



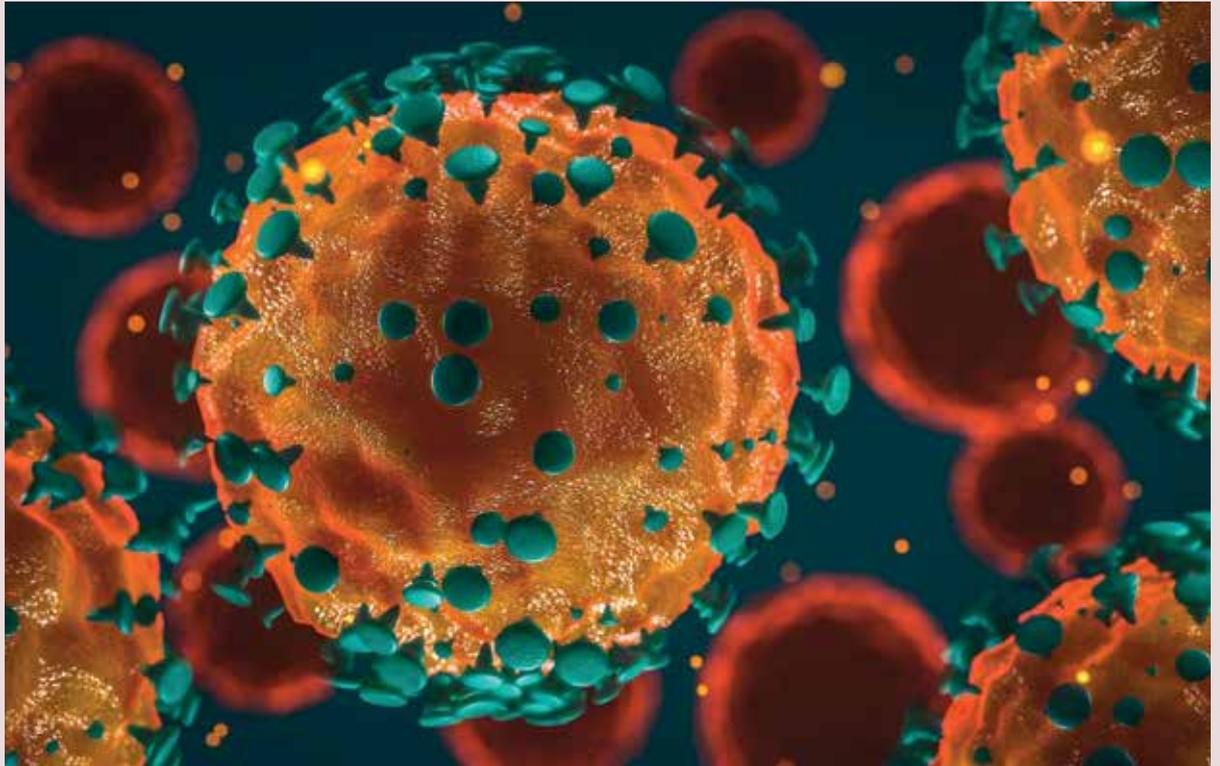
It was Gandhi who said, “The future depends on what you do today!”



# A RADICALLY DISRUPTED FUTURE



**JOHN FITZGERALD**  
**HOW ARE YOU**  
**RESPONDING TO**  
**THE NEW REALITY?**



**T**he last few weeks has brought a dramatic change in how we are viewing our future. Society has been disrupted; we are being advised to practise social distancing and self-isolation. We as humans are social creatures; we have supported and protected each other to survive over 300,000 years.

Climate change was a huge agenda item for many up to the outbreak of the coronavirus. With climate change, we could visibly see the ice cap melting, the Amazon being decimated and plastics floating in the seas. Now we are faced with an invisible virus which is forcing us to radically change how we live today and plan for tomorrow.

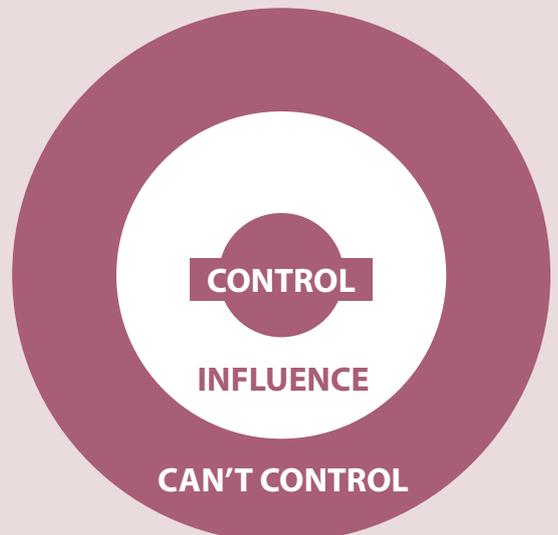
VUCA as an acronym was made famous in a Harvard Business Review article. In 2020, it was never more apt to describe (not just the future of work) but the present reality we are living through. It is indeed never more ‘Volatile, Uncertain, Complex and Ambiguous.’

**Our response to our present reality is within our control.**

I have been on calls with many career coaches whose whole business model has just been radically disrupted in a matter of a few days. They are struggling to cope with the new reality that has just dawned on them.

These are uncertain times for many of us, our families, our livelihoods and our businesses. Each person is in their own unique situation; you may be struggling to cope with the new reality that has just dawned on you. Structure is what I hear everyone wants back in their lives, a daily routine, and some sense of certainty in where they are headed.

**Circle of Control Model**



I am sharing the 'Circle of Control' model so both you and those you work with can start to make sense of this situation. What we can control is our mood, the language we use, our emotions, our attitude toward our family, friends, work colleagues and community.

What we can influence is the story we begin to communicate internally and externally. Words make worlds. Our thoughts can become toxic and indeed daily recurring toxic thoughts, which only lead us to feeling more out of control. Social media survives on click bait by posting dramatic headlines, the more hysterical the better – all serving one purpose – to get us to click – with no concern for our personal welfare. They know we are influenced by what we read, and the hope is we share this hysteria with others.

So, let's try to focus on what we can control and influence and stay away from social media sites serving us up a diet of drama. We have little control of the external environment. We can control our daily thoughts and we can gain great sustenance from those in our trusted network who support, challenge, coach and mentor us. My advice, "If you need help now, it is a time to ask another coach or careers adviser – this is within your control!"

#### A new career guidance model for a new world

The original article I wanted to write was based on what I shared at the recent CDI National Conference in Gateshead in 2019. I spoke about the *Future Career Readiness Index* methodology we have developed to future-proof your career. I have been advocating the key to future employability is to be future ready. The global challenge when I spoke last December in Gateshead was the impact of artificial intelligence, automation on how we will work in the future. The recent coronavirus outbreak has now just disrupted us all in such a short space of time.

It was Gandhi who said, "The future depends on what you do today!"

#### So, what can you do today as a career coach and careers adviser?

You can prepare people for the future by changing the way you define careers guidance in a radically-changed world. The 3-dimensional 'Future of Work Globe' is a model fit for purpose for the disruption we face. The model illustrates the dynamic movement and constant evolving nature of work. It follows the principle of supply (on the left of the globe) and demand (on the right of the globe).

By following the arrows from the top left and circumnavigating the globe, I hope to explain how the model works. The first dimension or 1D is on the left side of the globe (personal development) and represents what individuals' supply – their skills, talents and values. 2D on the top right side of the globe (internal market) represents what organisations demand now and in the future – the skills, talents and culture fit they seek. 3D on the bottom right side of the globe (external environment)

represents what is rapidly changing in the world of work – e.g. the global economy, AI, automation, coronavirus etc.

Once you help people to increase their awareness of all 3 Dimensions, they begin to see the full picture before they plan their future. Now you can traverse over to the bottom left side of the globe in 1D (professional development) to identify the areas that need to be developed to bridge the gap to their new role. This can often show up a specific skills, knowledge, mindset or network gap.



The model is core to the development of the *Future Career Readiness Index* which is a free online career resource to support those in their career and can be accessed on [www.futurecareerreadiness.com](http://www.futurecareerreadiness.com). Everyone who completes the assessment can download their own personalised Future Career Readiness score and report which highlights 20 key areas for future career growth.

#### Standardised doesn't work anymore

Standardised, static career assessments only predicted occupations or jobs that may have suited your personality, aptitudes, interests or skills. These assessments were created for a steady, secure world when little changed. Now, new roles and new skills in demand are constantly evolving. *The Future Career Readiness Index* is built on the premise that nothing stands still. In this new world, you can achieve future employability by anticipating and being best prepared for the future of work. The coronavirus has and will disrupt many industry sectors beyond comprehension. My message is to always anticipate and be future ready. You can best prepare by letting go of the past routines and work patterns, something we as humans find it very hard to do.

My parting career advice: "Let go of the past, embrace the future".

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Future of Work Globe

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