The Workplace of the Future

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Changes to Society and the Workplace

Every 50 years or so an idea or a movement comes along that changes the way we work and live.

- 1865: Civil War Ends; 85% live on farms
- 1913: Assembly Line
- 1980s: Deming and TQM
- Today: Millennials and Beyond
The Change in Leadership

Past

My Paycheck
My Satisfaction
My Boss
My Annual Review
My Weaknesses
My Job

Future

My Purpose
My Development
My Coach
My Ongoing Conversations
My Strengths
My Life
What leader has had the most positive influence on your life?

Now, list three words that best describe what this person contributes to your life?
1. _______________________________
2. _______________________________
3. _______________________________

Across more than 10,000 responses, FOUR WORDS sorted the most by a significant margin.
What Followers Need

How well are you providing Trust, Compassion, Stability, and Hope to your followers?
The Workplace of the Future
Great Jobs and Great Lives
What Does a ‘Great Life’ Look Like?

PURPOSE
How you occupy your time; liking what you do each day

SOCIAL
Relationships and love in your life

FINANCIAL
Managing your economic life to reduce stress and increase security

PHYSICAL
Good health and enough energy to get things done daily

COMMUNITY
Engagement and involvement in the area where you live
What Does a Great Job Look Like?

Engaged these employees are loyal and psychologically committed to the organization. They are more productive and more likely to stay with their organization.

Not Engaged these employees may be productive but they are not psychologically connected to their company. They are more likely to miss workdays and more likely to leave.

Actively Disengaged these are physically present but psychologically absent. They are unhappy with their work situation and insist on sharing this unhappiness with their colleagues.
College Education is Getting More Expensive

More than $1.4 Trillion in collective student debt. That’s more than all credit card debt combined.

74% say U.S. higher education is not affordable for all.

73% of US Parents Worry ‘a great deal’ about College Funding

Sources: BLS, Census, Gallup
Student Loans Delay other Life Decisions

- Going back to school for more training or another degree: 40% ($1-$25,000), 56% ($25,001+)
- Buying a home: 26% ($1-$25,000), 43% ($25,001+)
- Buying a car: 24% ($1-$25,000), 40% ($25,001+)
- Moving out of your parent(s)’ home: 18% ($1-$25,000), 27% ($25,001+)
- Having children: 13% ($1-$25,000), 26% ($25,001+)
- Starting your own business: 12% ($1-$25,000), 25% ($25,001+)
- Getting married: 9% ($1-$25,000), 19% ($25,001+)
More Than Half of U.S. Adults Would Change at Least One of Their Education Decisions

Would change...

- 12% Degree Type
- 28% Institution
- 36% Field of Study
- 51% At least one of three choices
Major Influence: Where Students Get Valued Advice on What to Study in College

September 2017 Gallup-Strada Education Network Education Consumer Pulse Report

Advice about major: source and helpfulness

- Informal work-based: 20% source, 83% helpfulness
- Informal school-based: 32% source, 78% helpfulness
- Formal: 44% source, 64% helpfulness
- Informal social network: 55% source, 72% helpfulness

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Gallup-Purdue Index Findings: It’s not where you go...

No difference in workplace engagement or well-being of graduates between:

Public versus private nonprofits

Highly selective institutions and rest

Top 100 ranked schools in *U.S. News & World Report* and rest
GRADUATES WHO WERE “EMOTIONALLY SUPPORTED” DURING COLLEGE HAVE MORE THAN 2x THE ODDS OF BEING ENGAGED IN THEIR WORK AND 3x AS LIKELY TO BE THRIVING IN THEIR WELL-BEING

“At least one professor who made me excited about learning.” 63%
“Professors cared about me as a person.” 27%
“A mentor who encouraged my hopes and dreams.” 22%

ONLY 14% OF ALL GRADUATES EXPERIENCED ALL THREE
GRADUATES WHO HAD “EXPERIENTIAL AND DEEP LEARNING” HAVE MORE THAN 2x THE ODDS OF BEING ENGAGED IN THEIR WORK AND MORE ARE THRIVING (13% vs. 10%)

“Long-term project taking a semester or more to complete.” 32%
“Internship or job where applied learning.” 29%
“Extremely involved in extracurricular activities and organizations.” 20%

ONLY 6% OF ALL GRADUATES EXPERIENCED ALL THREE
If you had to choose, which of the following education strategies is most likely to lead to success for students after graduation – in their jobs, postsecondary education and adult lives?

- Project-based learning: 33%
- Increased use of technology: 9%
- Involvement in extracurricular activities: 10%
- Smaller class sizes: 6%
- Providing students with internships connected to what they are learning: 40%

Source: 2016 Gallup Poll of Public School Superintendents

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The Library of Psychology, Circa 1960
“What will happen when we think about what is right with people rather than fixating on what is wrong with them?”

Donald O. Clifton, psychologist and business executive (1924-2003)
PEOPLE WHO FOCUS ON THEIR STRENGTHS ARE MORE ENGAGED, MORE PRODUCTIVE, AND HAPPIER.
TALENT:
The natural capacity for excellence.

TALENT $\times$ INVESTMENT = STRENGTH
(a natural way of thinking, feeling or behaving)
(time spent practicing, developing skills, and building a knowledge base)
(the ability to consistently provide near-perfect performance)
The Science of Strengths

CONDUCTED TENS OF THOUSANDS OF INDIVIDUAL INTERVIEWS

COACHED EVEN MORE EXECUTIVES, LEADERS, MANAGERS AND EMPLOYEES

STUDIED MORE THAN 1 MILLION WORK TEAMS

5 DECADES OF RESEARCH AND DEVELOPMENT

CLIFTONSTRENGTHS®
17 MILLION PEOPLE

USED BY 457 OF THE FORTUNE 500 COMPANIES*

BEST SELLING BOOK — StrengthsFinder 2.0
Wall Street Journal, BusinessWeek, USA Today, Amazon

*As reported by the Wall Street Journal
Takeaways: What are the Keys to Being a More Effective Leader?

- The most effective leaders are always investing in strengths.
- The most effective leaders surround themselves with the right people and then maximize their team.
- The most effective leaders understand their followers’ needs.
Let’s shift from what’s wrong to what’s strong

Discover and develop each person’s unique talents and build an educational, employment and life success plan around their strengths.

IDEATION ACHIEVER INPUT FUTURISTIC LEARNER STRATEGIC MAXIMIZER POSITIVITY COMMAND DISCIPLINE RELATOR COMMUNICATION RESPONSIBILITY ANALYTICAL EMPATHY
Questions?

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Thank you!