting from **chronic workplace stress** that has not been successfully managed. It should not be applied to describe experiences in other areas of life.

4



Six Root Causes of Burnout

- Unsustainable workloads
- Lack of control
- Lack of rewards and recognition
- Lack of community
- Lack of fairness
- Mismatched values/skills

5

The Underperformer Myth

Exhaustion

- Atypical errors
- Chronically tired
- Distracted
- Emotional ups and downs

Disengagement

- Loss of passion
- Low motivation
- More late/sick days
- More argumentative

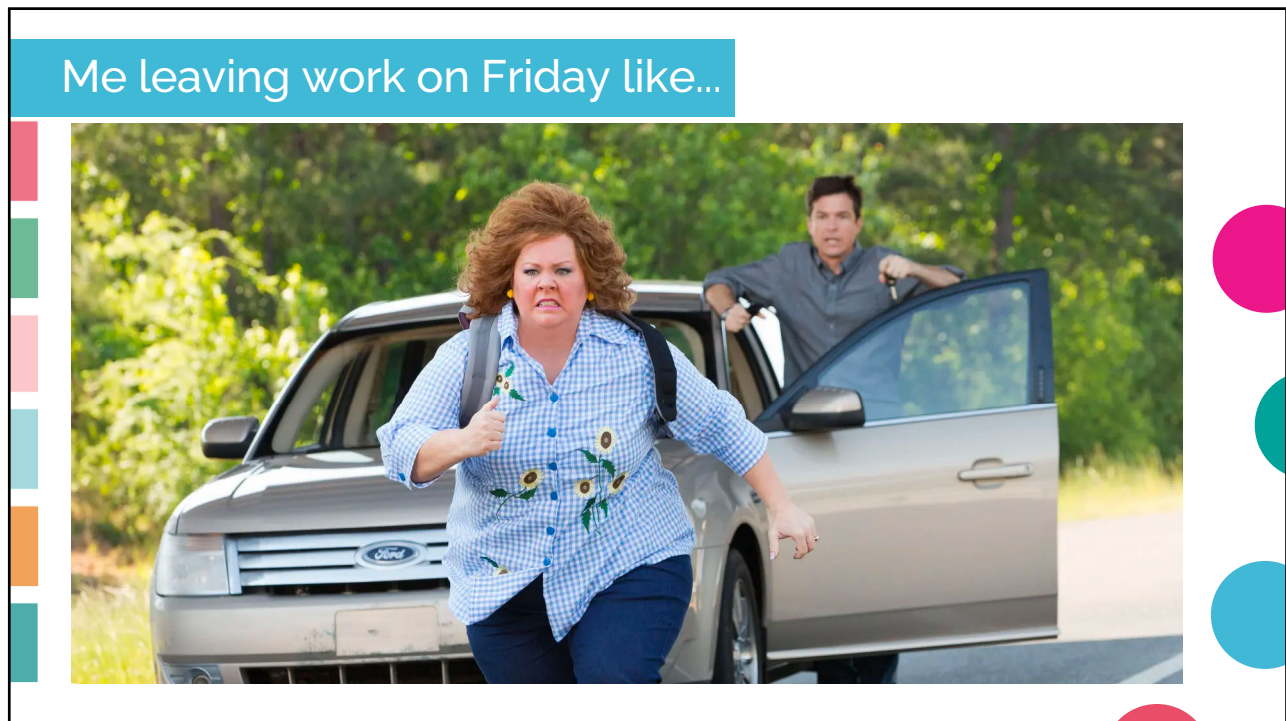
Cynicism

- Hopelessness
- Helplessness
- Lower professional efficacy

6



7



8

Three Part Solution From "Why Are We Here"

1. **The Foundation** - Rethinking culture
2. **The Big Challenges** – Leading Differently
3. **The Collective** – Impacting Your People

Hope
Purpose
Community

Compassion
Freedom
Openness

Belonging
Recognition

9

Part 1: The Foundation

HOPE

Goals. Resources. Pathways.

PURPOSE

Bringing our values to work

COMMUNITY

Quality relationships are everything.

10

Part 2: The Big Challenges

COMPASSION

Empathy: listening. Compassion: action.

FREEDOM

Flexibility is a right, not a perk.

OPENNESS

Be open to close the generation gap.

11

Part 2: The Collective

Belonging

Out with the in-groups and out-groups.

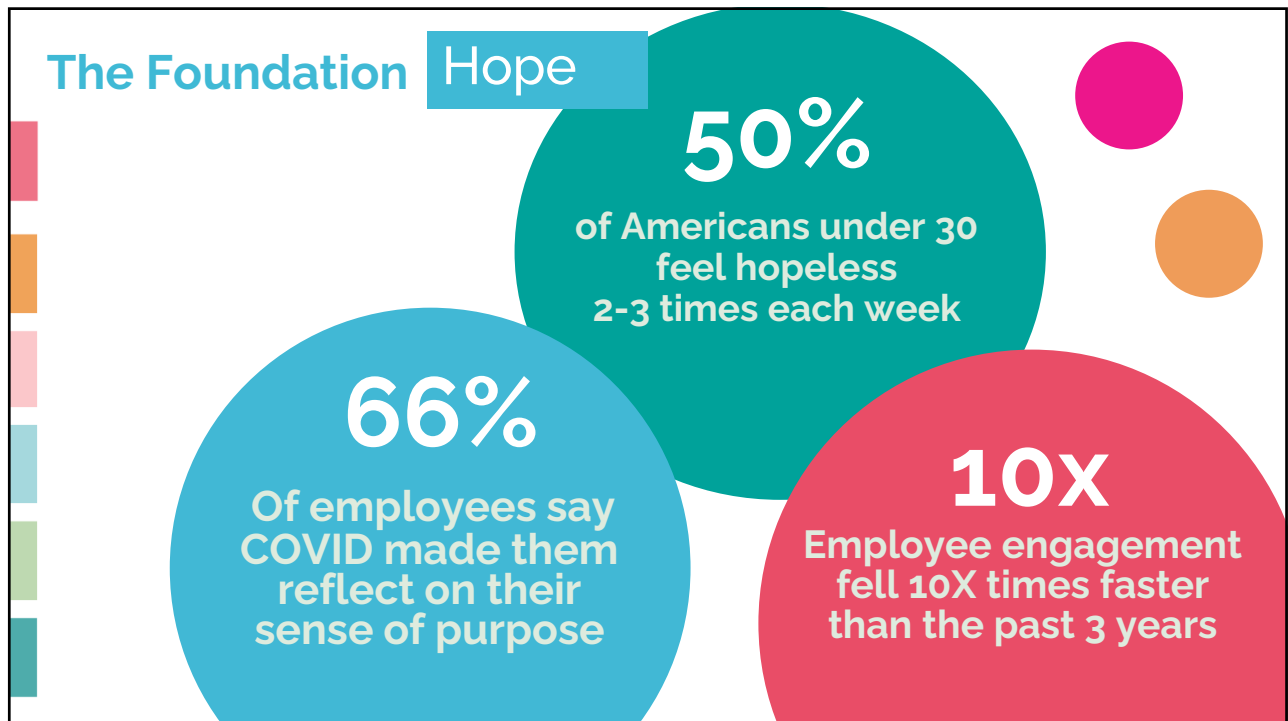
Recognition

Business before benevolence.

12



13



14

Putting Hope To Work

Goals with Quick Wins

Reskill and Upskill

Be Explicit

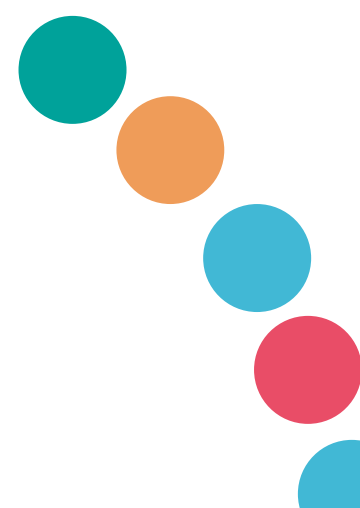
Give People Autonomy

Acknowledge Uncertainty

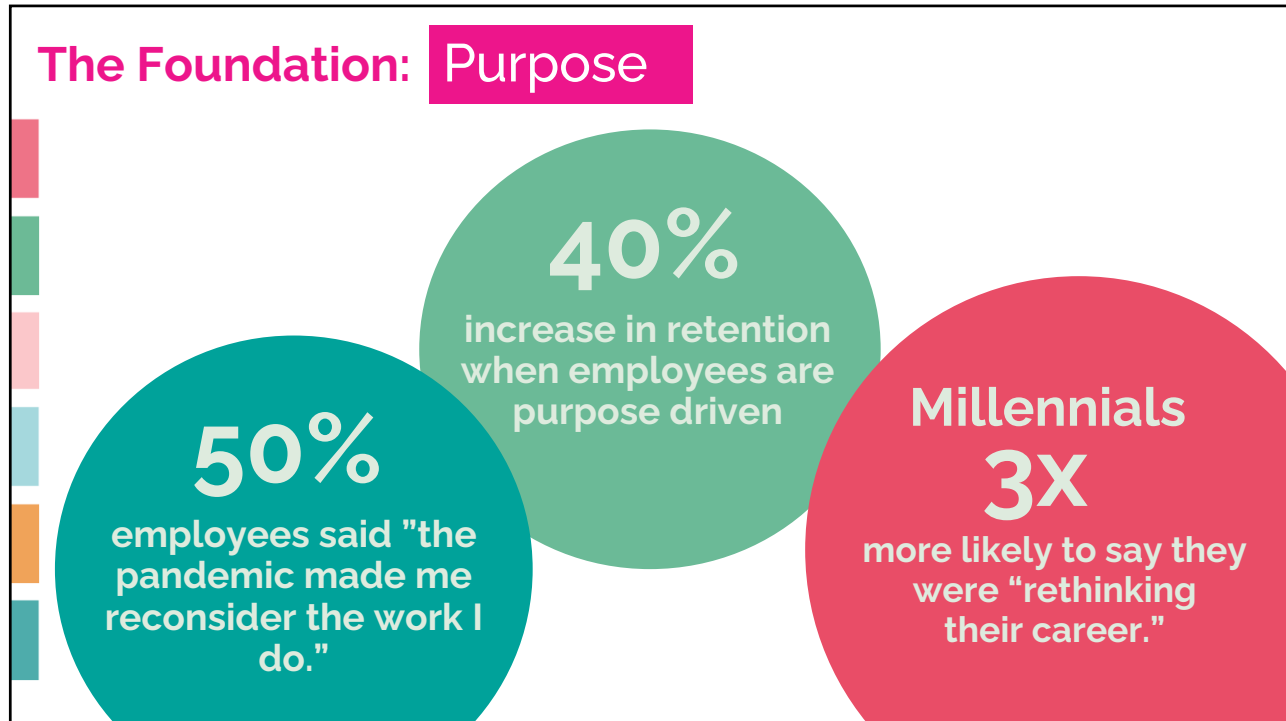


15

The Foundation: Purpose



16



17

Focus on Personal Values Vs. Mission Statements

- Learning "what lights people up"
- Share the stories
- Add novelty
- Battling "Boreout"

18

Big Challenges **Compassion**

“Empathy is to **listen**.
Compassion is to **action**
what you heard.”



WHY ARE WE HERE?


19

Big Challenges **Compassion**

**FOBO: Fear of
Becoming Obsolete**

1 in 2
Feel anxious that AI
will take their jobs

46%
Planning to leave
their jobs in 2024



2024 Microsoft/LinkedIn Workforce Trends Report

20

Big Challenges **Guidance with Compassion**



78%
BYOAI without any strategy
or guidance

60%
of leaders don't
believe there is an AI
vision or a plan

2024 Microsoft/LinkedIn Workforce Trends Report

21

Big Challenges **Compassion**

The Future is “BOTH/AND”

“By 2030, 85 million jobs could go unfilled globally because there aren't enough skilled people to take them. Within two years there won't be enough talent to go around.”

Korn Ferry

22

Moving from Empathy to Compassion

Gather anonymous feedback

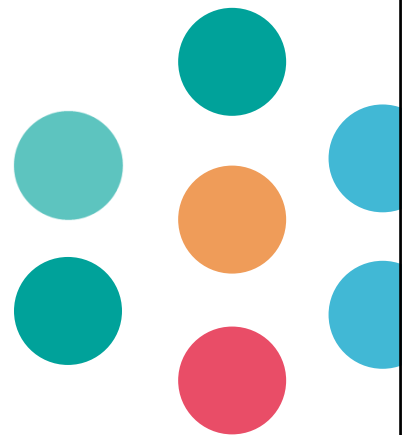
Make conversations safe

Share the plan (it's ok if there isn't one!)

Cultivate curiosity

23

The Foundation **Community**



WHY ARE WE HERE?

24

Time Poverty

The Rise of "Desktop Dining"

40%
Less likely to
take a lunch
break than they
were a year ago

60%
Of people
eat alone at
their desk



25



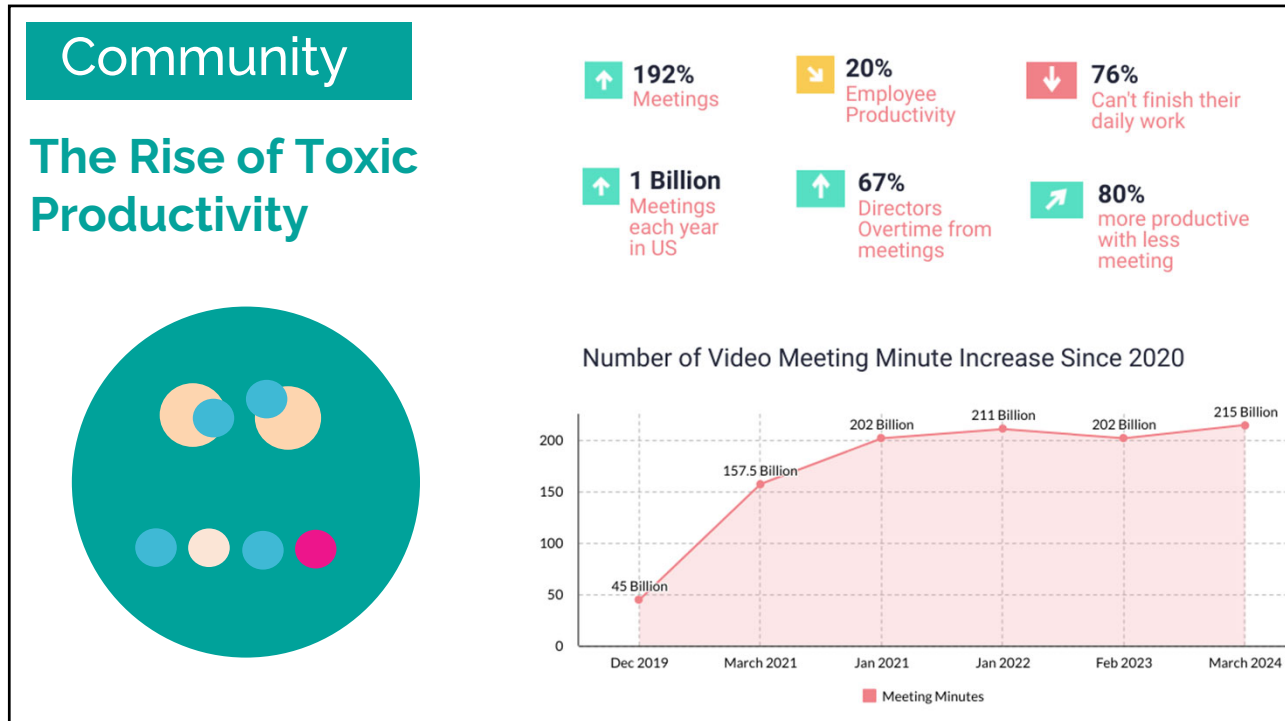
Dzmityr Liaudanski

Senior .Net Black Ops Developer :) at Zettabox

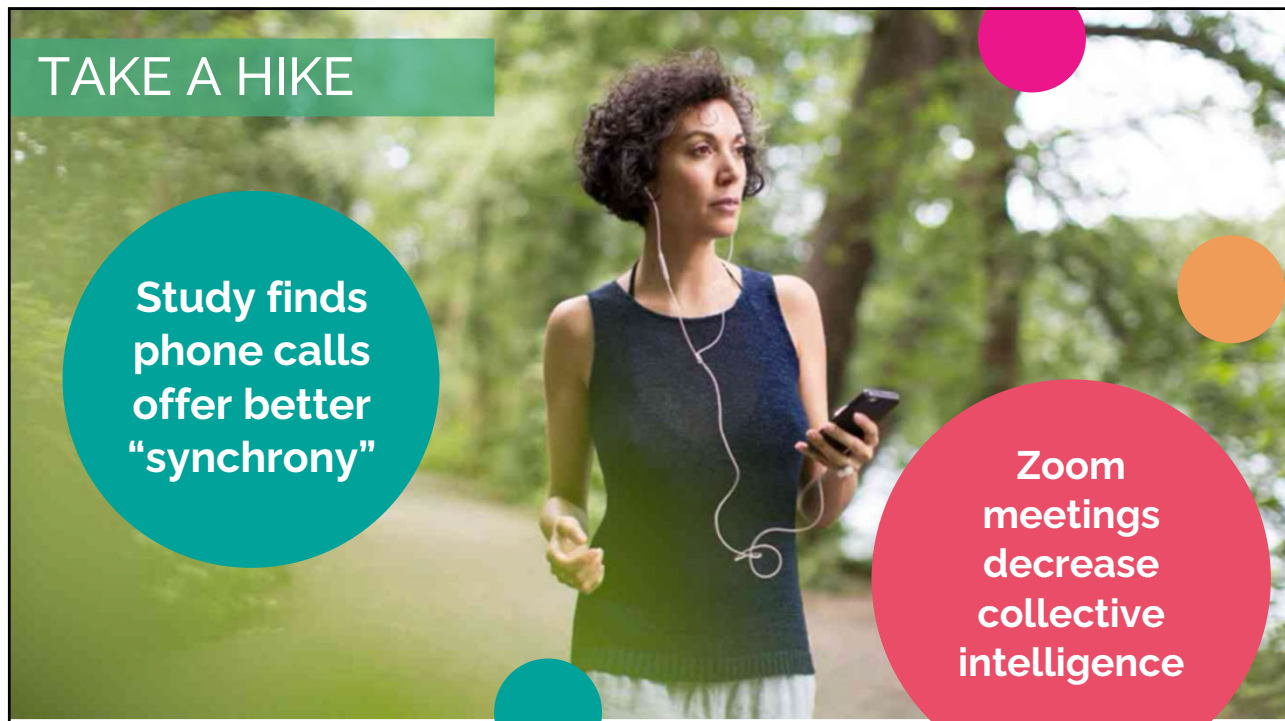
Make your daily stand up meeting shorter :)



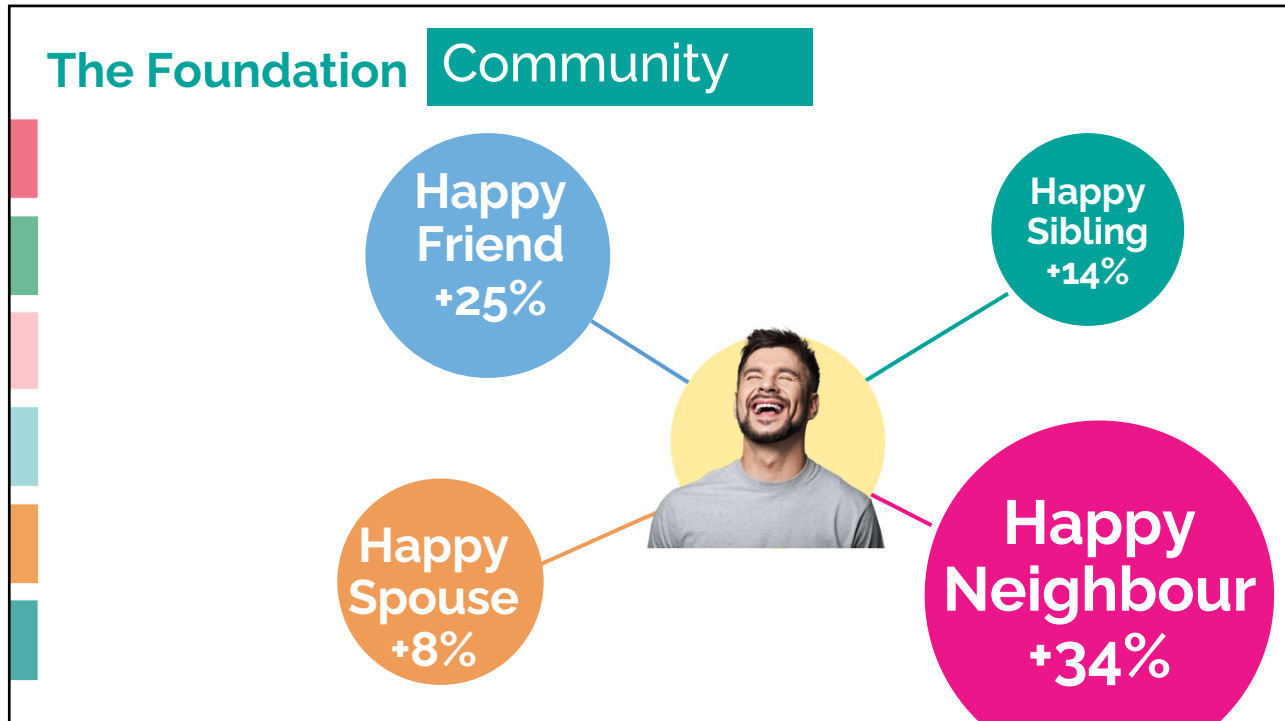
26



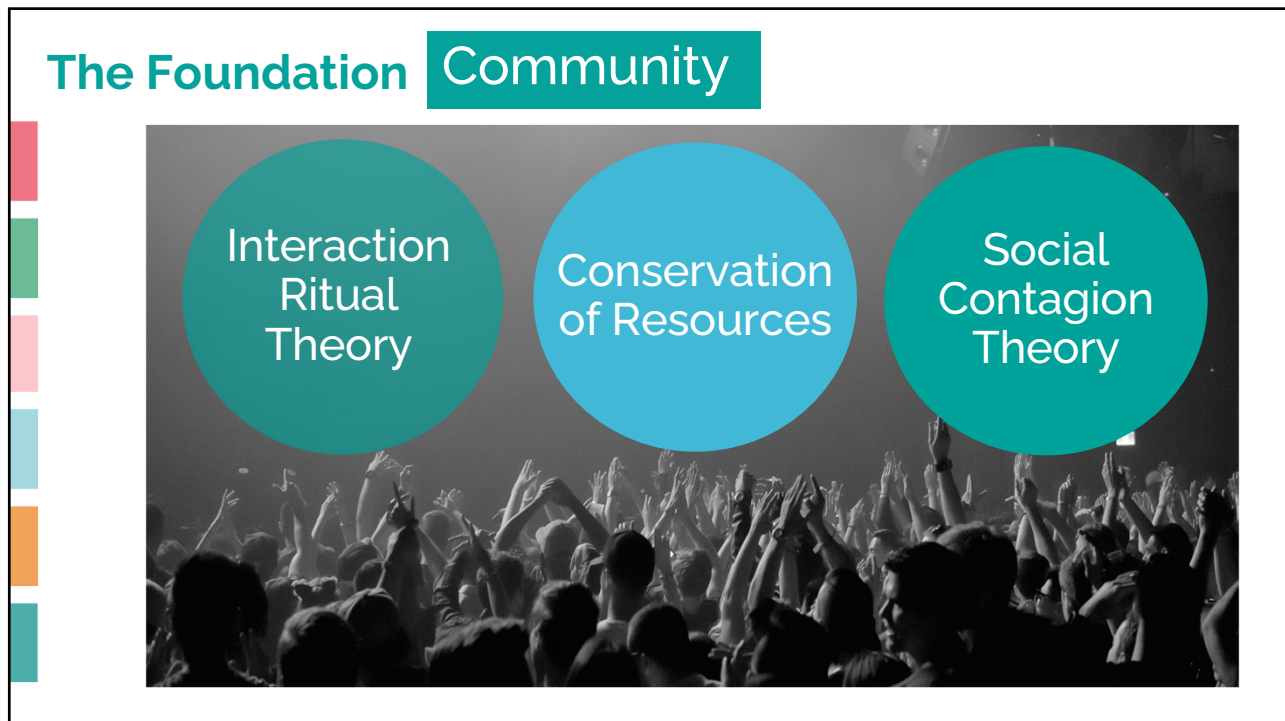
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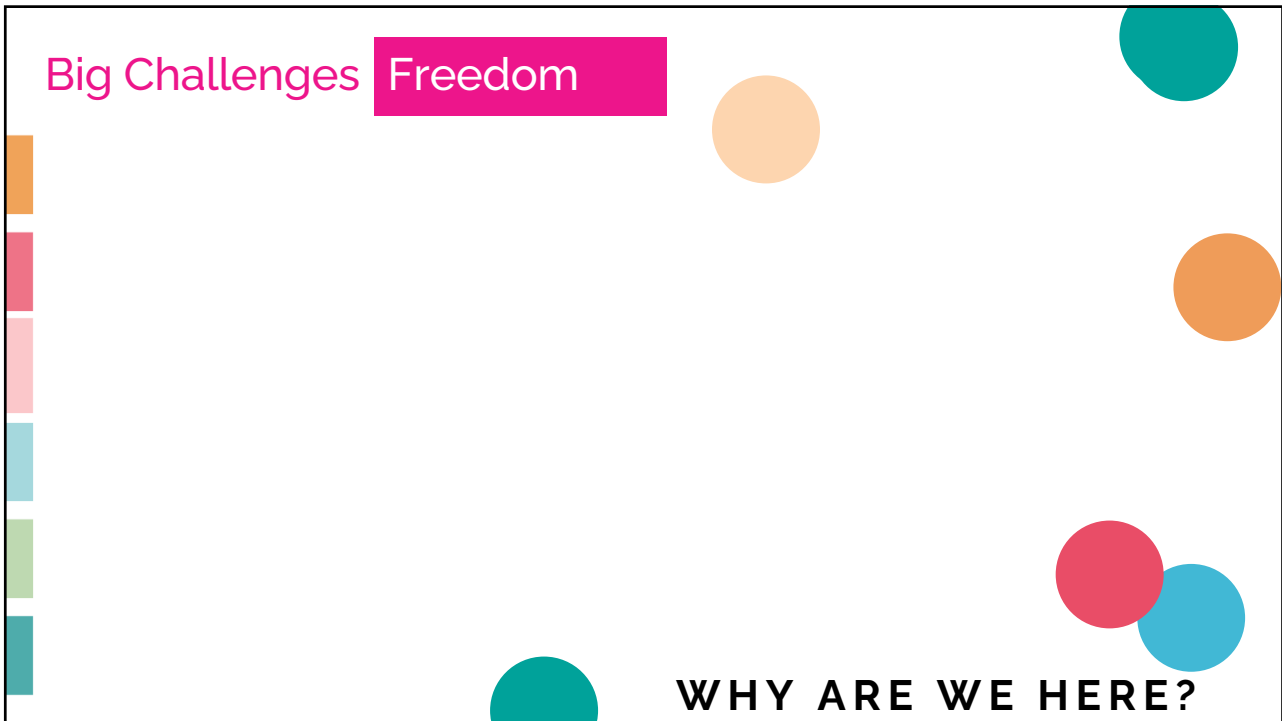
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31



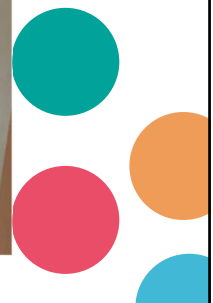
32

Big Challenges Freedom



33

Big Challenges Freedom



34

Big Challenges **Freedom**

Flexibility is more than just where we work

For the 60 percent of the non-remote-enabled employees flexibility is less about “where” but what and **when** and **how** and with **whom**.

35

The Collective **Belonging**

WHY ARE WE HERE?

36

Optimal Distinctiveness



“Theory that we all have an inherent motivation to both fit in and stand out.”

This slide features a photograph of a man in a grey suit sitting in an office chair, with a large jack-o'-lantern pumpkin on his head. He has his right hand raised. Other office workers are visible in the background, some looking towards him. The slide is decorated with several colorful circles (pink, teal, orange, red, blue) on the right side.

37

Optimal Distinctiveness

End “in-group/out-group” programming

Leverage storytelling

Things that worked

Call out bullies



This slide features a photograph of an office cubicle. A person wearing a red shirt and a headset is sitting at a desk, facing away from the camera. In front of the desk is a large cardboard box filled with colorful plastic balls, creating a ball pit. The cubicle walls are decorated with colorful balloons and streamers. The slide includes five horizontal text boxes on the left side, each with a different background color (green, orange, pink, teal, light pink). The right side of the slide is decorated with several colorful circles (pink, teal, orange, red, blue).

38

Big Challenges Openness

WHY ARE WE HERE?


39










Big Challenges Openness

Normalize Mental Health Talk

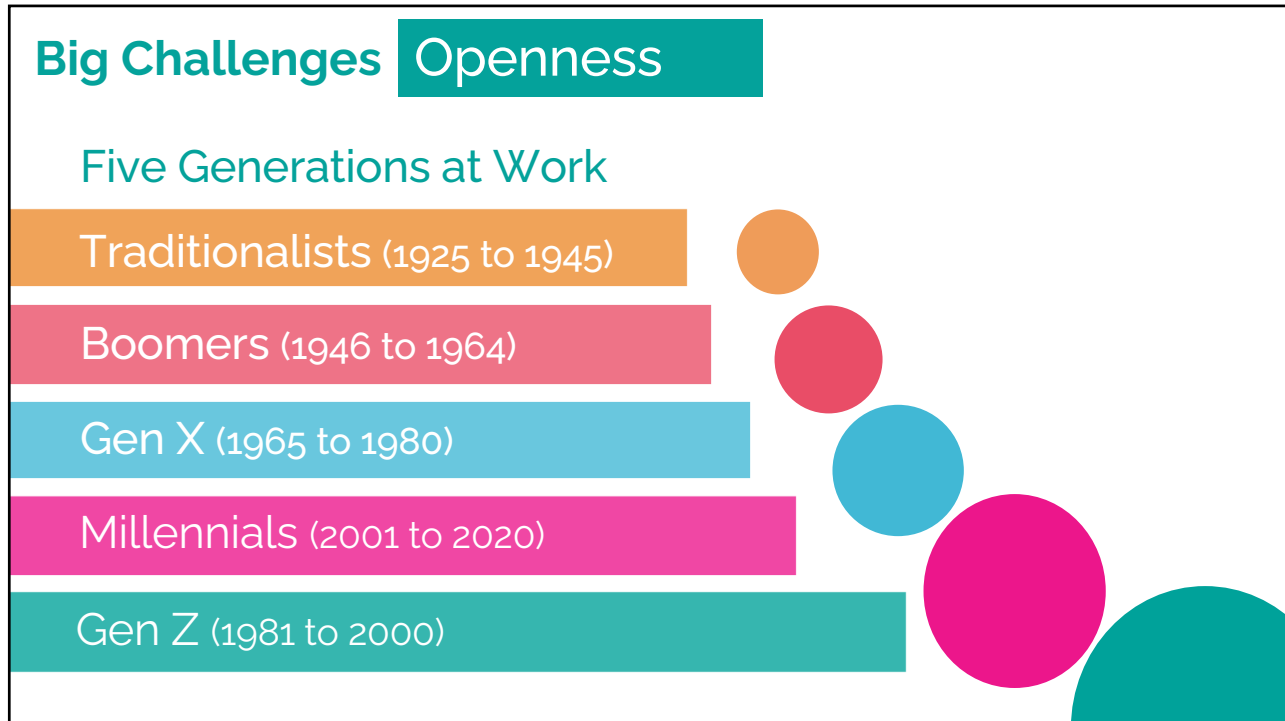
On a scale of one to cat... How are you feeling today?

PS - It's OK to be more than one cat a day.



| | | |
|---|--|--|
|  <p>1</p> |  <p>2</p> |  <p>3</p> |
|  <p>4</p> |  <p>5</p> |  <p>6</p> |
|  <p>7</p> |  <p>8</p> |  <p>9</p> |

40



41

Big Challenges Openness

“Ageism is one of the last socially acceptable prejudices”

The American Psychological Association.

42

Big Challenges Openness

- The rise of "youngism"
- Financial Health #Concern
- 53% living paycheck to paycheck
- 33% of 18-24 year olds earn "zero wage"
- Millennials putting off having families

WHY ARE WE HERE?

43

#bareminimummondays
#rageapplyin
#quietquittin
#quittok
#actyourwage #quietfirin

44

Big Challenges Openness

Gen Z Finance Trends


80% Get their financial advice from social media

FIRE: Financial Independence Retire Early

#loubudgeting #cashstuffing

Gen Zs: super users of BNPL (Buy Now Pay Later)

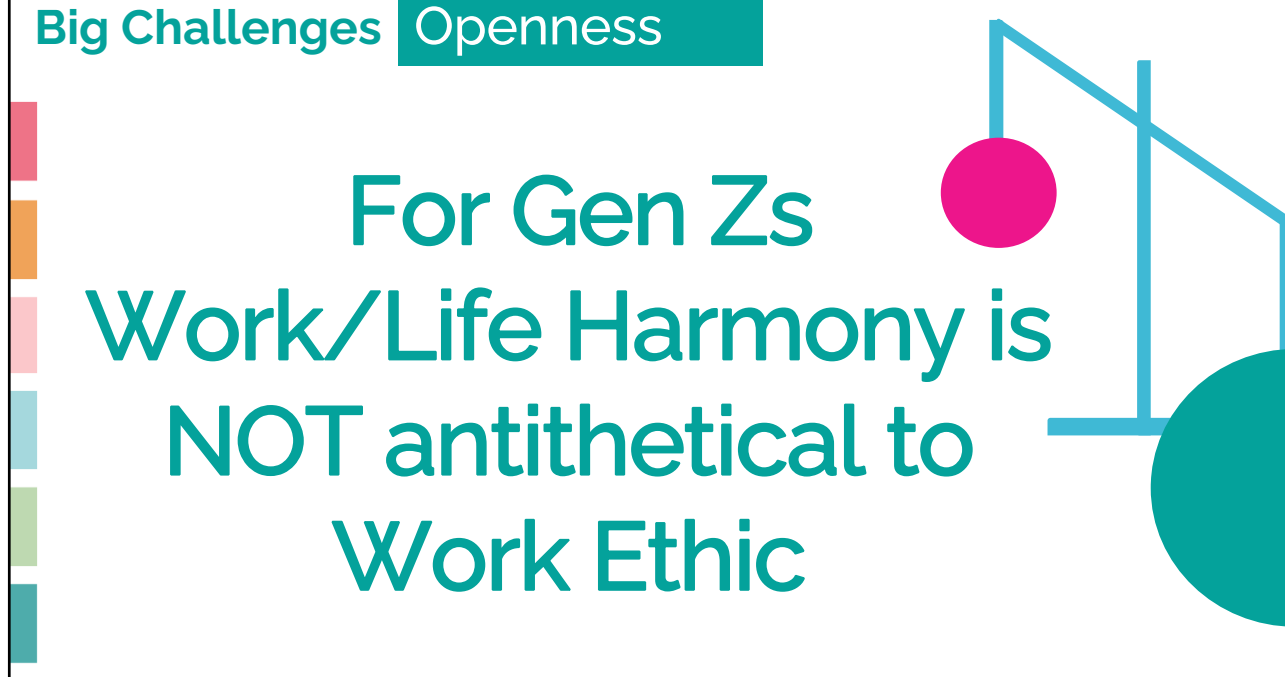
WHY ARE WE HERE?



45

Big Challenges Openness

For Gen Zs Work/Life Harmony is NOT antithetical to Work Ethic



46

Big Challenges Openness

Work/Life Balance
Top consideration for Gen Zs when choosing an employer

60% millennials who say they'd accept less money for better work-life balance.

47

Big Challenges Openness

The happiness U-shape
Overall life satisfaction in the UK: self-reports from four surveys between April 2014 and March 2015.

| Age Group | Life Satisfaction Score |
|-------------|-------------------------|
| 16-24 | 28.7 |
| 25-34 | ~27.5 |
| 35-44 | ~24.5 |
| 45-54 | ~23.0 |
| 55-64 | ~30.0 |
| 65-74 | ~37.5 |
| 75 and over | ~36.5 |

Source: UK Office of National Statistics [Get the data](#)

WHY ARE WE HERE?

48

Big Challenges Openness

Gen X: The “Leapfrog” Generation

“A Gen X’s promotion rate has consistently been 20%-30% slower than Millennials”

Harvard Business Review

49

Big Challenges Openness

The Great Retirement Boom

Pandemic drove 40 million boomers into early retirement

10,000 people in the US hit retirement age every day

WHY ARE WE HERE?

50

Big Challenges Openness



Retaining Retirees

Grandternity benefits

Flexible schedules

Continuous learning

51

Rach
@PettyClegg

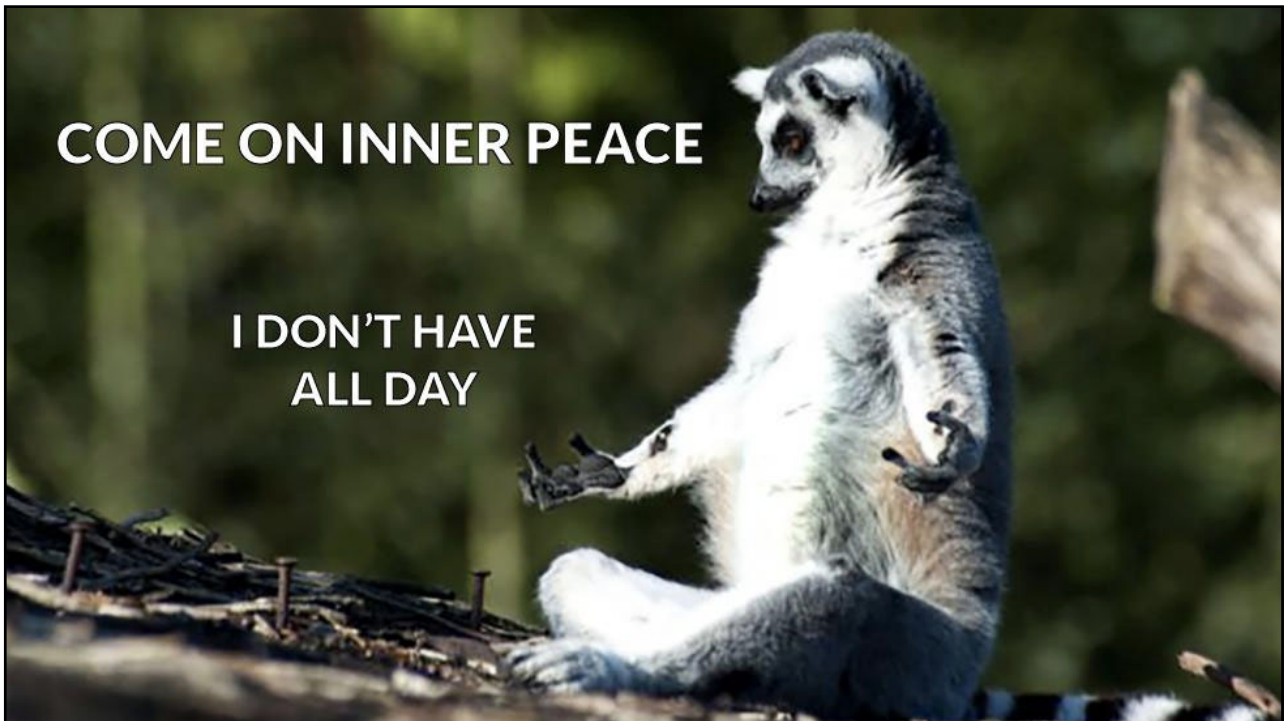
my boss turned herself into a potato on our Microsoft teams meeting and can't figure out how to turn the setting off, so she was just stuck like this the entire meeting

WHY ARE WE HERE?

52



53



54

Let's
Connect



Jennifer-moss.com



jenleighmoss



jenleighmoss

