

# BEING HUMAN

The infinite potential of how we work, lead, and live.



beyond success



## Welcome again. Let's get real!

BY MIRJANA BOZNOVSKA

**For most of our lives, success followed a familiar formula.**

Study hard.

Get the qualification.

Build knowledge.

Find a secure job.

The assumption was simple.

**The more you knew, the more secure your future.** Many

workplace systems are still built on this thinking. But the world of work has already moved on.

*Knowledge is instantly accessible.*

*AI is reshaping industries.*

*Jobs are evolving.*

*Career paths are less linear.*

***In a world changing this rapidly, what you know matters much less than your ability to:***

- ***think for yourself***
- ***connect with others***
- ***learn and grow***

*Because what creates sustainable value is shifting.*

***In an increasingly AI-driven workplace, Being Human is the advantage.***

## IN THIS EDITION

**The END of Certainty**

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# THE END OF CERTAINTY

*Many of us were raised to believe that success was predictable.*

Study. Graduate. Build a career. Retire.

For generations, workplaces were built on the same assumption.

Learn the role.

Build expertise.

Stay relevant.

Progress steadily.

The belief was that what worked yesterday would work tomorrow.

**But today's reality looks very different.**

Children born after 2025 will grow up in a world where AI is embedded in almost every system they encounter, including education and work.

For Generation Beta, AI won't be new technology. It will be how work gets done.

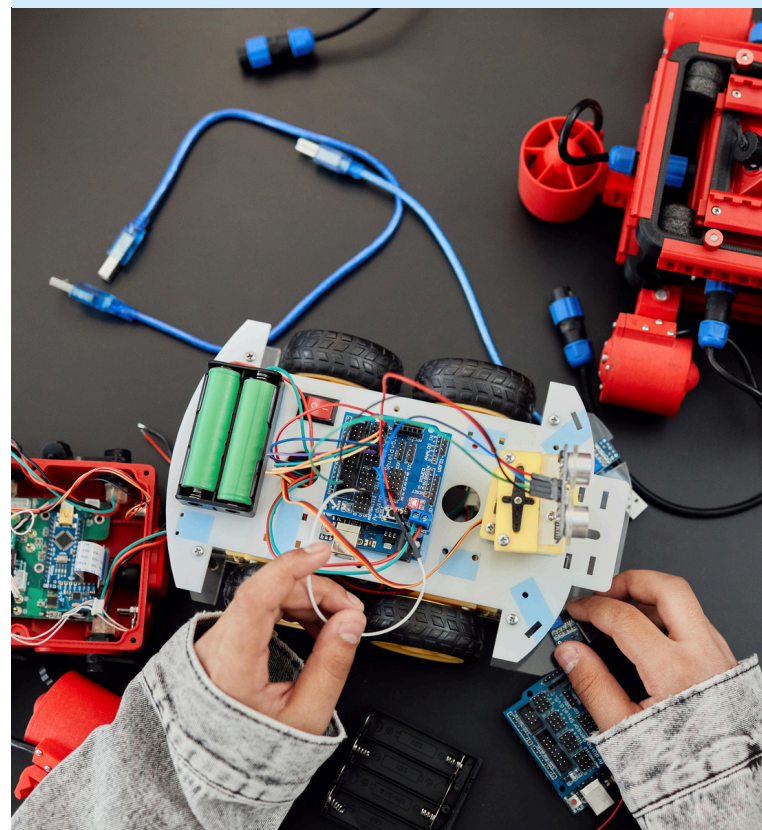
**McKinsey estimates that between 40% and 60% of today's jobs could be transformed or disappear by 2035.**

Think about that. Many roles people are preparing for today may not exist in the same form tomorrow. The future isn't just changing. It's accelerating. Yet many organisations are still preparing people for a system that no longer matches the future.

The challenge is no longer preparing people for stability. It's preparing people for continuous change. Organisations that thrive won't be those that develop technical capability. **They will be the ones that develop human capability.**



*“Many organisations are still preparing people for a system that no longer matches the future.”*





# THE HUMAN ADVANTAGE

Think about the people you trust most at work. The people you turn to when things get difficult. It's rarely because they have all the answers. It's because they know how to navigate uncertainty.

*They stay curious when things change.  
They adapt when the plan doesn't.  
They build trust when tensions rise.  
They connect with people authentically.  
They learn from mistakes and grow.  
They bring people with them.  
And they make people feel seen.*

We've always known these qualities matter. **Now the research is finally catching up.**

*“Skills have an expiry date.  
The human advantage  
compounds.”*

## Human-Centric Capabilities

The World Economic Forum's Future of Jobs Report 2025 identifies a group of human-centric capabilities critical for the future of work. Leading researchers from MIT, Stanford, Harvard, McKinsey, and Gallup support the same view. That as technology evolves, the capabilities that create long-term success remain remarkably human.

**These aren't soft skills. They are the capabilities that help people and organisations thrive in uncertainty.**

### **Creative Thinking**

*Seeing possibilities others miss.*

### **Resilience, Flexibility & Agility**

*Adapting when circumstances change.*

### **Motivation & Self-Awareness**

*Knowing yourself, taking ownership.*

### **Empathy & Active Listening**

*Understanding others, building trust.*

### **Leadership & Social Influence**

*Bringing people with you.*

### **Curiosity & Lifelong Learning**

*Staying curious, continuing to grow.*

The future won't belong to those who know the most. It belongs to those who continue to learn, connect and grow.

# WHAT'S HOLDING WORKPLACES BACK?

*If we know what the future requires, why aren't more workplaces developing it?*

## The Real Challenge

*The challenge isn't knowing what capabilities matter. It's creating workplaces where those capabilities can flourish sustainably.*

Organisations around the world are stuck in survival mode. Gallup reports that almost 7 in 10 people are struggling or suffering. When people are in survival mode, they don't adapt, innovate, or grow.

**They survive instead of thrive.**

## The Future Of Work

*The future of work isn't a skills challenge. It's a human challenge. It requires workplaces where people can think, connect and grow.*

This requires a shift from a skills-first mindset to a People-First Mindset. The organisations that thrive won't be the ones talking about change. They'll be the ones creating the conditions where **human capability can flourish sustainably.**

## The Mindset Shift

### SKILLS-FIRST MINDSET

Knowledge creates value.

### PEOPLE-FIRST MINDSET

Human capability creates value.

### SKILLS-FIRST MINDSET

Hire for skills.

### PEOPLE-FIRST MINDSET

Develop human capability.

### SKILLS-FIRST MINDSET

Reward certainty.

### PEOPLE-FIRST MINDSET

Build learning agility



## Human Capability Starts Here

Human capability doesn't grow because people are told to grow. It grows when workplaces create the conditions for people to thrive from within through:

Autonomy – The freedom to think.

Relatedness – The need to connect.

Competence – The confidence to grow.

# HUMAN NEEDS ENABLE PEOPLE TO THRIVE AT WORK

## AUTONOMY

The freedom to think for yourself. Supports:

- Initiative
- Ownership
- Creative thinking
- Self-awareness

## RELATEDNESS

The need to connect with others. Supports:

- Empathy & EQ
- Leadership
- Building trust
- Social influence

**THE FUTURE OF  
WORK ISN'T  
JUST ABOUT  
DEVELOPING  
SKILLS.  
IT'S ABOUT  
CREATING  
WORKPLACES  
WHERE PEOPLE  
CAN THRIVE.**

## COMPETENCE

The confidence to learn and grow.

- Adaptability
- Resilience & agility
- Problem-solving
- Curiosity & learning

*Human capability flourishes  
when meeting human needs  
becomes part of how we  
work.*



*Self-Determination Theory shows that people thrive when three human needs are met: autonomy, relatedness, competence.*





## A Simple Human Reset

Think. Connect. Grow.

*Feeling stuck, overwhelmed, uncertain? Ask yourself:*

*Think: What am I not seeing?*

*Connect: Who can help?*

*Grow: What can I learn here?*

As children, thinking, connecting, and growing came naturally.

As adults, we have the opportunity to reconnect with these human qualities and strengthen them throughout our lives.

*Technology may change how we work. Human capability shapes how we thrive.*

The future of work is human.

## Real Work Examples— Human Capability In Action

### Change → Adaptability

Old thinking: "This is how we've always done it."

**Human Capability: "What can we learn from this?"**

Human Reset: Choose curiosity over certainty.

**People-First Leaders Support:**

Reward learning, not just expertise.

### AI → Opportunity

Old thinking: "AI will replace me."

**Human capability: "How can AI enhance my impact?"**

Human Reset: Adapt and learn new working ways.

**People-First Leaders Support:**

Develop capability, not dependency.

### Uncertainty → Resilience

Old thinking: "I need all the answers before I act."

**Human Capability: "I can adapt as I learn."**

Human Reset: Take ownership and accountability.

**People-First Leaders Support:**

Create psychological safety for experimentation.

### Silos → Collaborative Ecosystems

Old thinking: "Success is a solo effort."

**Human Capability: "We achieve more together."**

Human Reset: Replace competition with collaboration.

**People-First Leaders Support:**

Create trust, connection, and psychological safety.



# *BEING HUMAN*

## *a People-First invitation*

Imagine if workplaces developed human capability as intentionally as they develop technical skills.

Imagine workplaces where people feel trusted to think for themselves.

Where connection matters as much as performance.

Where learning is valued more than having all the answers.

Where people don't just survive change.

They grow through it.

The future won't be built by those who know the most.

It will be built by those who continue to think, connect, and grow.

**In an increasingly automated world, our humanity is our greatest advantage.**



*We've spent decades developing knowledge. The future requires us to develop people. Until next time, let your humanity lead.*

— MIRJANA