

Your email address...

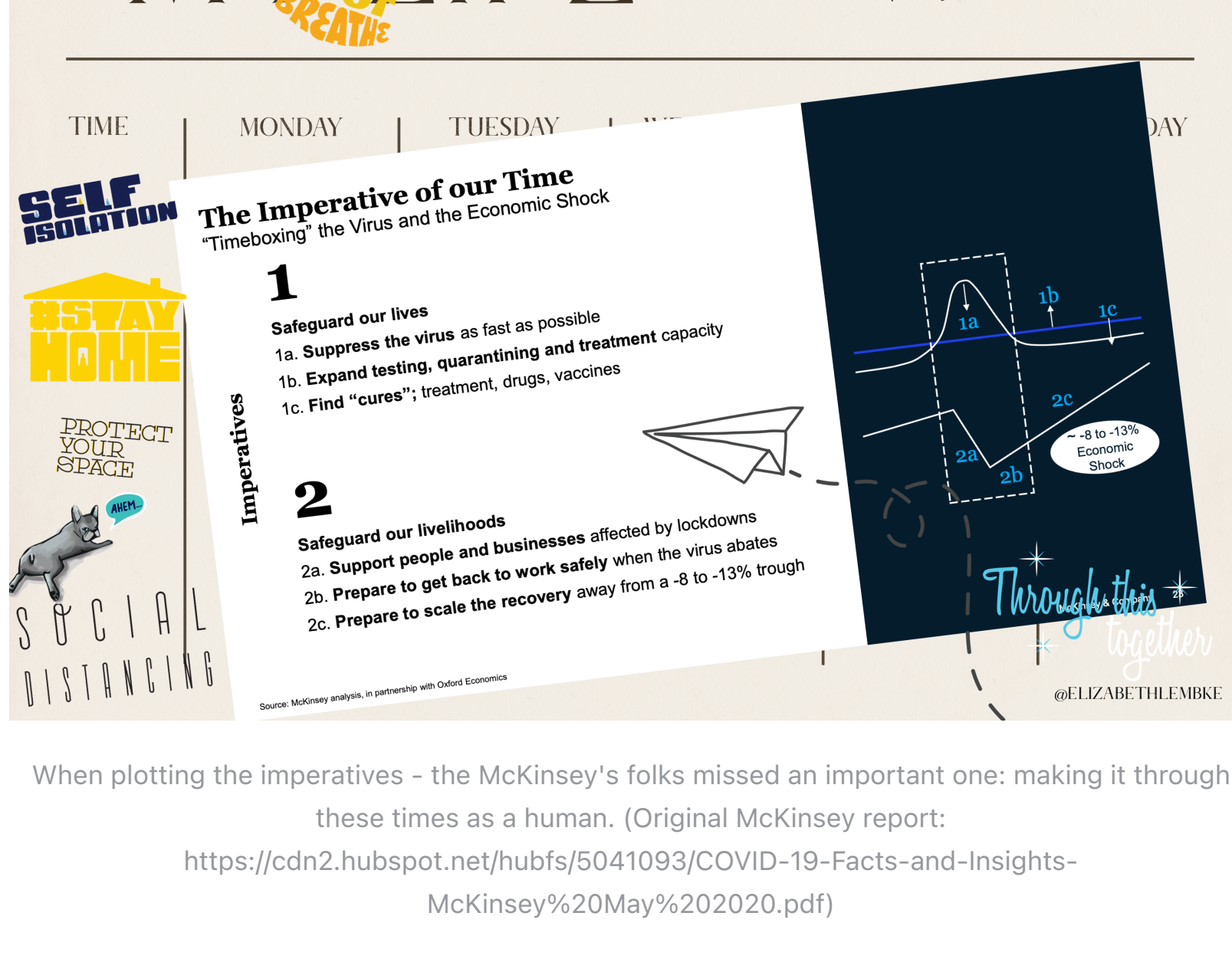
Subscribe now

SHARE



View online
Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

What is the juxtaposition?



When plotting the imperatives - the McKinsey's folks missed an important one: making it through these times as a human. (Original McKinsey report: https://cdn2.hubspot.net/hub/4/5041093/COVID-19-Facts-and-Insights-McKinsey%20May%202020.pdf)

Back in May 2020, fairly at the beginning of the pandemic, McKinsey and Oxford Economics, time boxed the virus and the economic shock into two key imperatives:

- 1. Safeguard our lives (read: our vitality)
2. Safeguard our livelihoods (read: our viability)

Albeit, what they neglected to plot onto their graph was the energy toll of making it through these times as a human whilst juggling those two key imperatives - our vulnerability.

How can we tell?

Let's do a side by side comparison of a 2019 answer to a 2021 answer to a simple question:

"How' you doin'?"

- an easy question to ask, but nowadays, in this #middleofstrangeness, it is a difficult one to answer.

So why is this simple question is no longer met with the 2019 knee-jerk reaction of "fine" - but rather is only answered, after folks stop to take a breath to consider their vulnerable honesty to speak their truth out loud?

Well, in my opinion, it is because the challenging reality of the complex interweaving of our work-life, home-life, school-life, financial-life, social-life, health-life, family-life, and heck, self-life have become more front and center in our conversations than they were in the past.

The "stop to take a breath" honesty has come from the broader societal and personal awareness that "doing something just because we feel we should" is taxing - and the general willingness to put "Ilostick on the pig" is becoming less prevalent.

This is playing out in how we are seeing employees respond to the "return back to the workplace" politics, when candidates debate if they should accept a job offer or not depending on how the role would impact their quality of life, tennis players choosing their mental health, chess players choosing their principles, and other such examples of brave choices.

This "stop to take a breath" willingness, despite the chaos, exhaustion, anxiety, and headaches of bringing all-of the aforementioned lives under one hat, has also brought an awareness around the juxtaposition of our subjective well-being, that lies in the cross-over of the three key imperatives to our health and outlook.

What is the juxtaposition?

Well, it is that our viability (as employees, professionals, parents, spouses, friends), our vitality (in terms of health, diet, self-care, work-life choices, purpose), and our vulnerability (our mental health, our willingness to actualize our own energy, needs, and areas, we want to improve upon) are interlocked, in ways in which were perhaps not as apparent as before. The awareness that we cannot rationalize away the stressors - nor ignore the fact that the build-up, effects all three areas.

It is reminiscent of the quote from Henry David Thoreau

"It's not enough to be busy, so are the ants. The question is, what are we busy about?"

There is beauty and freedom in that question. As with everything, there are things that lie within our locus of control - and outside of our influence. Yet at the same time, there are many things in which we do have optionality with the freedom to choose.

By asking ourselves:

"What am I busy about?"

we invite the opportunity to weigh in and "take a breath" in the broader scheme of things that are important for our vulnerability, vitality, and viability - and our freedom to make brave choices in their favor.

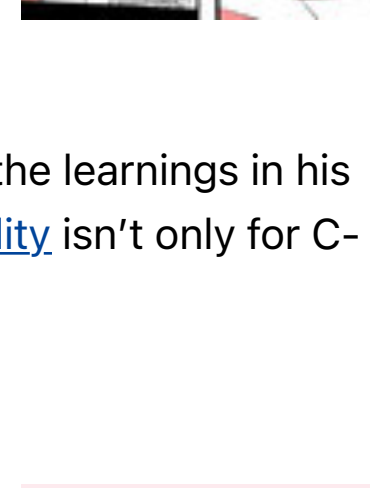


#workingremotelybeingconnected (#WRBC) model from @ElizabethLembke (2021): "How am I leading myself, before leading others?"

Take a Breath: Viability

The Mystery of the Miserable Employees: How to Win in the Winner-Take-All Economy

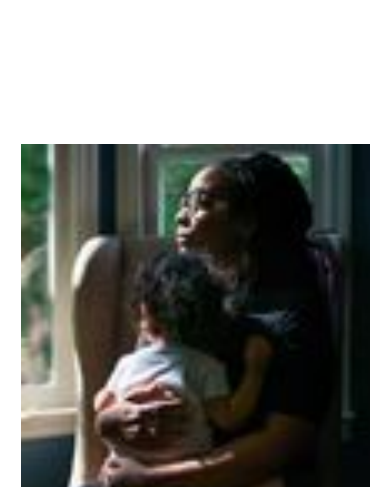
The business unit was doing well, but the employees were sad. Could data offer a clue? Neil Irwin, is the author of "How to Win in a Winner-Take-All-World," a guide to navigating a career in the modern economy, and he gives a short insight into the learnings in his book- and the world we are living in now where optionality isn't only for C-Suite players.



www.nytimes.com

7 Tools for Workplace Resilience

Culture amp does a great job putting together ebooks on various topics. This edition goes into the various aspects which help build up resilience - starting with well-being and ending with future forward approach.



www.cultureamp.com

Return to Office: Employees Are Quitting Instead of Giving Up Work From Home - Bloomberg

The drive to get people back into offices is clashing with workers who've embraced remote work as the new normal. Insights on the perks of flexibility - and the pressure on employers to rethink the "everyone is back in the office by September."



www.bloomberg.com

Take a Breath: Vitality

Webinar. Dr. Noémie Le Pertel DEVELOPING VITAL LEADERS IN A VUCA WORLD: AN EVIDENCE-BASED APPROACH

This is a masterclass that applies multidisciplinary research from fields including neuroscience, psychology, learning, and medicine to explore how the Vitality framework developed by Dr. Noémie Le Pertel & Dr. Nick van Dam, can inform leader behaviors for health, wellbeing, and happiness in this VUCA+++ world we are living in.



vimeo.com

Resetting the World with Wellness White Paper Series

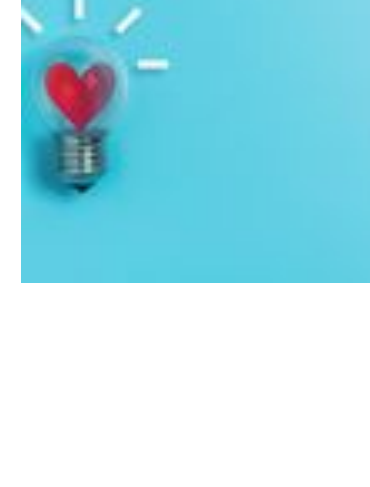
The Global Wellness Institute put out an incredible compendium of 8 white papers about preventative health and wellness with the aim of "Resetting the World with Wellness" - a treasure trove of resources.



globalwellnessinstitute.org

Wellness And The Future Of Work: Some Of The Best Companies Share Their New Solutions

What Wiley, KPMG, ServiceNow and Monster Can Teach You About Wellbeing and the Future of Work. Some helpful insights and ideas.

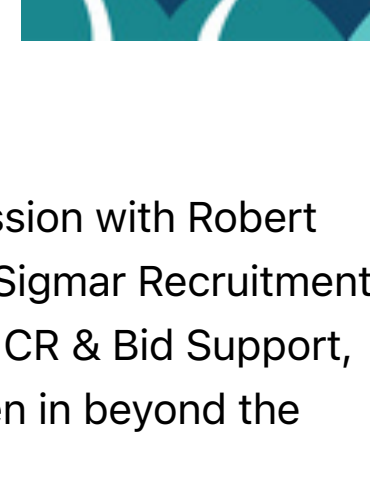


www.forbes.com

Take a Breath: Vulnerability

High Touch Leadership in the Low Touch Economy

"As restrictions lift and choice of workplace emerges, how we lead our distributed workforce needs to be geared differently to ensure equity amongst our workforce."

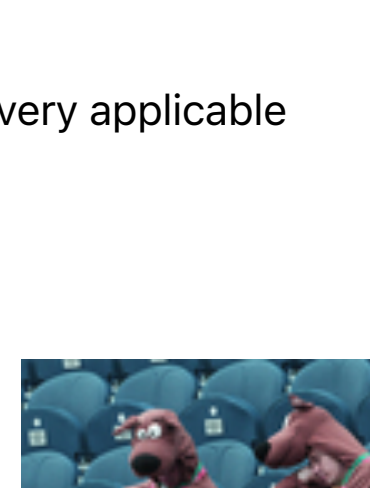


My wonderful friend, Michelle Fogarty, who is doing incredible work as COO of Peptalk, led this great discussion with Robert Mac Giolla Phádraig (Founder Talent Summit and COO Sigmar Recruitment) and Aine Murray (Head of Marketing, Communications, CR & Bid Support, Veolia) on high touch leadership. Definitely worth a listen in beyond the charming accents.

www.sigmarrecruitment.com

Understanding how human factors affect teams and safety during COVID-19

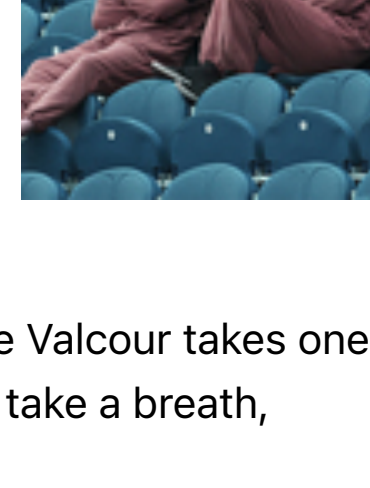
"How do we make it easier for other people to work with us?" Martin Bromley, Liz Crowe and Oli Flower discuss the ways human factors affect teams and safety, and share communications tactics to help alleviate potential issues. The lessons they discuss are very applicable lessons outside of medicine into other fields.



codachange.org

When Burnout Is a Sign You Should Leave Your Job

"When the conditions and demands you encounter at work exceed your capacity to handle them, you're at risk of burning out. And unfortunately, suffering employees are often left to manage burnout on their own. Many find that leaving the organization is the only remedy."

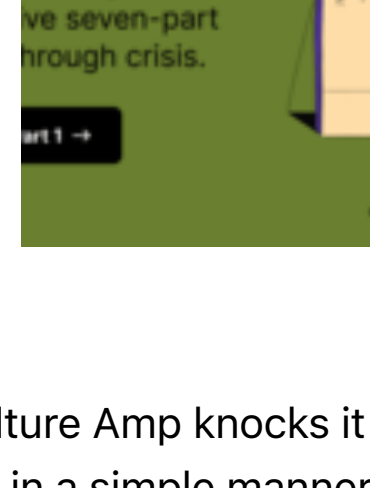


The professor and career coach Monique Valcour takes one through key questions to ask yourself while you stop to take a breath, before taking that next step.

hbr.org

Working through it - Part 1 Start with today

A collective, seven-part journey through crisis. Restoring health and wellbeing after disruptive events.

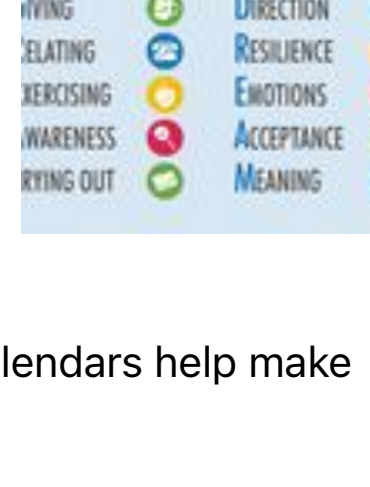


"We're all realizing that simply 'soldiering on' isn't going to cut it - that ignoring bad habits, unmet needs and looming fears will end in disaster." again Culture Amp knocks it out of the park in terms of helpful resources, presented in a simple manner. Kudos!

www.cultureamp.com

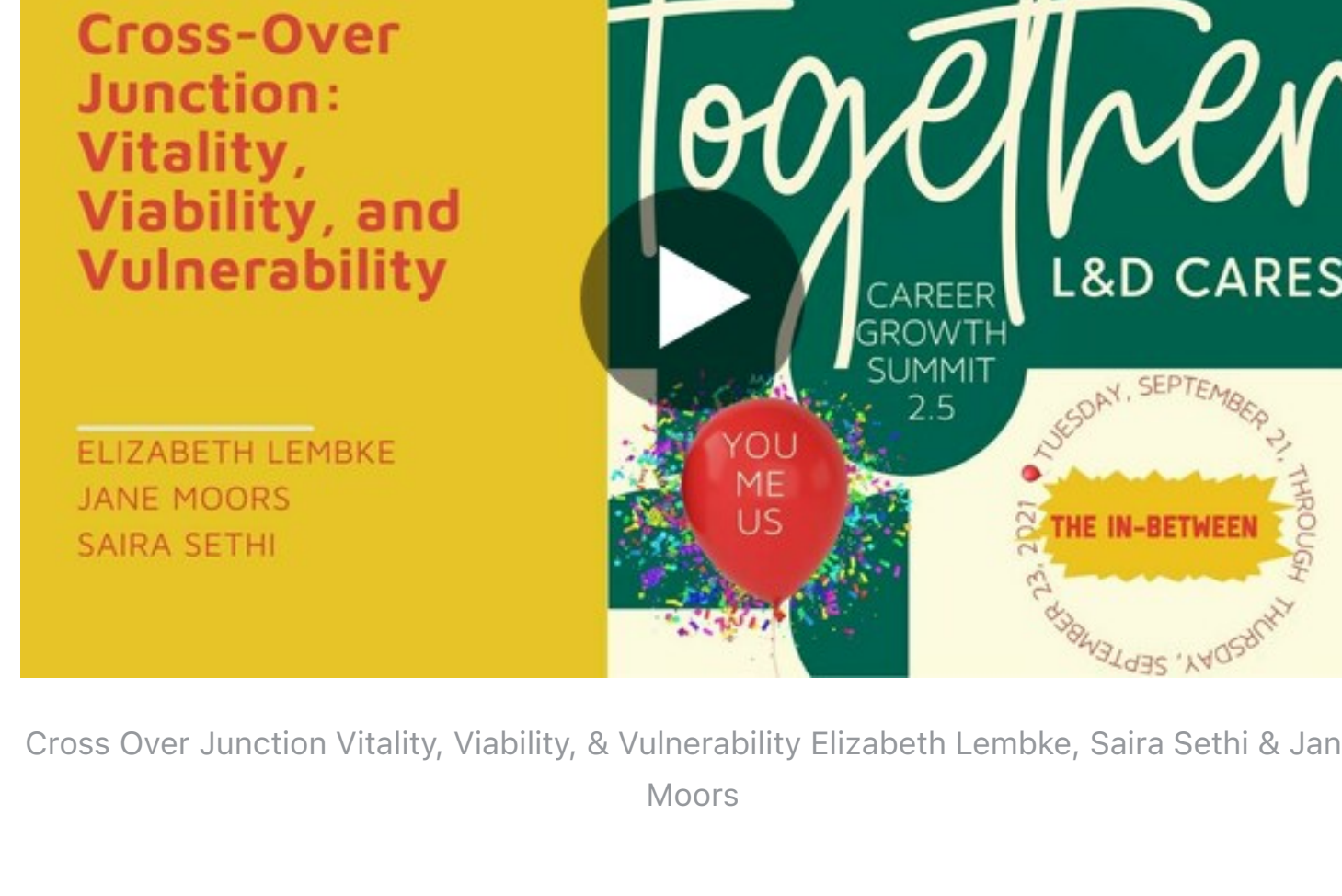
10 Keys to Happier Living

A lot of folks I know, have found a lot of evidence and inspiration by checking in with the strength-based Action for Happiness resources. Their 10 Keys to Happier Living that consistently tend to make life happier and more fulfilling "GREAT DREAM" is a helpful sign-post as you map your ants and your own Vitality, Viability, and Vulnerability. The calendars help make the check-ins a habit.



www.actionforhappiness.org

Cross-over Workshop with Saira Sethi, Jane Moors and I for the L&D Cares Career Growth Summit 2.5



Cross Over Junction Vitality, Viability, & Vulnerability Elizabeth Lembke, Saira Sethi & Jane Moors

Breath Support in Working Remotely Being Connected



#workingremotelybeingconnected (#WRBC) model from @ElizabethLembke (2021) for individuals and teams

TTI: What are the ants in your proverbial pants?

Health and Vitality IS the juxtaposition of Vitality, Viability, and Vulnerability in the WorkingRemotelyBeingConnected model. To help us as individuals, leaders, and teams, understand, what can we do, as we stop to take that breath, so that we can weigh out that braver, and yes, oftentimes very vulnerable choice for our overall well-being.

I wish you some good, deep breaths to get the clarity around "what are we busy about". If you would like some breath support, I would love to pop on a call to dive into deeper.

All of my best regards,

Your Chief Talent Navigator,

Liz

Elizabeth Lembke, Transforming Talent

Did you enjoy this issue? Yes No

Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke Feeding the Transformation: Be It Talent, Culture, Work or HR

In order to unsubscribe, click here. If you were forwarded this newsletter and you like it, you can subscribe here.

Created with Revue by Twitter.

Elizabeth Lembke, Transforming Talent Consulting: www.transformingtalent.co and www.transformingtalent.de

Your email address...

Subscribe now

