

# IS LIFE DESIGN THE FUTURE of HR?



**ARE YOU CRAZY!?**



**WE NEED SOMETHING...**



# IS LIFE DESIGN THAN ANSWER TO "THE BIG QUIT"?

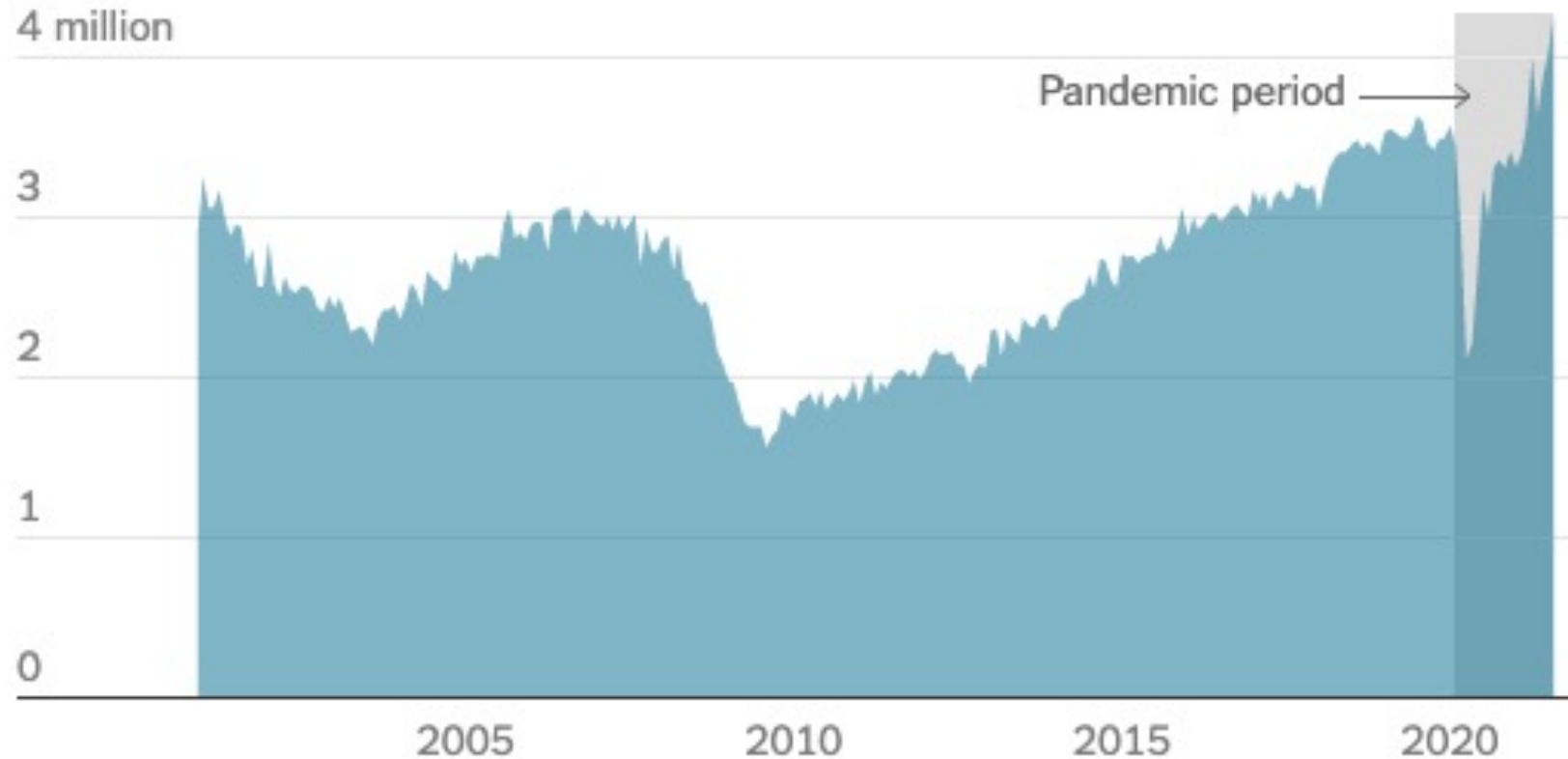
## Workers quitting their jobs hit a record in the U.S. in August.



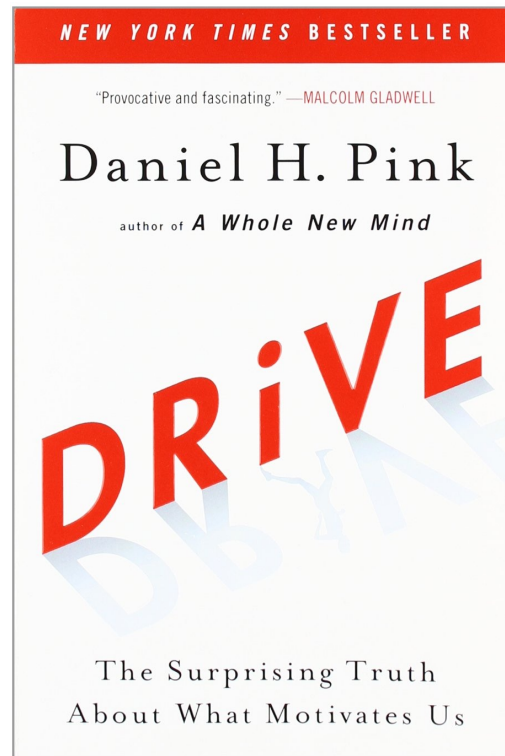
By Ben Casselman

Oct. 12, 2021

Number of People Who Left Their Jobs Voluntarily by Month



# WHAT DO PEOPLE WANT?





# IS LIFE DESIGN THAN ANSWER TO "THE BIG QUIT"?

## "Who is Driving the Great Resignation?"

recommends that leaders “identify trends and blind spots within [the] organization” and attempt to “discover the root causes of resignation [by] exploring metrics such as:

- Compensation
- Time between promotions
- Size of pay increases
- Tenure
- Performance & training opportunities.”

Harvard  
Business  
Review

Human Resource Management |

## Who Is Driving the Great Resignation?

by Ian Cook

September 15, 2021



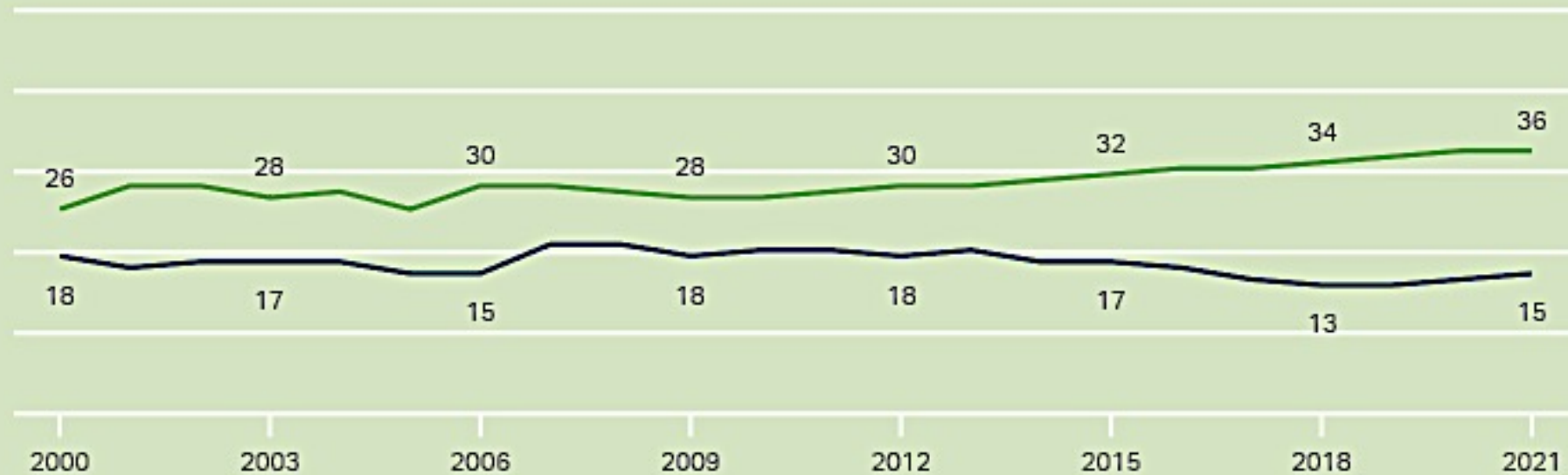
Nick Dolding/Getty Images



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U.S. Employee Engagement Trend, Annual Averages

— % Engaged — % Actively disengaged



Note: 2021 results are for January through June.

GALLUP

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GALLUP BLOG

## Dismal Employee Engagement Is a Sign of Global Mismanagement

BY JIM HARTER



In a nutshell, this global engagement pattern provides evidence that how performance is managed, and specifically how people are being developed, is misfiring. Most of modern business relies on annual reviews to provide feedback and evaluate performance. And yet the new workforce is looking for things like purpose, opportunities to develop, ongoing conversations, a coach rather than a boss, and a manager who leverages their strengths rather than obsessing over their weaknesses. They see work and life as interconnected, and they want their job to be a part of their identity.

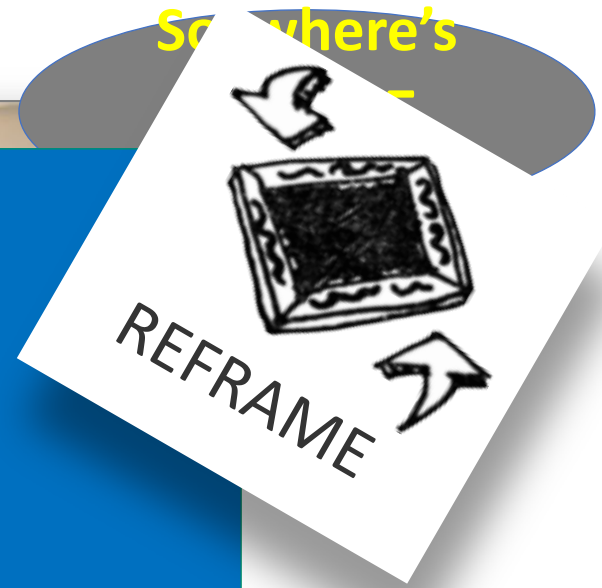
# IS LIFE DESIGN THAN ANSWER TO "THE BIG QUIT"?

So – where  
do we start?

IT'S NOT ABOUT THE JOB.

"I **DON'T WANT** A GREAT JOB!

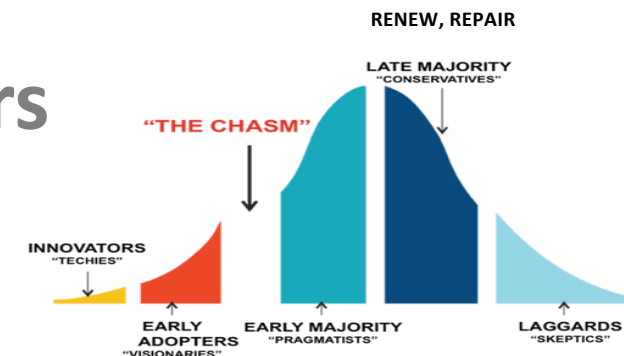
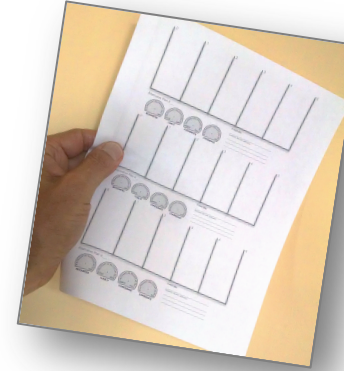
I WANT A **GREAT LIFE**  
with a GOOD JOB **IN IT!**"





# WHAT WE CAN WE COACH FOR?

- Train to redesign the job - not resign it.
- Address the life question!
- Connect the dots for meaning
- Optimize your maker mix
- Design for impact
- Build prototypes with early adopters





Real people



Real world

**HOW  
CAN  
WE BE**

**MORE  
MORE  
MORE**

global  
developmental  
engaged  
human  
innovative  
hybrid  
dazzling



# DYCL: 5-STEP PROCESS

GENERATIVE ACCEPTANCE



MANAGE MINDSET (stay curious)



REACH OUT (& talk to people)



KEEP TRYING (& learning) STUFF

TELL YOUR STORY

