Stretch: How to Future-Proof Yourself for Tomorrow's Workplace

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Agenda

- The five *Stretch* practices to future-proof yourself
- How to walk into your future
- Questions

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What Concerns You Most About Your Future?

- Wage stagnation: 27%
- Economic uncertainty: 19%
- Not enough opportunities for advancement: 35%
- Position changing or becoming obsolete: 40%
- Inadequate staffing levels: 31%
To be ready for tomorrow, we need to stretch today

1. To reach beyond your capabilities of today to be ready for tomorrow
2. To expand your viewpoints and skills beyond your current state
3. To be relentlessly resourceful in pursuing your career dreams
The Five *Stretch* Practices

- Learn on the Fly
- Be Open
- Build a Diverse Network
- Be Greedy About Experiences
- Bounce Forward
Practice 1: Learn on the Fly

Maximizing your opportunities to learn outside a formal classroom environment; being a better informal learner
Mindset Matters

“A growth mindset believes that true potential is unknown and unknowable because it is impossible to foresee what can be accomplished with years of passion, toil, and training.”*  

*Carol Dweck, “Mindset”
Tip #1: Learn How To Unlearn

Break through to new levels of performance by learning new skills and unlearning habits.
Practice 2: Be Open

Recognizing opportunities and seeking new options in your daily work
Tip #2: Do It Scared

Remember:

confidence ≠ competence
Practice 3: Build Diverse Networks

Optimizing your network to find opportunities and stay up to date
Importance of Diverse Networks
How Big Should My Network Be?

Dunbar’s Number

*the max number of relationships a person can maintain*
Who Are Your Five to Thrive?

Who do I spend my professional time with?

Do they inspire me, motivate me, teach me, help me stay up-to-date, make me my best person?
Tip #3: Identify Your Five to Thrive. Set up at Least 4 Meetings per Year with Each.

1. ____________
2. ____________
3. ____________
4. ____________
5. ____________
Practice 4: Be Greedy about Experiences

Being purposeful about assignments and experiences to broaden options for tomorrow
Why It’s Okay to Be Greedy about Experiences
Three Ways to Approach Work

1. Completion stance
2. Performance stance
3. Development stance

Tip #4

Select 1-2 projects you have right now that you could approach with a development stance.
Tip #5: Ways to Gain Experience on the Job

• With every assignment, set a learning experience goal
• Volunteer for projects beyond your comfort zone
• Make up a job that solves a need in your organization
• Get a peer coach
• Seek a short-term volunteer assignment
Recognizing setbacks and failures as learning experiences; getting the motivation to move forward
The Three Attributes to Bounce Forward

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RESILIENCE

MOTIVATION
What capabilities will you need for the future?

- Functional skills
- Entrepreneurial spirit
- Geek acumen
- Emotional intelligence
- Creative problem solving
- Leadership
- Cross-cultural dexterity
- Virtual collaboration
- Stretchpertise
- Personal advocacy
There Is A PowerBall Combination of Capabilities

Deep Functional Experience + Emotional Intelligence
The Five *Stretch* Practices

Learn on the Fly  Be Open  Build a Diverse Network  Be Greedy About Experiences  Bounce Forward
Five practical things you can start doing now

1. Adopt a growth mindset
2. Pick 1 project to approach in a development stance
3. What is your unlearn list?
4. Build your Five to Thrive
5. Experience something new; test and pivot
Time for QUESTIONS

Download the first chapter free at: www.StretchTheBook.com

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