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# The Great Revision

The Dawn of a New Way of Working

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# What's going on with our workforce?

- 47 million people resigned in 2021
- 41% say they're considering it in 2022
- Impact to the industry
  - Turnover costs
  - Less experienced/tenured folks (i.e. Claim analysts, plan builders)



# Emerging Themes

- Burnout - unprecedented levels of burnout
- Freedom - people want more autonomy
- Mortality salience - unique to pandemic..."am I living the life I want to live?" Lower tolerance for jobs that aren't purposeful.

\*Anthony Kloz, Texas A&M, Mays School of Business

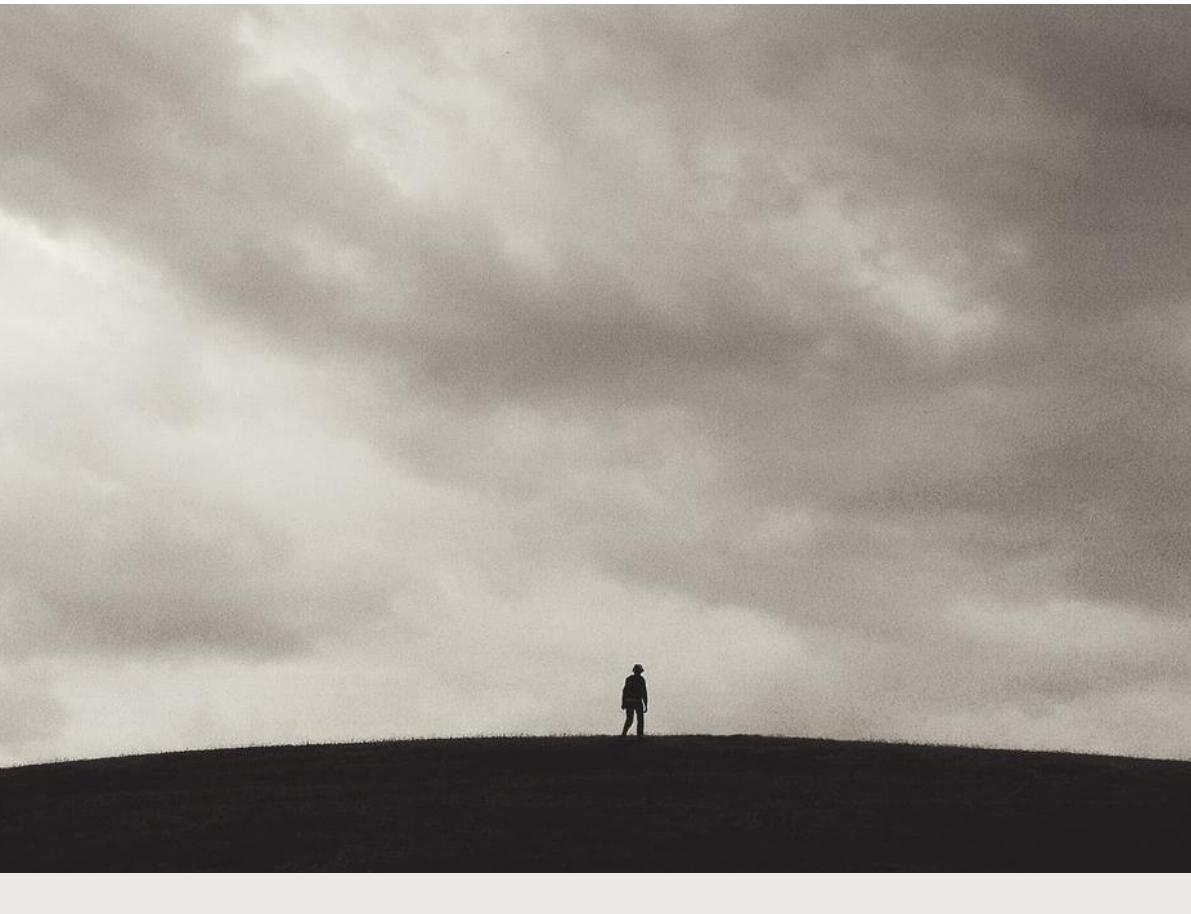
# ‘Great Attrition’ or ‘Great Attraction’? The choice is Yours

-McKinsey September 2021

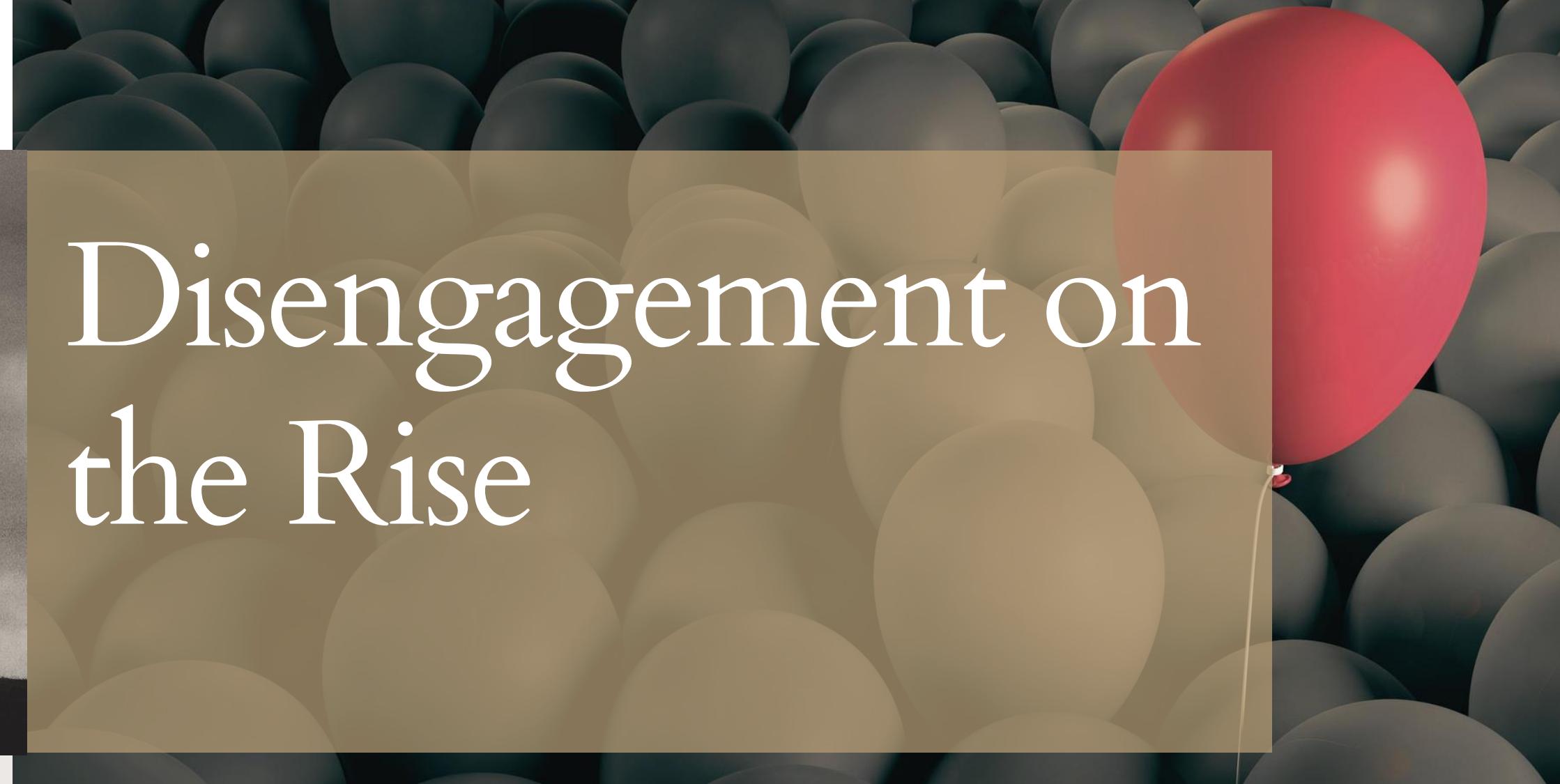
“If the past 18 months have taught us anything, it’s that employees crave investment in the human aspects of work.”

- They want a renewed and revised sense of purpose in their work
- They want social and interpersonal connections with their colleagues and managers
- They want to feel a sense of shared identity





# Disengagement on the Rise



## Erosion of trust at work

Only 14% of people say their trust their leader



## Demise of teams

Engagement is highest when people feel connected to a team



## Too much focus on conformity

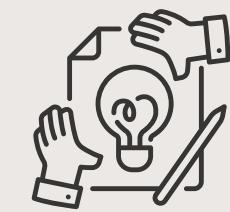
People want to be seen for the uniqueness that they bring to the workplace



# What does this mean for employers?

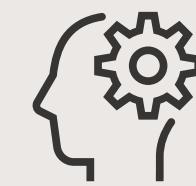
“A record number of employees are quitting or thinking about doing so. Organizations that take the time to learn why—and act thoughtfully—will have an edge in attracting and retaining talent.” McKinsey, Sept 2021

# Intentional Organizational Change



## Create a Culture of Connection

- Leaders that model authenticity and vulnerability
- Conscious listening = compassionate leadership



## Find meaning

- Organizational Why
- Individual Purpose
- "Red Threads"

# Be The Change...



**YOU are fully empowered to ignite change!**



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