

UNDERSTANDING YOUR CHANGING STRENGTHS



© 2023 ACB Ideas

Do not copy, reproduce, distribute, transmit, modify, create derivative works, or in any other way exploit any part of this material without prior written permission.

TWO INTELLIGENCES

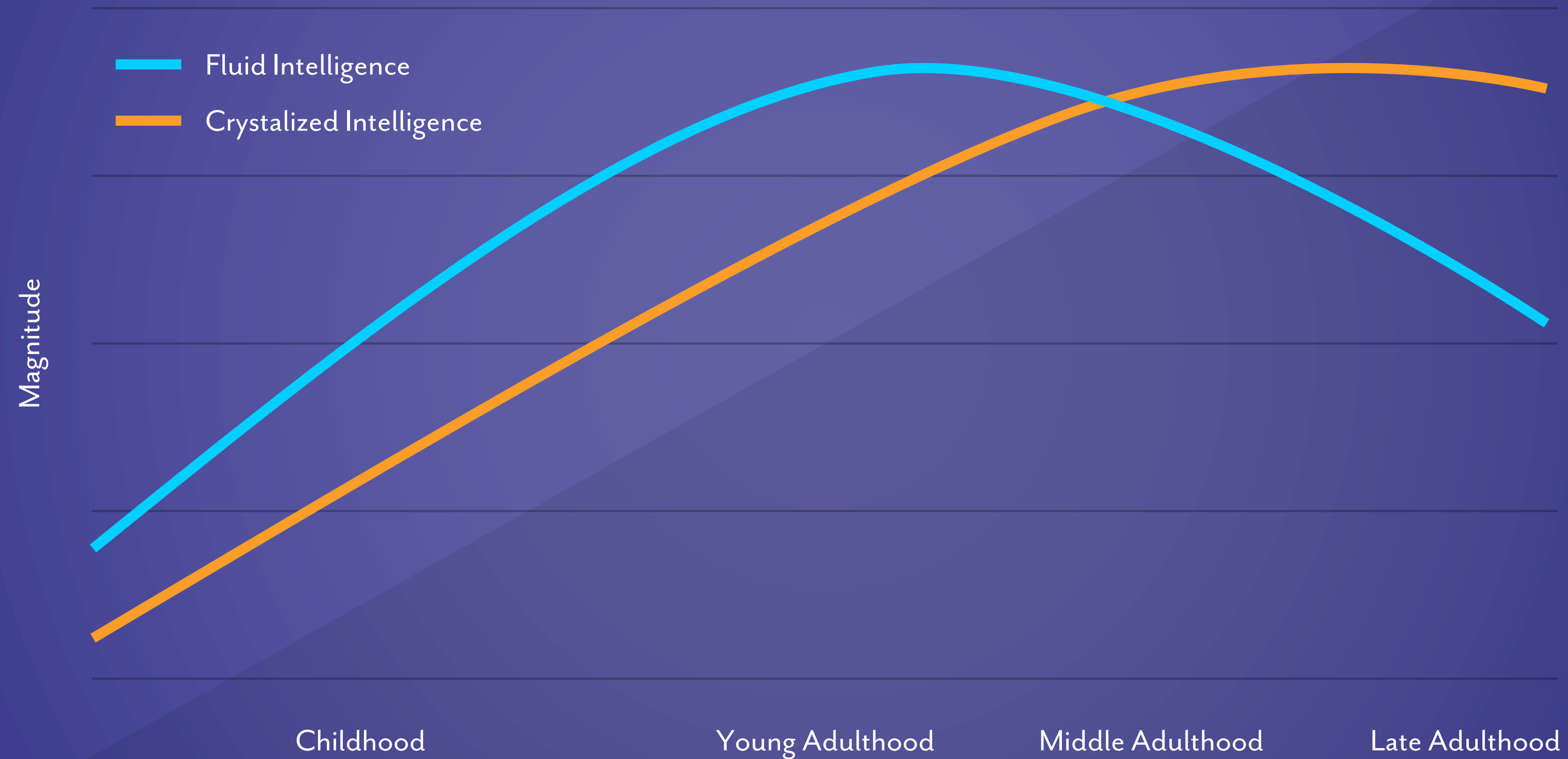
Fluid Intelligence: Brains

- Complex problem solving
- Working memory
- Creativity and innovation
- Decreases with age

Crystallized Intelligence: Wisdom

- Accumulated knowledge and experience
- Wisdom and judgment
- Teaching ability
- Increases with age

FLUID VS. CRYSTALLIZED INTELLIGENCE



TRANSITIONS AND “LIMINALITY”: A 40-SOMETHING FUNK IS A BIG OPPORTUNITY

“

In the contemporary landscape a growing number of people seem to inhabit ‘in between’ spaces, betwixt and between conventional work roles, organizations, career paths and even career stages.



- **Negativity bias**

We focus much more on present negative than positive events.

- **Fading affect bias**

We remember negative past events less and less negatively as time passes.

LESSON ONE

**Do not be afraid of change in yourself,
your skills, or your views ...**

... including change in what you think
or in your self-understanding.

LESSON TWO

Don't just add to get happier —
also subtract.

Early on, add to build your life and career.

Later, subtract to find your true self.

LESSON THREE

Deep satisfaction does not come from the sum of my achievements. It comes from the people in my life.

Ask: Am I cultivating love, and surrounding myself with people I love?

