THRIVE: SEEING AND SEIZING OPPORTUNITY

UNIVERSITY OF MICHIGAN
15th ANNUAL WORK-LIFE CONFERENCE
OCTOBER 14, 2020
AGENDA

OUR CURRENT STATE

BIG IDEAS

3 THRIVE SKILLS

3 STRATEGIC RE-CREATIONS
IS OUR CURRENT STATE

MISFORTUNE  OPPORTUNITY
4 Defaults

- Fight
- Flee
- Freeze
- Appease
Big Ideas

Thoughts and themes that frame our learning
Opportunities are usually disguised as great challenges.
The greater the challenge, the greater the need for self-reflection.
We live by default or design.
The greatest lie we can tell ourselves is that we have no choice.
We typically underestimate the cost of doing nothing.
New situations require new thinking.
3 THRIVE SKILLS

- Self-Observation
- Personal Agility
- Resilience
3 THRIVE SKILLS

1. The ability to see your internal thoughts, motivations, drives, passions, beliefs, and values.

2. The ability to see yourself (your behavior and actions) from another’s viewpoint.
3 THRIVE SKILLS

- Self-auditing
- Articulating a realistic view of their strengths, challenges, opportunities, and limits
- Saying “no” to the wrong things
- Pursuing feedback and modifying approach
3 THRIVE SKILLS

1. Journal
2. Read
3. Create a Career Advisory Board/Find a coach
4. Ask specific questions in pursuit of feedback.
The ability to see the moment, understand the times, self-manage, and adapt your approach.
3 THRIVE SKILLS

- Exhibiting curiosity – a desire to understand
- Prefering outcomes over methods
- Quickly changing their approach when needed
- Pointing their energy towards the essential few
1. Learn about the institution by broadening your network
2. Gain insight into the bigger work
3. Learn how your work fits
4. Manage their brand
3 THRIVE SKILLS

The ability to bounce forward from challenges and be better than you were before.
Looking for the opportunities
Asking the right questions
Identifying the learning in light of the future
Refueling consciously and consistently
1. Listen to your self-talk and conversations
2. Ask yourself, “What’s my opportunity in this situation?”
3. Ask, “What is this situation trying to teach me?”
4. Schedule renewal
3 RECURRENT STRATEGIES

- RENEWING PURPOSE
- REINVENTING CAREER
- RETHINKING PRODUCTIVITY
Purpose at work stems from the pursuit of something meaningful to you and those you serve.
PURPOSE BY THE NUMBERS

- almost 3X more likely to stay with their organization
- more than 2X higher job satisfaction
- 93% were more engaged at work
PURPOSE MATTERS

- Creates meaning
- Focuses our attention
- Guides our actions
- A renewable resource
- Provides intrinsic motivation
WHAT MOTIVATES YOU?

1. Be creative
2. Be in charge
3. Be autonomous
4. Feel challenged
5. Feel secure
6. Gain recognition
7. Improve/make something more effective
8. Learn
9. Create a team
10. Master something
11. Explore
12. Serve
13. Shape/influence something
14. Solve a problem
THE PURPOSE OPPORTUNITY

RENEWING PURPOSE

Reassess

Reaffirm  Renew  Reinvent
The people I serve are . . .

The talents I want to capitalize on are . . .

The contribution I want to make is . . .

To make this contribution, the support I need is . . .

My contribution helps others by . . .
3 RECURRENT STRATEGIES

RENEWING PURPOSE

REINVENTING CAREER

RETHINKING PRODUCTIVITY
4 CAREER MOVES

- Grow Now
- Move to the Side
- Move Up
- Move On
GROW NOW

Become the Best

Play to Strengths

Build Accomplishments
Accomplishment = the completion of something that matters
---
where you took positive action
 A problem solved
 A dollar saved
 An hour shortened
 A project completed
 A task done
 A person influenced
 An idea sold
 A process fixed
 A customer happy
Accomplishment = the completion of something that matters

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3 RECURRENT STRATEGIES

- RENEWING PURPOSE
- REINVENTING CAREER
- RETHINKING PRODUCTIVITY
Every day we get the same amount of time as everyone else.

Productivity requires renewal.

An activity will fill up any timeframe.

Energy and focus attenuate (get depleted).

Unmanaged, we will gravitate to low-value activities.
Because we all get the same amount of time, 
Think about time like you think about money . . . only more so

Because productivity requires renewal,
Think about renewal like the government thinks about your taxes

Because an activity will fill up any timeframe,
Get clear about what adds value

Because energy and focus attenuate,
Notice your patterns - Focus on high-value work at the right time

Because we naturally will gravitate to low-value activities,
Own your outcomes
<table>
<thead>
<tr>
<th>X Multitask</th>
<th>✓ Plan – in 6 timeframes – big 1-3</th>
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<tbody>
<tr>
<td>X Say “yes” to everything</td>
<td>✓ Express gratitude</td>
</tr>
<tr>
<td>X Neglect your 4-d health</td>
<td>✓ Schedule renewal</td>
</tr>
<tr>
<td>X Be alone all the time</td>
<td>✓ Ask, “What needs done?”</td>
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<tr>
<td>X Act small</td>
<td>✓ Enlist a coach/board</td>
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SOURCES AND RESOURCES

- 7 Habits of Highly Effective People
- How to Be Exceptional
- Maximize Your Potential: Grow Your Expertise, Take Bold Risks & Build an Incredible Career
- Manage Your Day-to-Day: Build Your Routine, Find Your Focus & Sharpen Your Creative Mind
- So Good They Can't Ignore You
- Deep Work: Rules for Focused Success in a Distracted World
- Uncover Your Calling
- Leading From Purpose
- Extreme Productivity: Boost Your Results, Reduce Your Hours
- Work Reimagined
- Rethinking Career Mobility
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