

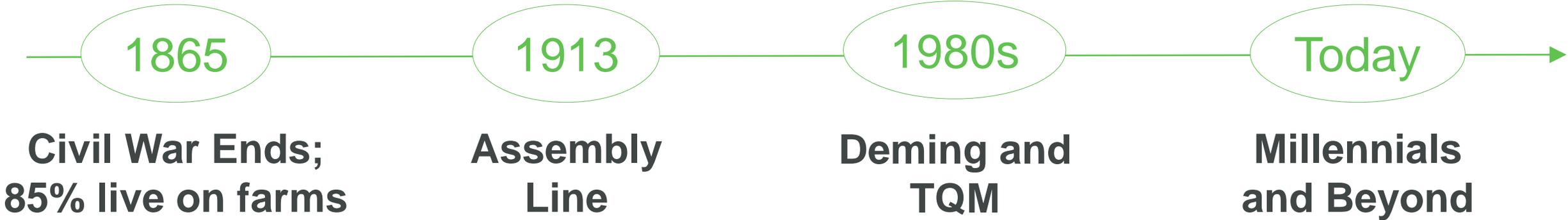
GALLUP®

The Workplace of the Future

Tim Hodges, PhD
Director of Research
Twitter: @timhodes402

Changes to Society and the Workplace

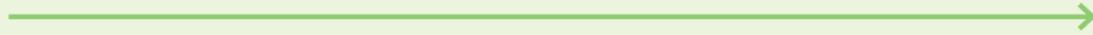
Every 50 years or so an idea or a movement comes along that changes the way we work and live



The Change in Leadership

GALLUP®

Past



Future

My Paycheck

My Purpose

My Satisfaction

My Development

My Boss

My Coach

My Annual Review

My Ongoing Conversations

My Weaknesses

My Strengths

My Job

My Life

Gallup Leadership Survey

What leader has had the most positive influence on your life?

Now, list three words that best describe what *this person contributes to your life*?

1. _____
2. _____
3. _____

Across more than 10,000 responses, **FOUR WORDS** sorted the most by a significant margin.

What Followers Need

How well are you providing Trust, Compassion, Stability, and Hope to your followers?



Trust



Stability



Compassion

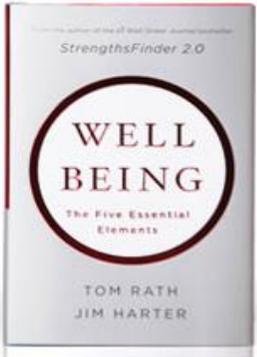


Hope

The Workplace of the Future

Great Jobs and Great Lives

What Does a 'Great Life' Look Like?



PURPOSE

How you occupy your time; liking what you do each day

SOCIAL

Relationships and love in your life

FINANCIAL

Managing your economic life to reduce stress and increase security

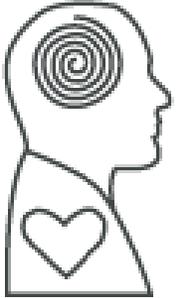
PHYSICAL

Good health and enough energy to get things done daily

COMMUNITY

Engagement and involvement in the area where you live

What Does a Great Job Look Like?



Engaged these employees are loyal and psychologically committed to the organization. They are more productive and more likely to stay with their organization.



Not Engaged these employees may be productive but they are not psychologically connected to their company. They are more likely to miss workdays and more likely to leave.



Actively Disengaged these are physically present but psychologically absent. They are unhappy with their work situation and insist on sharing this unhappiness with their colleagues.

College Education is Getting More Expensive

74%

say U.S. higher education is not affordable for all.

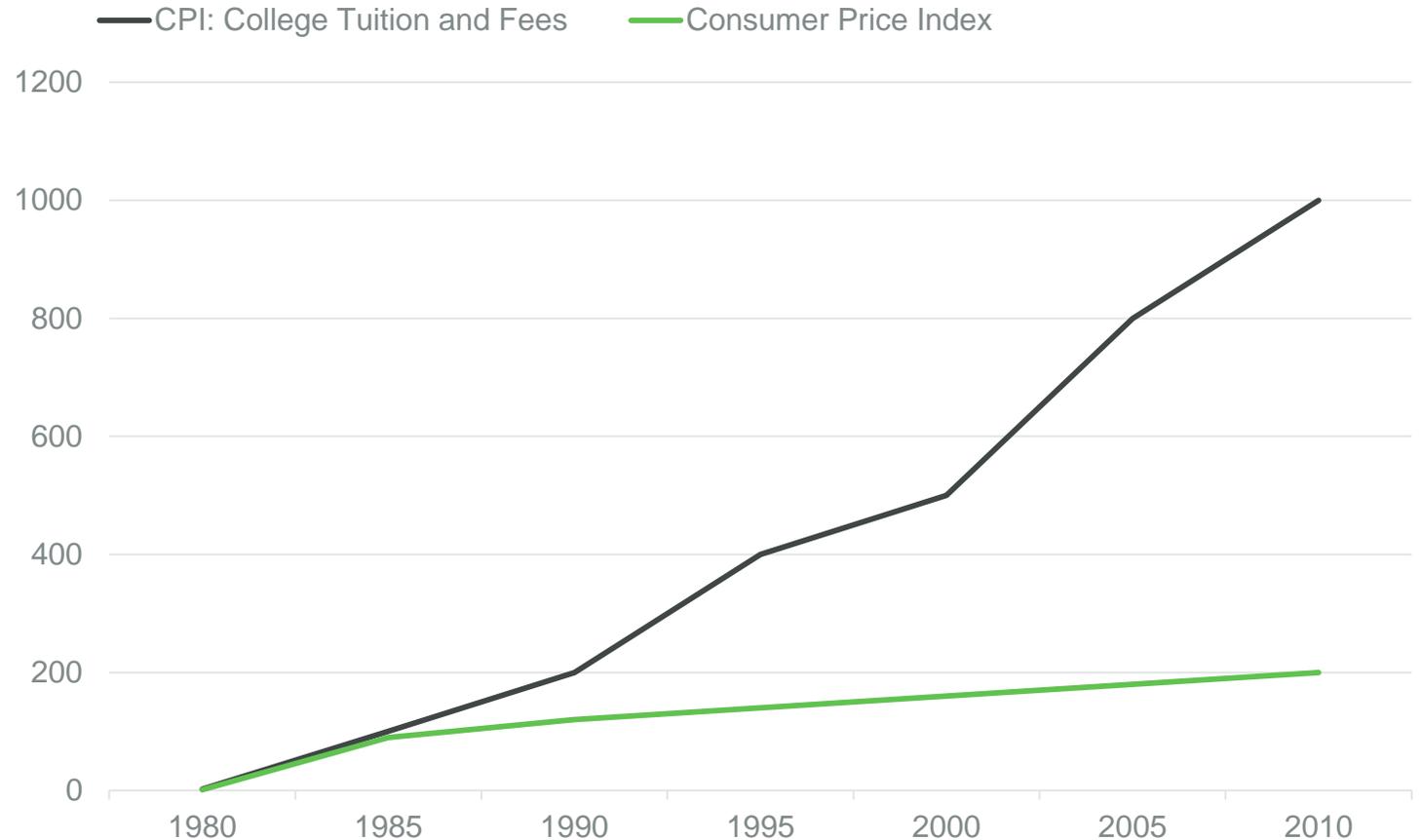
More than \$1.4 Trillion

in collective student debt. That's more than all credit card debt combined.

73%

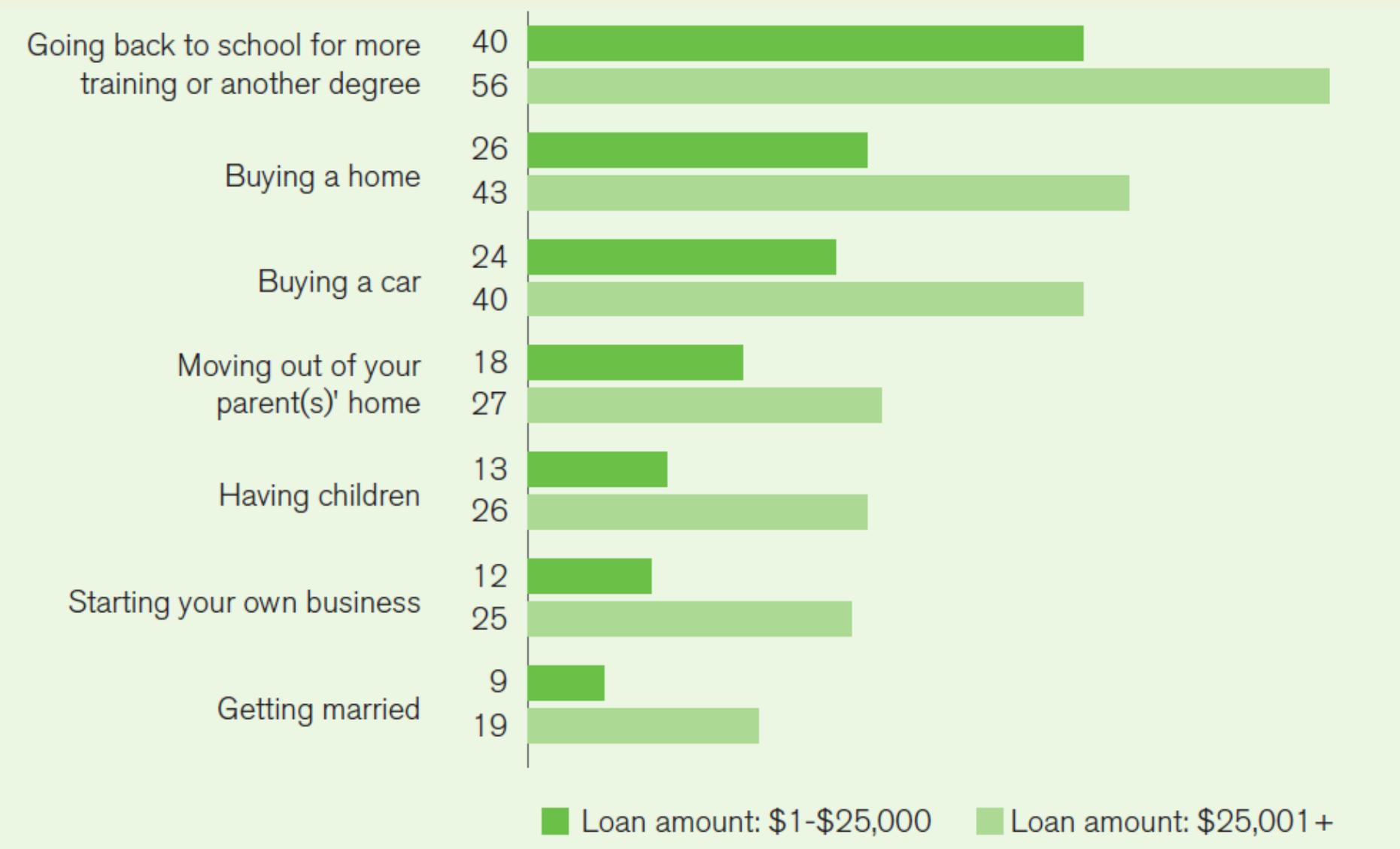
of US Parents Worry 'a great deal' about College Funding

CPI: College Tuition and Fees vs. Consumer Price Index



Sources: BLS, Census, Gallup

Student Loans Delay other Life Decisions



On Second Thought: US Adults Reflect on their Education Decisions

June 2017 Gallup-Strada Education Network Education Consumer Pulse Inaugural Report

More Than Half of U.S. Adults Would Change at Least One of Their Education Decisions

Would change ...

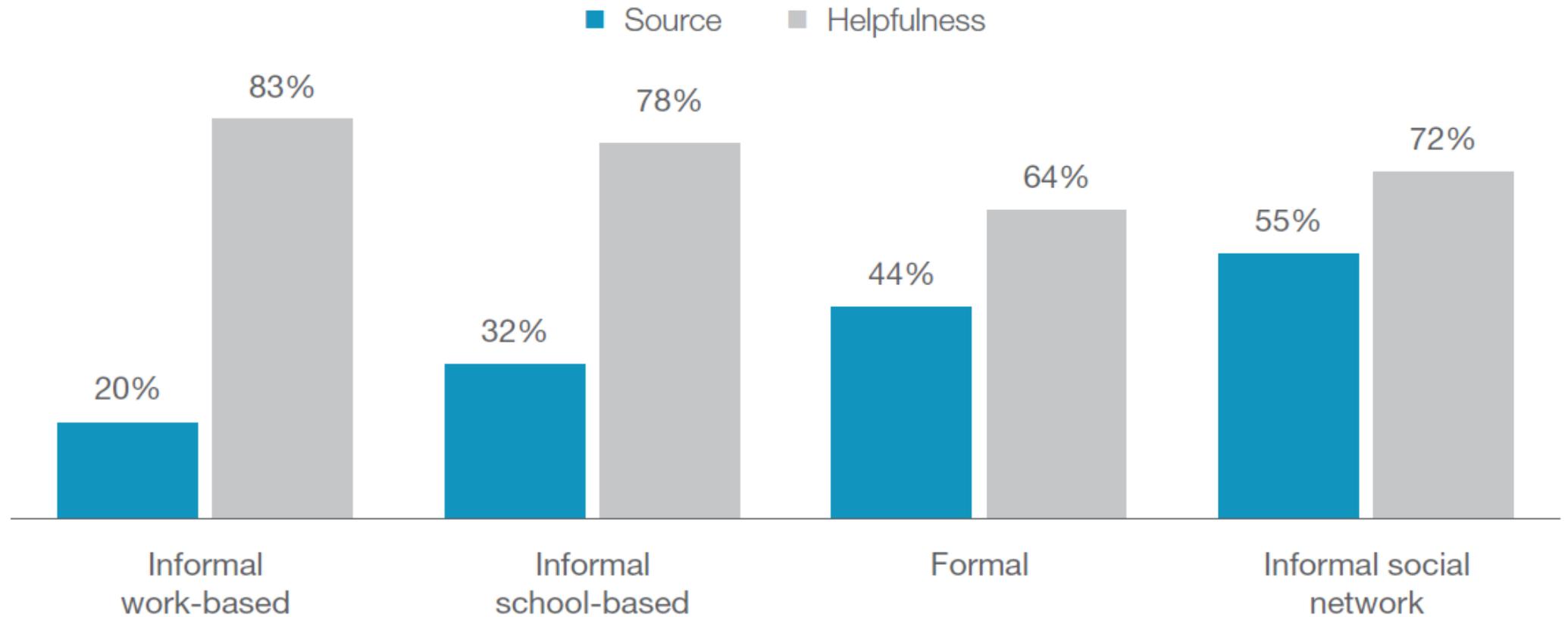


EDUCATION CONSUMER PULSE

Major Influence: Where Students Get Valued Advice on What to Study in College

September 2017 Gallup-Strada Education Network Education Consumer Pulse Report

Advice about major: source and helpfulness



Gallup-Purdue Index Findings: It's not where you go...

No difference
in workplace
engagement or
well-being of
graduates
between:

Public versus private nonprofits

Highly selective institutions and rest

Top 100 ranked schools in *U.S. News & World Report* and rest

It's How You Do It

GRADUATES WHO WERE “*EMOTIONALLY SUPPORTED*” DURING COLLEGE HAVE MORE THAN

2x

THE ODDS OF BEING **ENGAGED** IN THEIR WORK AND

3x

AS LIKELY TO BE **THRIVING** IN THEIR WELL-BEING

“At least one professor who made me excited about learning.” 63%

“Professors cared about me as a person.” 27%

“A mentor who encouraged my hopes and dreams.” 22%

ONLY 14% OF ALL GRADUATES EXPERIENCED ALL THREE

It's How You Do It

GRADUATES WHO HAD “EXPERIENTIAL AND DEEP LEARNING” HAVE MORE THAN

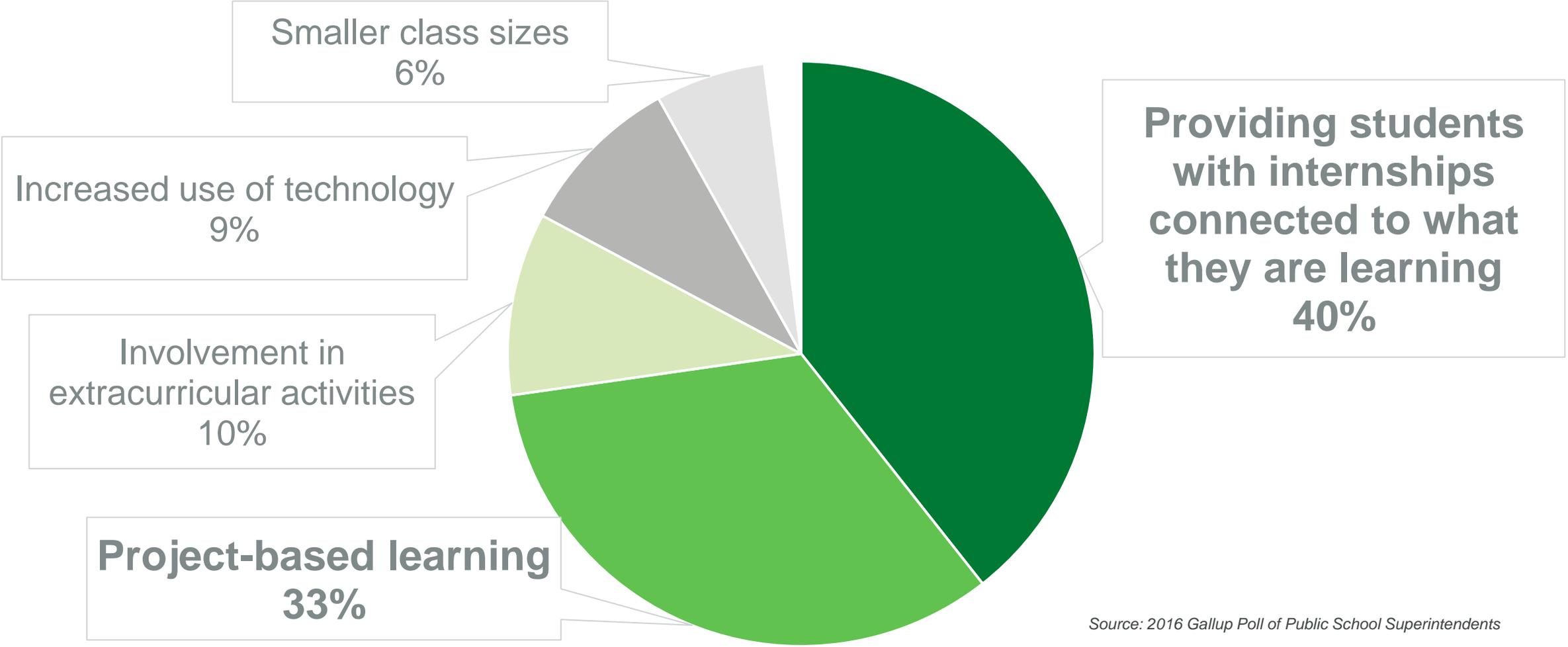
2x

THE ODDS OF BEING **ENGAGED** IN THEIR WORK AND MORE ARE THRIVING (13% vs. 10%)

“Long-term project taking a semester or more to complete.”	32%
“Internship or job where applied learning.”	29%
“Extremely involved in extracurricular activities and organizations.”	20%

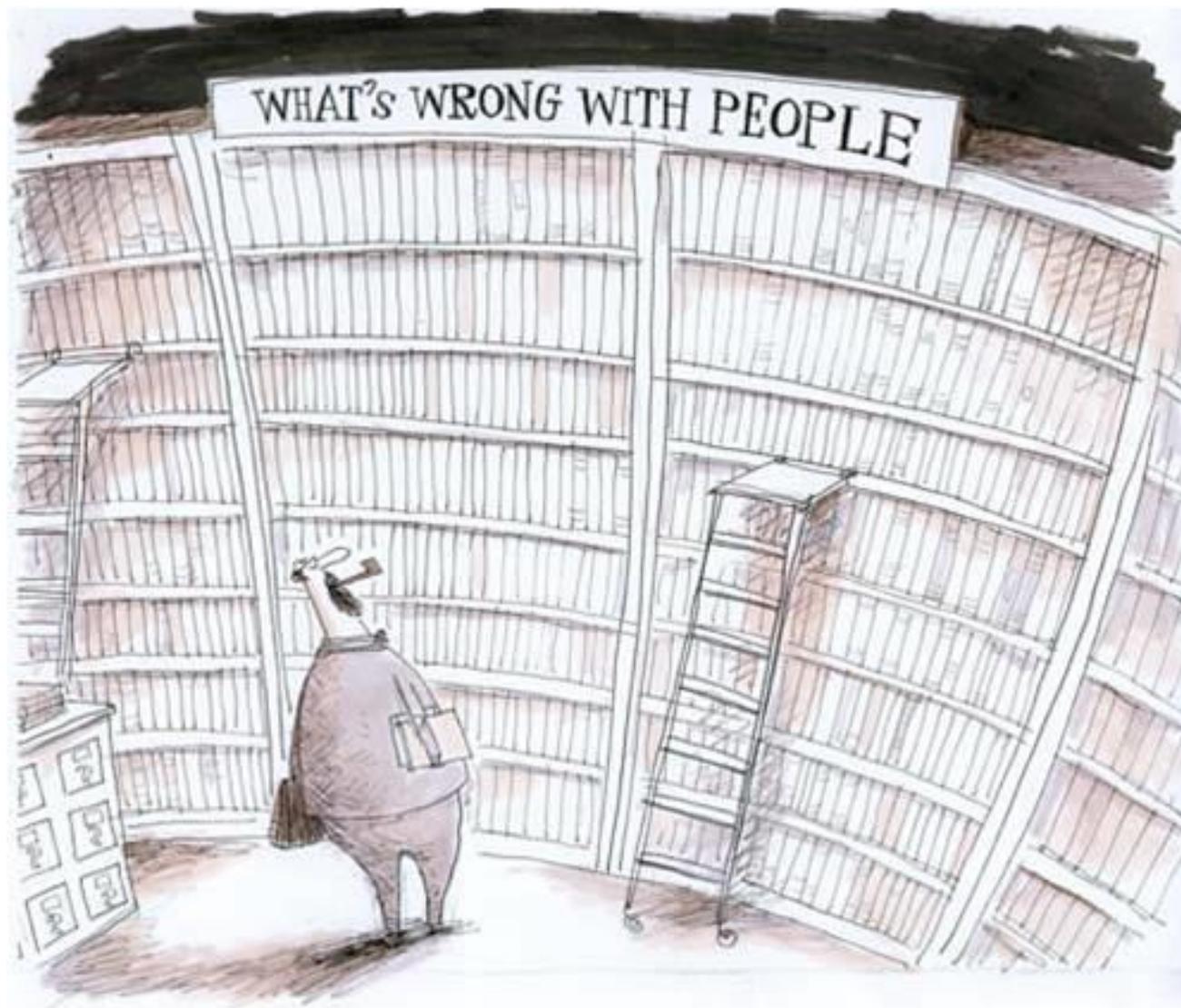
ONLY 6% OF ALL GRADUATES EXPERIENCED ALL THREE

If you had to choose, which of the following education strategies is most likely to lead to success for students after graduation – in their jobs, postsecondary education and adult lives?



Source: 2016 Gallup Poll of Public School Superintendents

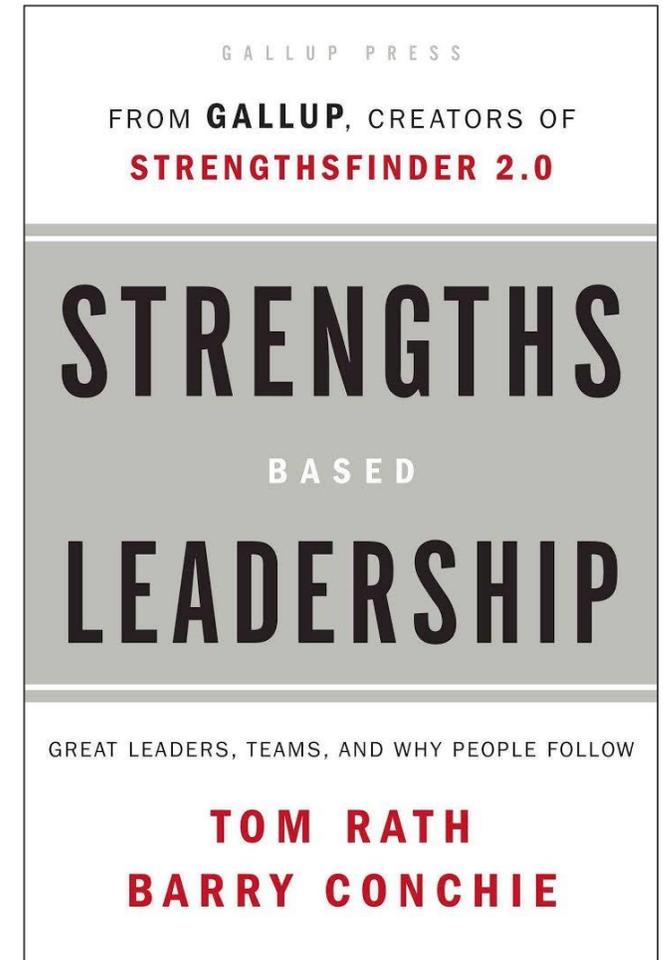
The Library of Psychology, Circa 1960





Donald O. Clifton,
psychologist and
business executive
(1924-2003)

“What will happen
when we think about
what is right with
people rather than
fixating on what is
wrong with them?”



TALENT:

The natural capacity for **excellence.**

TALENT

(a natural way of thinking,
feeling or behaving)

X

INVESTMENT

(time spent practicing, developing skills,
and building a knowledge base)

=

STRENGTH

(the ability to consistently provide
near-perfect performance)

The Science of Strengths

CONDUCTED **TENS OF THOUSANDS** OF INDIVIDUAL INTERVIEWS

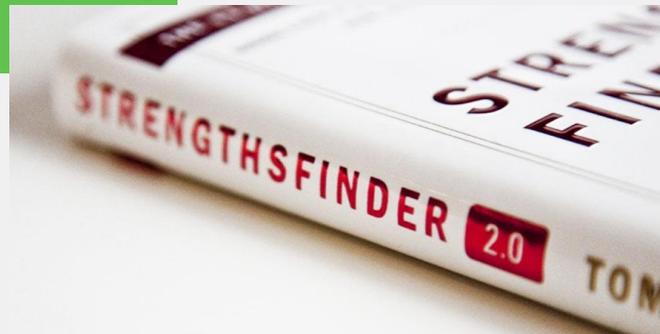
COACHED EVEN MORE **EXECUTIVES, LEADERS, MANAGERS AND EMPLOYEES**

STUDIED MORE THAN **1 MILLION** WORK TEAMS

5 DECADES OF RESEARCH AND DEVELOPMENT

CLIFTONSTRENGTHS®
17 MILLION
PEOPLE

USED BY **457** OF THE FORTUNE **500** COMPANIES*



BEST SELLING BOOK — StrengthsFinder 2.0
Wall Street Journal, BusinessWeek, USA Today, Amazon

Takeaways: What are the Keys to Being a More Effective Leader?

- The most effective leaders are always investing in strengths.
- The most effective leaders surround themselves with the right people and then maximize their team.
- The most effective leaders understand their followers' needs.

Let's shift from what's wrong to what's strong

Discover and develop each person's unique talents and build an educational, employment and life success plan around their strengths.

IDEATION ACHIEVER INPUT FUTURISTIC LEARNER STRATEGIC MAXIMIZER POSITIVITY
COMMAND DISCIPLINE RELATOR COMMUNICATION RESPONSIBILITY ANALYTICAL EMPATHY

Questions?

For more information:

tim_hodges@gallup.com

Twitter: @timhodges402

Thank you!



Copyright Standards

This document contains proprietary research, copyrighted materials, and literary property of Gallup, Inc. It is for the guidance of your organization only and is not to be copied, quoted, published, or divulged to others outside your organization. All of Gallup, Inc.'s content is protected by copyright. Neither the client nor the participants shall copy, modify, resell, reuse, or distribute the program materials beyond the scope of what is agreed upon in writing by Gallup, Inc. Any violation of this Agreement shall be considered a breach of contract and misuse of Gallup, Inc.'s intellectual property.

This document is of great value to Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark, and trade secret protection safeguard the ideas, concepts, and recommendations related within this document.

No changes may be made to this document without the express written permission of Gallup, Inc.

Gallup® and Q12® are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are property of their respective owners.