

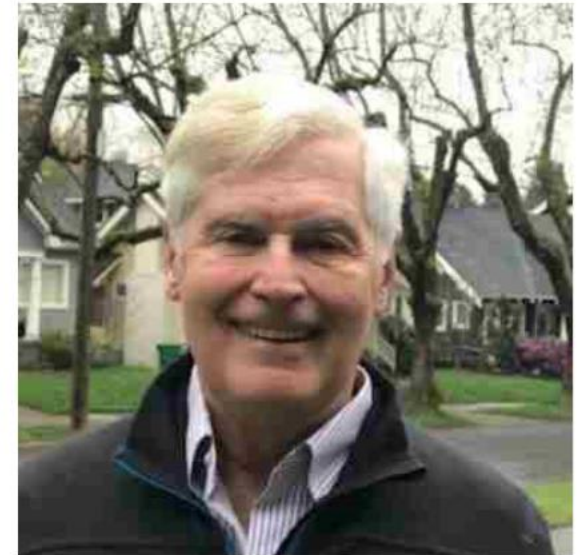
# **Working It: Get Unstuck. Do Good. Be Happy**

**Greg Hutchins PE CERM**

**Quality + Engineering**

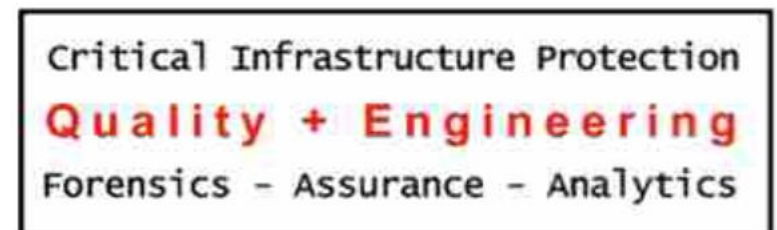
**503.233.1012**

**Greg@800Compete.com**



# Greg Hutchins PE CERM Bio

- Future of Quality: Risk<sup>®</sup> evangelist since 2000
- Developer of Certified Enterprise Risk Manager<sup>®</sup> certificate
- Founder of:
  - 800Compete.com
  - WorkingIt.com
  - CERMAcademy.com
  - QualityPlusEngineering.com
- Contact information: Greg@800Compete or 503.233.1012 (US)



# Presentation Outline

1. Are You Asking the Right Questions
2. Are You Ready For the Age of Disruption
3. Are You Stuck? Why?
4. Are You Happy? Why?
5. Are You Achieving Your Goals? How?
6. Takeaways and Questions

# 1. Are You Asking the Right Questions

## Context – 14 Years Ago

### **Expectation:**

“A Harvard M.B.A. seemed like a winning lottery ticket, a gilded highway to world-changing influence, fantastic wealth and — if those self-satisfied portraits that lined the hallways were any indication — a lifetime of deeply meaningful work.”

### **Reality:**

“‘When I die, is anyone going to care that I earned an extra percentage point of return? My work feels totally meaningless.’ ... The smoothest life paths sometimes fail to teach us about what really brings us satisfaction day to day.’”

**Source:** Wealthy, Successful, and Miserable’, New York Times Magazine, February 22, 2019.

# Clayton Christensen's Questions – 14 Years Ago

What's the meaning of  
your life?

How will you measure  
your life?



Source: Evgenia Eliseeva, HBR

# Today's Disruption Questions

1. Are You Stuck? Why?
2. Are You Happy? Why?
3. Are You Achieving Your Goals? How?

**WORKING IT:**  
**GET UNSTUCK.**  
**DO GOOD.**  
**BE HAPPY.**

VUCAN® PLAYBOOK  
FOR  
RISK BASED,  
DECISION MAKING

GREG HUTCHINS

# Why It Matters?

- **Are you stuck?**
  - It matters because stuckness is today's personal epidemic.
- **Are you happy?**
  - It matters because global unhappiness is at an all-time high.
- **Are you achieving your goals?**
  - It matters because **achieving your 'do good' goals** gets you unstuck and **makes you happy**.

## 2. Are You Ready for Age of Disruption

- Moore's Law For People
- What is Moore's Law for IC's
- Moore's Law for people
  - People have a half life for careers.
- **Lesson:**
  - Today people have 10 jobs
  - Younger generation will have 10 careers
- What does this mean for YOU?



Source Intel  
Corporation/AFP/Getty Images





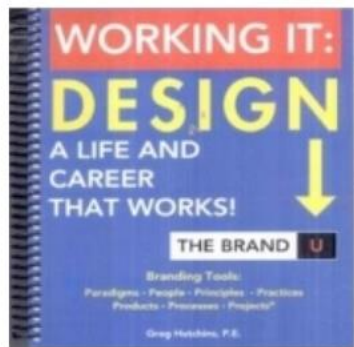
## Working It App - Future of Work

The Future of Work is being disrupted. MIT has engaged the entire institute in researching and proposing solutions for the Future of Work. Harvard Business School has a similar initiative in terms of managing the Future of Work. Q+E proposes a similar initiative with OSU in developing the Working It app. This software project is based on the fifth edition of the book /Working It: Disruption Rules – COVID Edition/ for OSU's EECS Capstone Project.

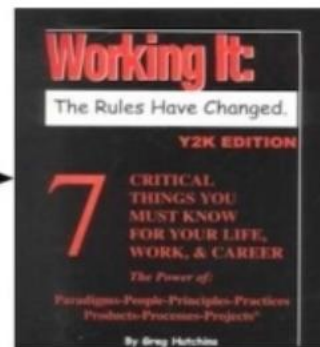
The Future of Work data and Future of Professions projections are dramatic:

- 1/3 of the workforce will transfer to new occupations over the next 5 years (Goldman Sachs).
- Sixty-five percent of children now entering school will hold jobs that currently don't exist (WEF).
- 1/3 of all graduates are underemployed (Milken Institute).
- More than 50% of workers want new work/career/jobs (LinkedIn).

# Q+E/IEEE Future of Work Initiative



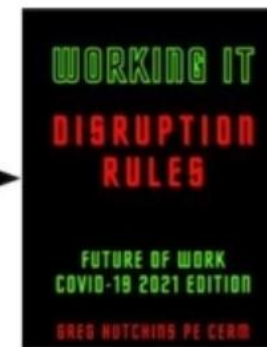
1995 Edition



2000 Edition

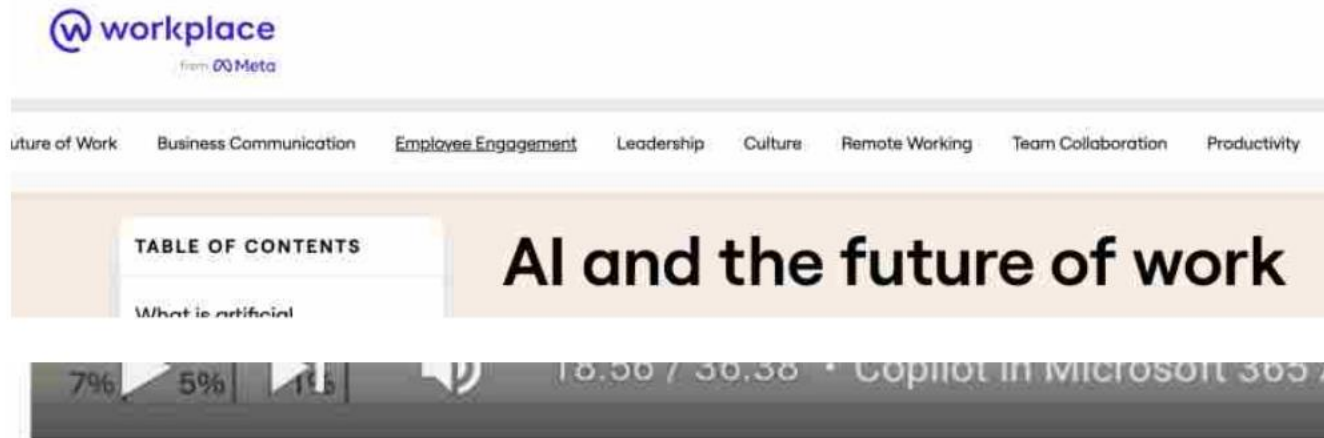


2020 Edition



2021 Edition

# What is the Future of Work?



The screenshot shows the Workplace from Meta website. At the top left is the logo "workplace from Meta". Below it is a navigation menu with items: "uture of Work", "Business Communication", "Employee Engagement", "Leadership", "Culture", "Remote Working", "Team Collaboration", and "Productivity". A large orange banner contains the text "AI and the future of work". To the left of this banner is a "TABLE OF CONTENTS" section with the heading "What is artificial". Below the banner is a dark grey bar with a chart showing "7%" and "5%", and text including "18.56 / 36.38" and "Copilot in Microsoft 365 Apps".



The screenshot shows the MIT Technology Review website. At the top right is the text "MIT Technology Review" and "Sign in". Below this is a dark grey banner with the text "SPONSORED". The main article title is "The 'Future of Work 2023' report" and the date is "March 14, 2023".

## The Future of Work With AI - Microsoft March 2023 Event



**Microsoft** ✓  
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IDEAS MADE TO MATTER | ARTIFICIAL INTELLIGENCE

# Why 'the future of AI is the future of work'

by David Autor | David A. Mindell | Elisabeth B. Reynolds | Jan 31, 2022

# What is the Future of Our Profession?

## Artificial Intelligence Is Coming for Lawyers, Again

Previous advances in A.I. inspired predictions that law was the lucrative profession most at risk. It didn't happen. Is this time different?

5 MIN READ



# What is the Future of Life?

“Should we develop nonhuman minds that might eventually outnumber, outsmart, obsolete and replace us?”

Should we risk loss of control of our civilization”

Source: Future of Life Institute , 2023

# We're Now All VUCANs®

- Over 80% of experts surveyed expect consistent volatility over the next years, with multiple shocks accentuating divergent trajectories (WEF, Time mag)
- We are all VUCANs®



# We Are Now All Risk Managers

- Permacrisis – word of the year
- Our word – permarisk
- Takeaway:
  - **Risk is the lens** for much of personal work problem solving and decision making
  - **We are now all risk managers**



# 3. Are You Stuck? Why?

- **Gen Z**

- **Getting into right college**
- **Getting a good/great job**
- **Paying off loans**

- **Millennial**

- **Get out of parent's home**
- **Buy house – FOMO Fear of moving out**

**Gen X**

Supporting parents,  
kids

Promotions

**Boomers**

Paying for retirement  
Health



# Stuckness: Jobs and Degrees



**BREAKING NEWS** Three children confirmed dead in shooting at Tennessee Christian school

**BUSINESS**

## Up to 80 percent of workers could see jobs impacted by AI

By Isabel Keane

March 26, 2023 | 9:44am | Updated



## Business Standard

Tuesday, April 18, 2023 | 09:49 AM IST EN | Hindi

[Home](#) [E-paper](#) [Market](#) [Opinion](#) [India News](#) [Industry](#) [Sports](#) [Multimedia](#)

[Home](#) / [India News](#) / Worthless degrees are creating an unemployable ...

## Worthless degrees are creating an unemployable generation in India

Half of all graduates in India are unemployable in the future due to problems in the education system, according to a study

# Stuckness: College Cost/Value/Debt

Yale University / Acceptance rate

5.3%

2021

People also search for



Harvard University  
4%



Stanford University  
3.9%



Princeton University  
4.4%

Source: Education Data Initiative, 2023

## Cornell University / Cost

Tuition, fees, and annual cost · 2020–21

From US Dept of Education (IPEDS) · [Learn more](#)

Average cost after aid

\$37,042

Aid includes grants and scholarships from the institution, state, and federal government

Average cost before aid

\$80,287



# Stuckness: College Unhappiness



#8 Best Public Universities in America

## UW-Seattle Salaries

Seattle, Washington

★★★★☆ 6 Reviews

♥ ADD TO LIST

**NYT Opinion: We Talked to 10 Graduates About Their College Regrets**



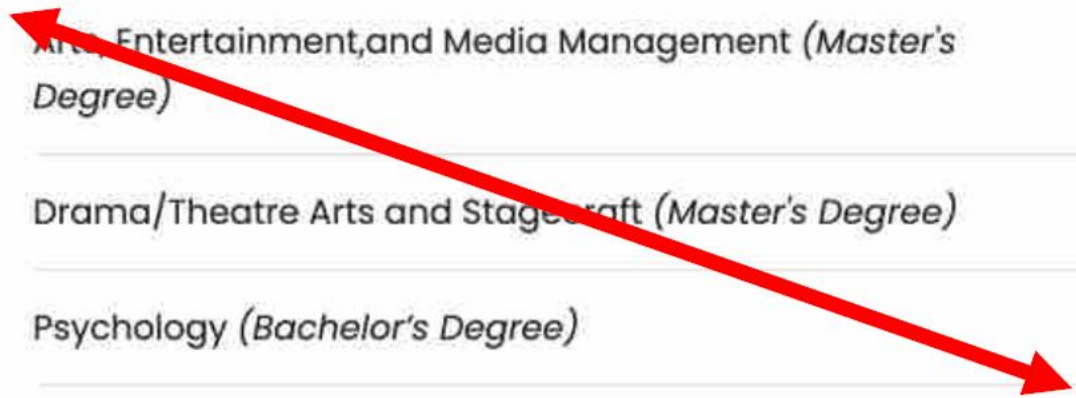
# Stuckness: Graduate Salary Inequity

## Carnegie Mellon Salaries

Pittsburgh, Pennsylvania

0 Reviews

Major	Earnings		
Computer Science (Bachelor's Degree)	<b>\$138,900</b>	Rhetoric and Composition/Writing Studies (Bachelor's Degree)	<b>\$44,000</b>
Business Administration, Management and Operations (Master's Degree)	<b>\$127,600</b>	Art, Entertainment, and Media Management (Master's Degree)	<b>\$41,800</b>
Electrical, Electronics and Communications Engineering (Master's Degree)	<b>\$113,000</b>	Drama/Theatre Arts and Stagecraft (Master's Degree)	<b>\$33,200</b>
Computer and Information Sciences (Master's Degree)	<b>\$108,000</b>	Psychology (Bachelor's Degree)	<b>\$30,700</b>
		Drama/Theatre Arts and Stagecraft (Bachelor's Degree)	<b>\$24,400</b>



# Stuckness: Employment Inequity



**AWS**

## Security Engineer Internship - 2023 (US)

Amazon · Seattle, WA (On-site)



Full-time · Internship



10,001+ employees · Technology, Information and Internet

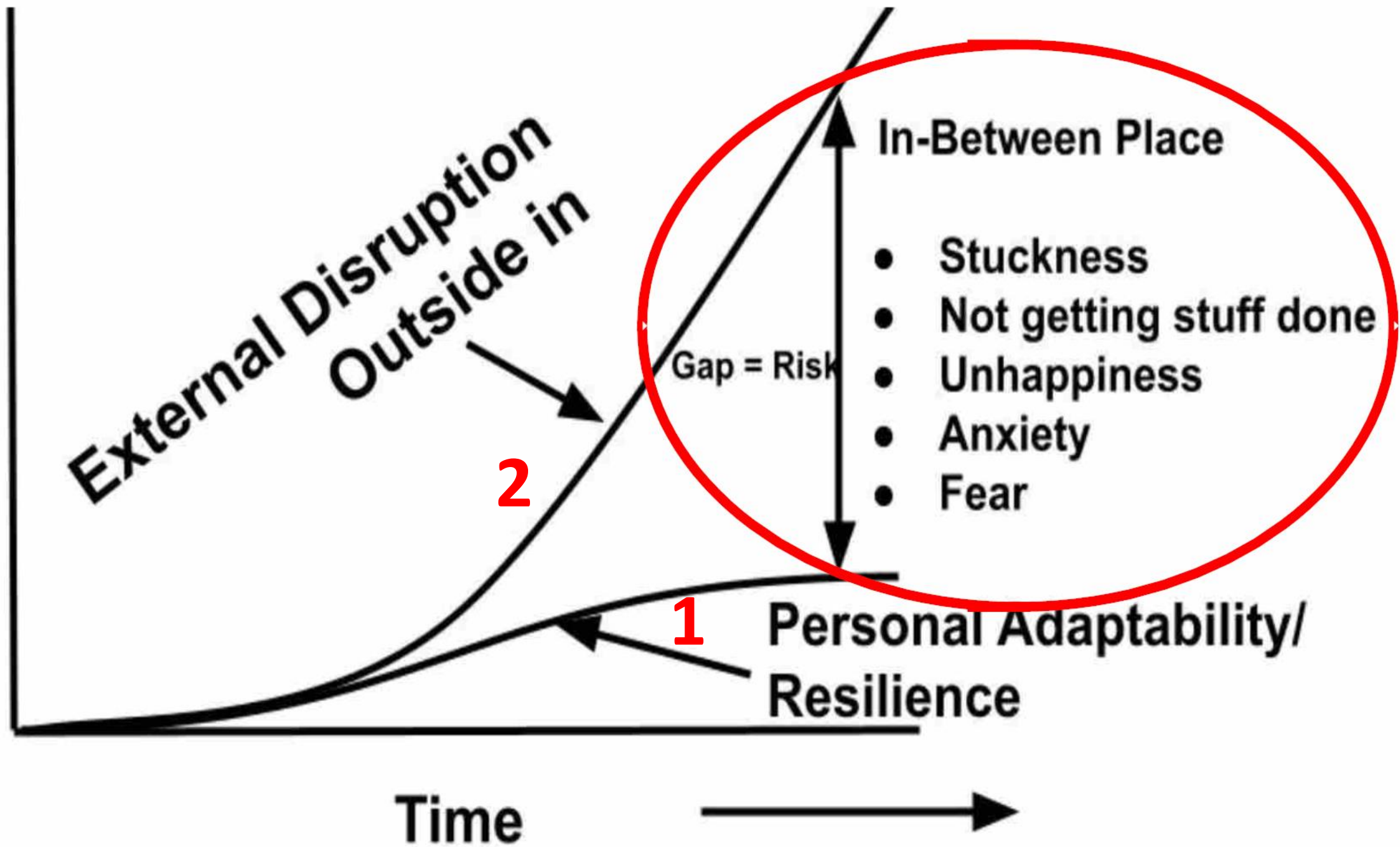


See how you compare to **1,621 applicants.** [Try Premium for free](#)



No longer accepting applications

VUCA



# 4. Are You Happy? Why?

- In 2022, 24% indicated they were ‘not very happy,’ compared to **19% who said they were ‘very happy.’**
- The former is an all-time high, while the latter is an all-time low”

**Source:** ‘New Research Finds Americans Are Unhappier Than Ever Before’, Gallup Poll, February 3, 2022.

Only **12% of respondents in a recent WSJ poll said they were ‘very happy.’** We called to ask what makes them different.

**Source:** WSJ, April 21, 2023



## The Global Rise of Unhappiness

BY JON CLIFTON



# Sorry, You've Been Rejected. Now Let's Party.

Whether it's with sheet cake or walls proudly displaying rejection letters, students and adults are finding a new joy in the word "no."





# What Makes You Happy?

THE BRIGHT SIDE

## The Finnish Secret to Happiness? Knowing When You Have Enough.

The Nordic nation has been ranked the happiest country on earth for six consecutive years. But when you talk to individual Finns, the reality is a bit more complicated.



HTSI

The madness of the £25 Martini

The New York Times

## Two years into the pandemic, Yale's 'happiness' course is more popular than ever

By Alaa Elassar, CNN

Published 8:15 AM EST, Sun January 23, 2022

Over 3 Million People Took This Course on Happiness. Here's What Some Learned.

# Decision Making Failures

The New York Times Magazine

THE ETHICIST

## My Husband Won't Help Pay for My Kids' Tuition. Should I Divorce Him?

The magazine's Ethicist columnist on how to navigate financial tensions with a spouse

### SOCIAL Q'S

## Is My Daughter Horrible for Refusing to Release Me From Her Student Loans?

A reader eager to be freed from \$100,000 worth of co-signer responsibilities seeks a judgment on her daughter's behavior.

# Why Am I Stuck?

- System is rigged against me.
- I don't know what to do, where to go, or who I am?
- I can't make a decision or take a risk
- I'm in a mental rut.
- There are no opportunities for me
- I can't reach my dreams and goals.

# 5. Are You Achieving Your Goals? How?



# Primeval Decision Making

- **Scenario:** Saber tooth tiger going to attack the village and dispose of the clan leader and maybe YOU
- What would you do?

Would you have been a:

- Hunter (risk taking)
- Gatherer (risk averse)



Source: Pixabay

# What Type of Decision Maker Are You?

Key risk-based decisions had to be made.

- Fight (risk-taker) – hunter behavior
- **Flight (risk-averse) or Get Stuck or 'WTF' – gatherer behavior**
- **Freeze (risk-averse) or Get Stuck or Saber Tiger lunch**
- **Flow (risk-sensitive) or Saber Tiger lunch or 'What just happened'**

**Lesson:** Risk-based, decision-making is part of our DNA

# Solution: Risk-Based, Decision Making

**Starting Point/  
Current State**



**Who do you want to be? Why?**

**Where do you want to go? Why?**

**What do you want to do? Why?**

**Obstacles/  
Risks**



**How are you going to get there?**

**What obstacles (risks) are in your way?**

**How are you removing the obstacles (risks)?**

**Ending Point/  
GOAL**

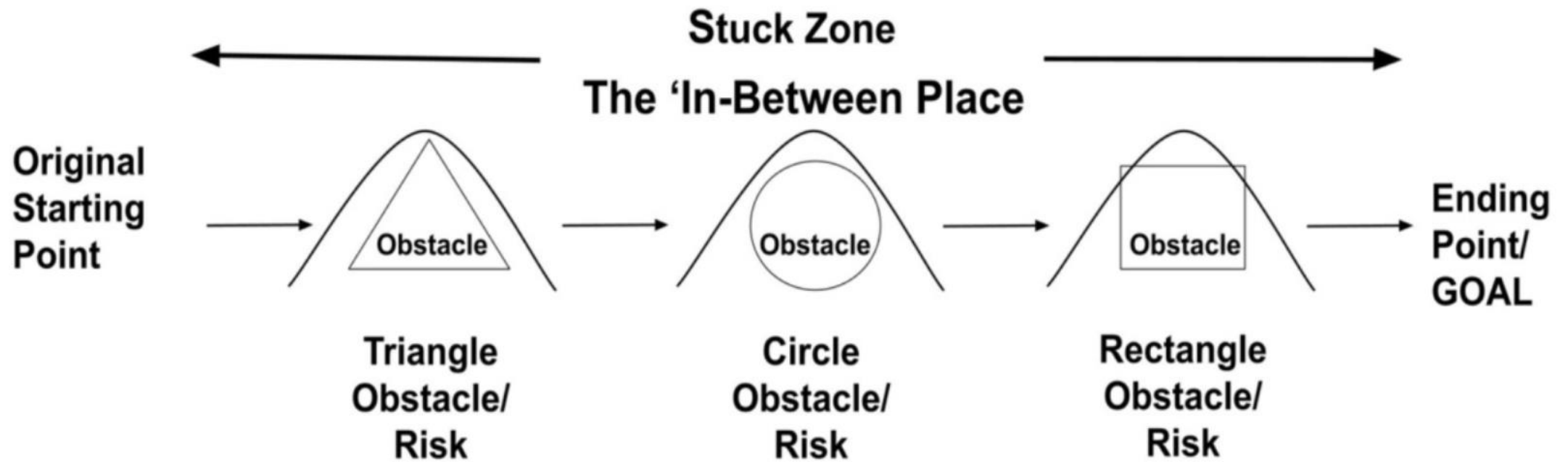


**How do you know you've arrived?**

**How do you measure progress?**

**What did you learn?**

# RBDM Decision Making

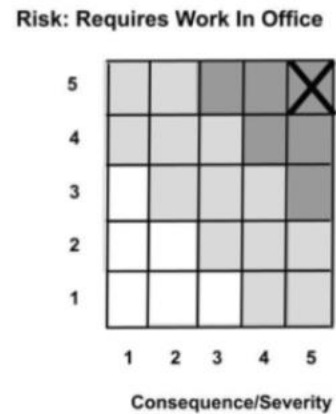




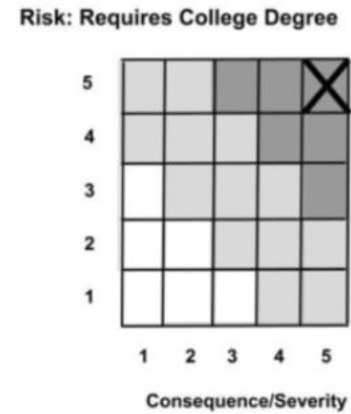
# Reduce Obstacles to the Goal



Initial Risk = 20

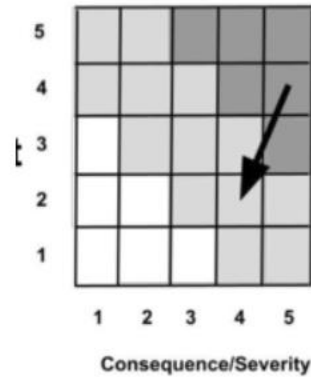


Initial Risk = 25

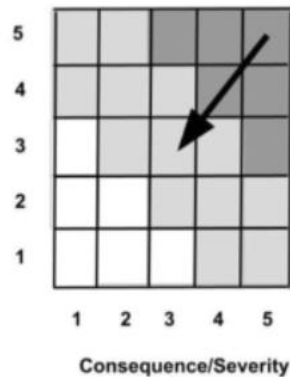


Initial Risk = 25

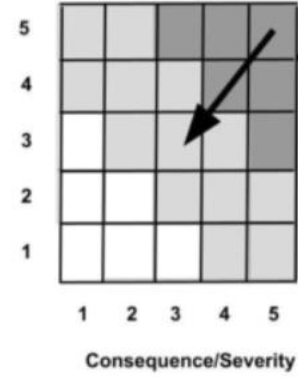
# Reduce Obstacle Risk to Comfort Level



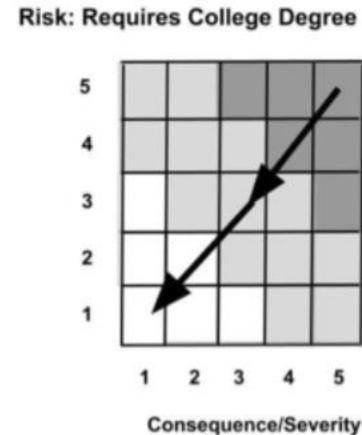
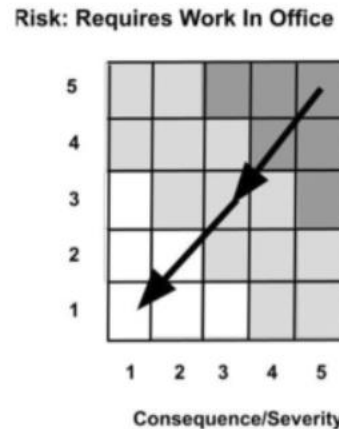
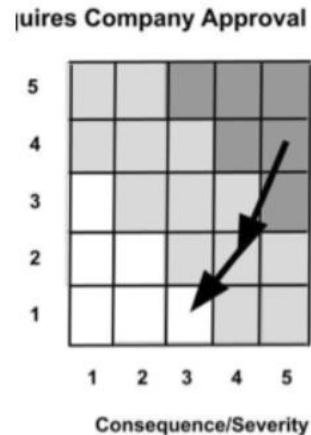
**Residual Risk  
= 8**



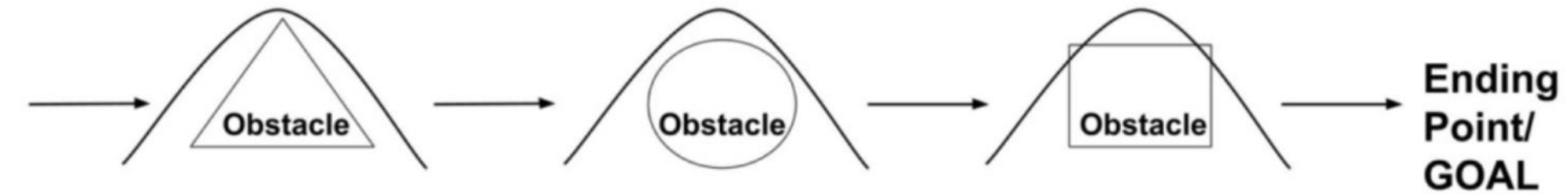
**Residual Risk  
= 9**



**Residual Risk  
= 9**



# Now You Can Reach Your Goal

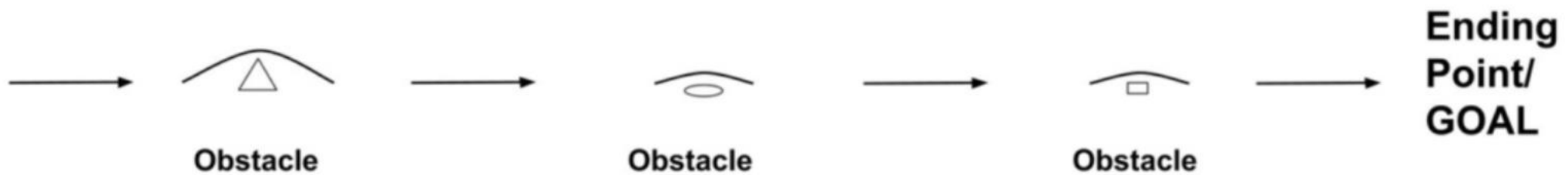


**Triangle  
Obstacle/  
Risk**

**Circle  
Obstacle/  
Risk**

**Rectangle  
Obstacle/  
Risk**

**Ending  
Point/  
GOAL**



**Obstacle**

**Obstacle**

**Obstacle**

**Ending  
Point/  
GOAL**

# 6. What Are the Takeaways?

- Disruption is the new normal
- Moore's Law for people has arrived
- We are VUCANs® in a VUCA world
- People globally are profoundly unhappy?
- Many people are stuck (risk averse)
- Getting your stuff done is a major challenge
- See life and work through a risk lens
- Risk based, decision making
- You are now a VUCAN®

# Education Oversight - April 2023

*The Protecting Students from Worthless Degrees Act*  
**Senators Jeff Merkley (D-OR) and Dick Durbin (D-IL),  
and Representative Raja Krishnamoorthi (D-IL-08)**

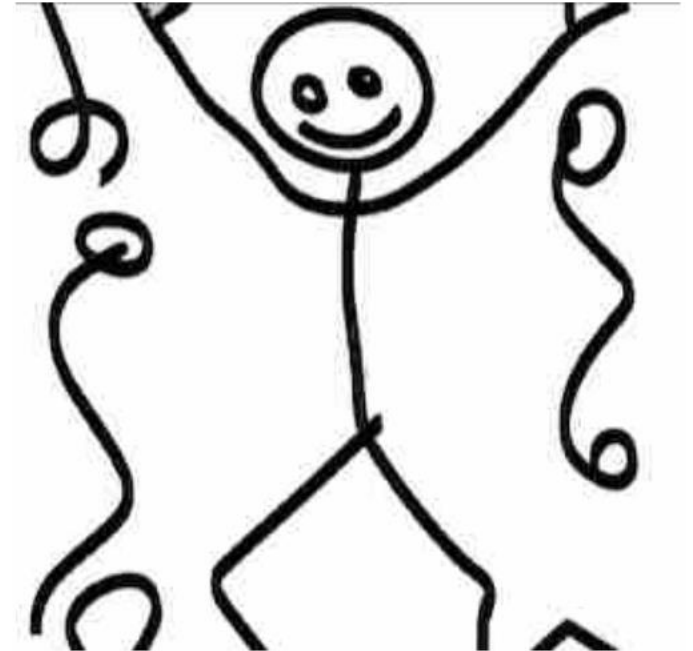
# Final Thought: George Bernard Shaw

World is populated by three kinds of VUCANs:

1. Those who make things happen.

2. Those to whom it happens.

3. Those who wonder what happened



It is better to be clued in rather than clueless

# Thank You For Your Time Today

If you have any thoughts or  
would like to talk, please call me  
at: 503.957.6443

Or

[Greg@800Compete.com](mailto:Greg@800Compete.com)

Or

Purchase book on Amazon

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