



Tailoring Your Job

@ArthurWoods
imperative



Chester
True Value
HARDWARE

Chester
True Value
START RIGHT. START HERE

20
YEARS

Rain-X



COMPASS FELLOWS
WWW.COMPASSFELLOWS.ORG



Google

You Tube™



You Tube



imperative:

Millennial Trends

Majority
Disengaged

Growing
Majority

Expensive
to Replace

Frequently
Switching
Jobs

Perks

Benefits

Promotion

PURPOSE

Money

Incentives at Work



Not Cause



Not Revelation

A silhouette of a person is shown mopping a highly reflective floor in a museum gallery. The person is positioned on the right side of the frame, leaning forward and using a long-handled mop. The gallery is lined with glass display cases on both sides, and a tall, narrow display case stands in the center background. The ceiling features recessed lighting, and the overall atmosphere is one of quiet maintenance in a high-end setting.

Not Luxury

A woman with long hair is shown in silhouette, looking down at a smartphone she is holding. She is standing in a narrow alleyway between tall brick buildings. The scene is dimly lit, with the woman's form highlighted against the lighter background of the buildings and sky. The overall mood is contemplative and focused.

Relationships

Impact

Growth

PURPOSE



Relationships

71%

Of Millennials want their coworkers to be their second family.

(Business Insider)

#comfort

Impact

72%

Of Millennials consider
having a job with impact
to be very important.

(Net Impact)



Growth

65%

Of Millennials say the opportunity for personal development was the most influential factor in choosing their current job.

(UNC Kenan-Flagler Business School)

A young man in a grey sweater and sunglasses around his neck is looking at his smartphone. He is standing on a construction site with wooden scaffolding and red-and-white striped barriers. In the background, other people are working, and a woman is pushing a stroller. The scene is outdoors and appears to be a busy work environment.

Work matters to people



Work is no longer linear

A silhouette of a person sitting in a meditative pose on a dark horizon line, looking towards a bright sun in a golden, cloudy sky. The scene is peaceful and contemplative.

**Self awareness should be a
daily habit at work**

A scenic landscape featuring a large mural of a woman's face painted on a concrete wall. The mural is positioned on a hillside overlooking a vast blue ocean under a bright blue sky with scattered white clouds. The foreground shows dry, brownish vegetation. The overall scene is bright and clear, suggesting a sunny day.

**We need to bring more authenticity to
our professional identities**



We are not our best in silos



We are drivers, not passengers at work

A close-up photograph of a person wearing a dark suit jacket and a light-colored shirt. A white measuring tape is being held against their chest, with a hand visible on the right side of the frame. The background is slightly blurred, showing vertical lines that could be curtains or a wall.

We treat jobs as one-size-fits all

We can tailor our work



Job Tailoring



Get Measurements

- Who am I?
- What gives me purpose?
- What do I stand for?
- Where am I at my best?
- How do others best engage me?

A woman in silhouette is standing on a balcony, looking at a tablet device. The background shows a brick building with arched windows. The scene is dimly lit, suggesting dusk or dawn.

Reflect on Level of Current Purpose

- To what extent am I fulfilled at work?
- Am I bringing my full self to what I do?
- Am I in a state of flow?



Relationships

- Which give me fulfillment?
- Where can I deepen?
- Where can I expand?

#comfort

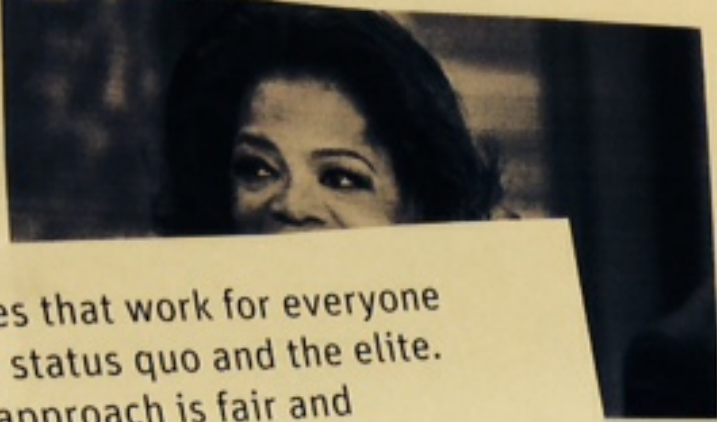
Impact

- How does my work translate to the organization impact
- Who can my work touch?
- Where can I support others in their job tailoring?



Growth

- Where do I have room to grow?
- How can I improve my learning?
- How can I create new experiences for myself?



“ I want to find strategies that work for everyone and not just serve the status quo and the elite. It is critical that any approach is fair and accessible.

EMPLOYER SURVEY
 ① VALUES →
 ② PERSONALITY →
 ③ COMMUNITY →

CULTURE PEGG

TEAM PEGG

STRENGTHS →
 CANVAS
 (PERSONAL OWNERS)

CONTRAST →
 CANVAS
 (PERSONAL OWNERS OF CONTRAST)

ENGAGEMENT PEGG

HIRE PEGG

TEAM FIT
 (CREATE TEAM, UNITE PEOPLE)

CONTRAST CANVAS
 (ANALYZE CONTRAST & PREFERENCES)

SUB-AREAS
 (ANALYZE & 30 SEC. - 10 MIN)

“ I need to understand the reality of the people involved. What do they really need? What are their challenges? What is their context? What are their dreams and aspirations? The best answers come from first listening and having empathy.



HUMAN-CENTERED

READ THE ENVIRONMENT, THEN IDENTIFY TOOLS.

RECRUITMENT
 COACHING
 RETENTION

Map Out Goals

- What do I want to see change in my work?
- Where should I focus first?



Start with One Daily Action

What is one daily measurable way that I can meet one of my goals?



Get an Accountability Partner

Who is somebody who can support you and me in this process and hold you accountable?



Get Started

Begin the job tailoring process by taking a daily action, sharing with your accountability partner and reflecting on what is working



Repeat

Continue the job tailoring process by approach new goals and daily actions, sharing progress with your accountability partner

A blurred background image showing two women in a professional setting, possibly a meeting or office. One woman is in the foreground, looking towards the camera, while another is slightly behind her. The scene is dimly lit, with a purple overlay on the right side containing text.

Support Others in the Process

Contribute to your own growth, relationships and impact by supporting others through job tailoring



Where Does my Manager Fit?

- Job tailoring shouldn't require manager approval
- The process can be greatly enhanced by your manager's support
- Opportunity to co-create



What About my Core Responsibilities?

- Job tailoring is not a retreat from your core work, just improves it
- The process helps you address any existing complacency you face



What Hinders Job Tailoring?

- My manager prevents me from developing at work
- I'm completely in the wrong role currently
- The organization values don't align with mine

4%

Thinking about your ideal work environment:
 What motivates you the most in your work?

Drag and drop the following in order of preference:

(most)

I'm motivated by advancing standards of excellence

I'm motivated by addressing the needs of individuals

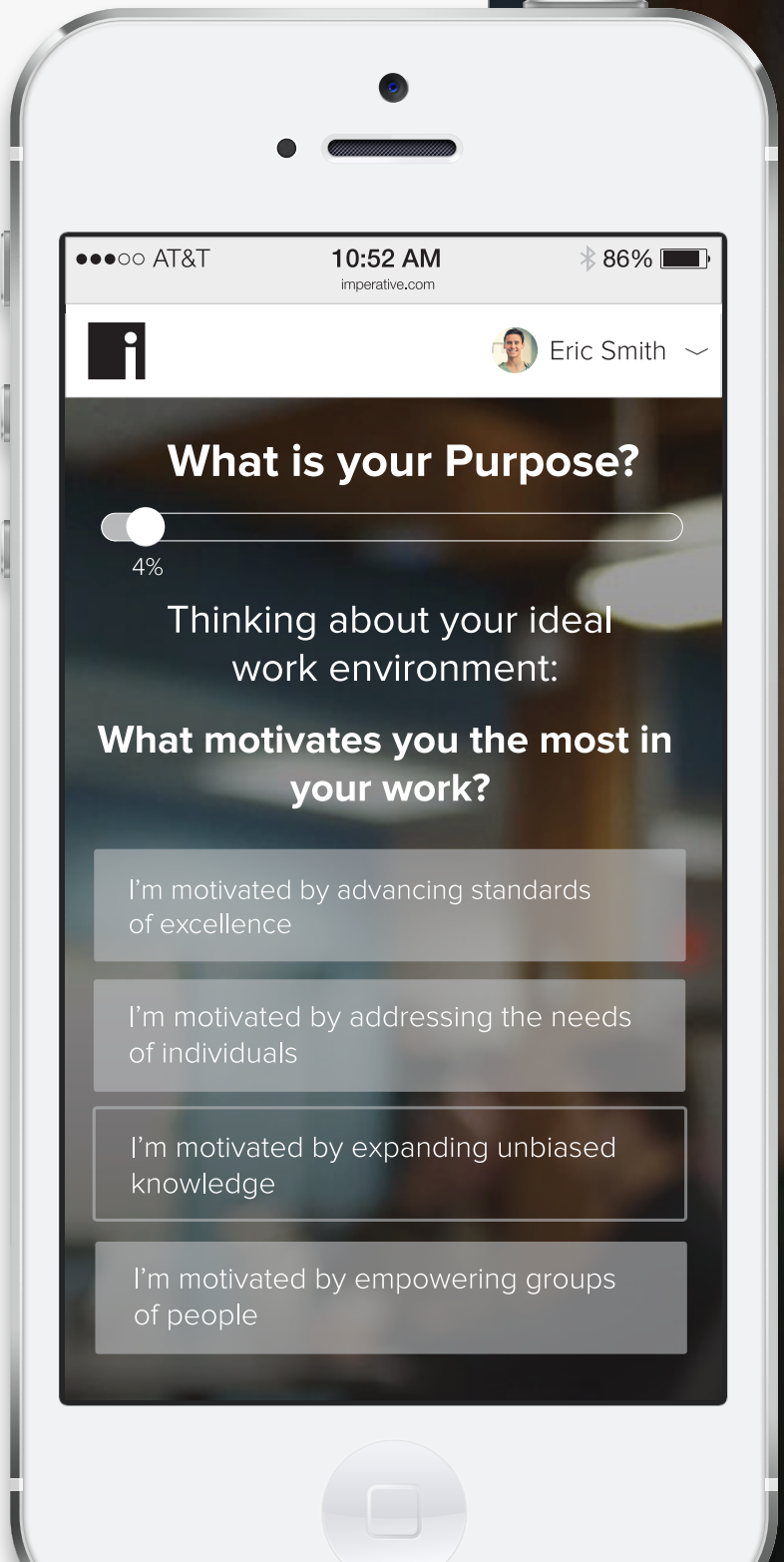
I'm motivated by expanding unbiased knowledge

I'm motivated by empowering groups of people

(least)

Back

Next



10:52 AM 86%

Eric Smith

What is your Purpose?

4%

Thinking about your ideal work environment:
 What motivates you the most in your work?

I'm motivated by advancing standards of excellence

I'm motivated by addressing the needs of individuals

I'm motivated by expanding unbiased knowledge

I'm motivated by empowering groups of people

A photograph of two men performing on stage. The man on the left has long dark curly hair and a beard, wearing a black t-shirt with white text including "#) ♡" and "SARRIAS". He is holding a microphone to his mouth. The man on the right is wearing a dark baseball cap with white script, sunglasses, and a light-colored long-sleeved shirt. He is also holding a microphone to his mouth. The background is dark with some faint graffiti visible. A teal banner is overlaid at the bottom left.

Seja você mesmo

Tailoring Your Job

@ArthurWoods
imperative