The Future of Work

PAST  DIMENSIONS OF WORK  FUTURE

Long-term commitment, job security, loyalty
Employer/employee relationship
Short term, free agent work; aligned fit between employee & organization

Algorithmic, structured, supervised
Nature of work
Collaborative, multidisciplinary, learning through discovery

Titled roles
Leadership
Everyone can be a leader

Discipline, diligence, rule-abiding, specialized skills
Desired employee qualities
Creativity, curiosity, self-direction, constant learning

Hierarchy, management control on work process
Organization of work
Autonomy, temporary teams, accountability for work product

Carrots and sticks (money, promotion, threat of layoff)
Incentives
Fair pay, intrinsic motivation

Set location and hours
Where and when to work
Remote, virtual, anytime, anywhere

Clear boundaries and compartmentalization
Work-life relationship
Integration, search for balance

Money, status, prestige
Meaning of work
Personal satisfaction, contribution to something larger than self

Source: Global Wellness Institute