

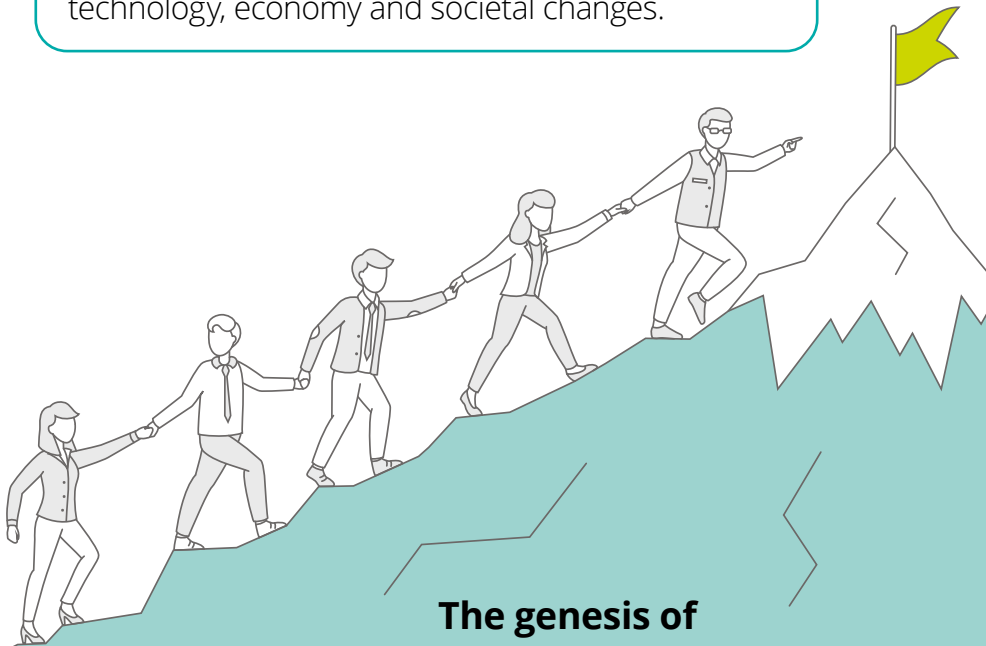


The 10 rules of modern work
Achieve success, happiness and
fulfilment in a new world of work



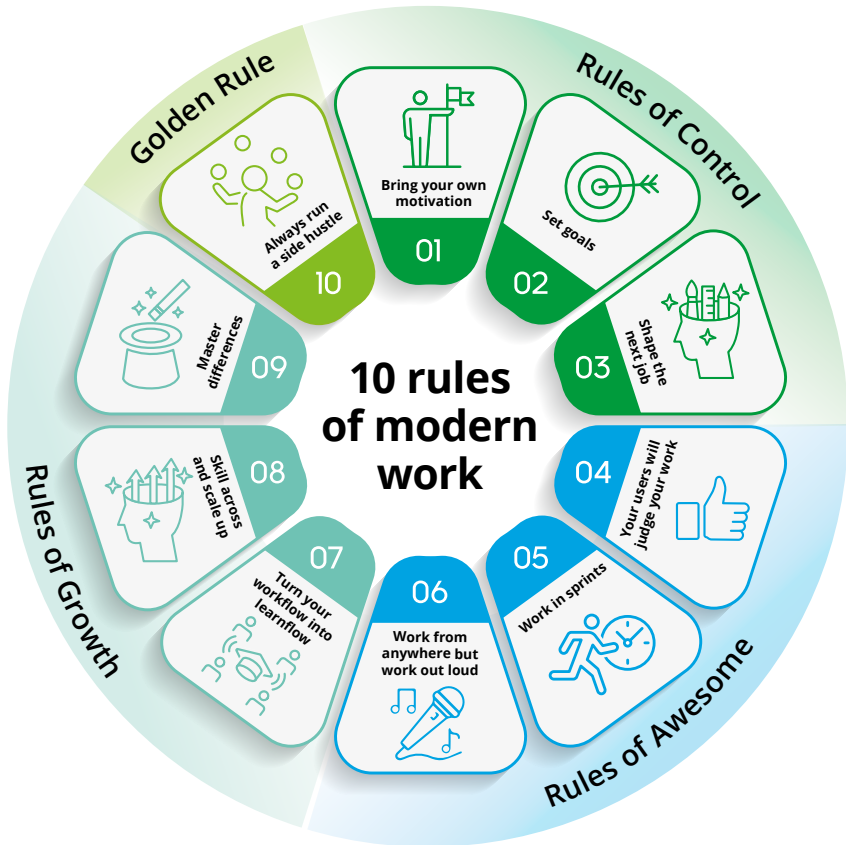
“Work” as we know it today is vastly different from how it was even just a few years ago. We wanted to understand more on how individuals are coping with the new work norm. When asked “How do you feel at work lately?”, the most common response that we get from executives, middle-level managers and other white-collar workers is – “I’m overwhelmed.”

As we analyse the reasons why more and more people feel this way now, we see that the predictions about the future of work are all becoming a reality where we face constant disruptions by unpredictable and uncontrollable external forces such as technology, economy and societal changes.



**The genesis of
'Modern Work'
starts here.**

We are living in a completely different world of work



What does this mean for YOU?

The 10 rules of modern work can help you navigate this new world of work and achieve success, happiness and fulfilment. Apply them to your day-to-day activities to build a fulfilling and successful work life regardless of disruptive external forces that you may experience.

Rule #1

Bring your own motivation

because no one else will



Take control of your motivation. Ensure that it is you who is responsible to sustain it in modern work.

Purpose

A purpose that motivates you

- Figure out your personal purpose
- Align your personal and organisation's purpose
- Work towards attaining that purpose

Mastery

Get better at what matters

- Personal growth is infinite
- Learn and self-correct
- Be known for something unique

Autonomy

Control your choices

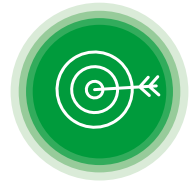
- Set your goals above expectations of others
- Figure out the how, be self sufficient
- Choose the when and where

Source: Based on the research for "Drive : The Surprising Truth About What Motivates Us" by Daniel H. Pink, 2009

Rule #2

Set goals

for the long-term and short-term



In modern work, you need to set your goals to feel in control. The goals we set for ourselves should either be long-term or short-term but NOT medium-term. Medium term goals cause anxiety and stress instead of motivating you.



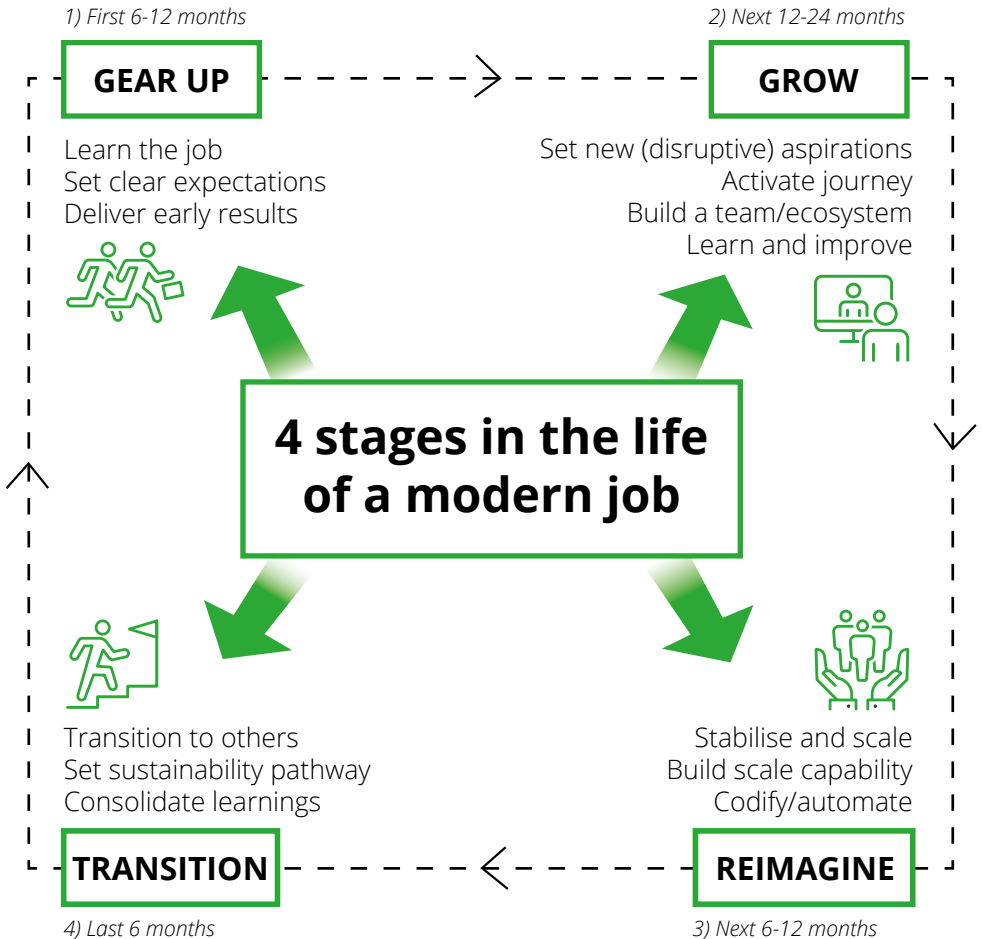
Rule #3

Shape your next job

because modern jobs disappear
in four years or less



You are not dependent on your organisation or your boss for your next job. The average lifespan of a job is getting shorter, with some research suggesting a maximum of four years. Take control of your job by reimagining your next job in parallel to your current job. This way, you will know what your next job will be.

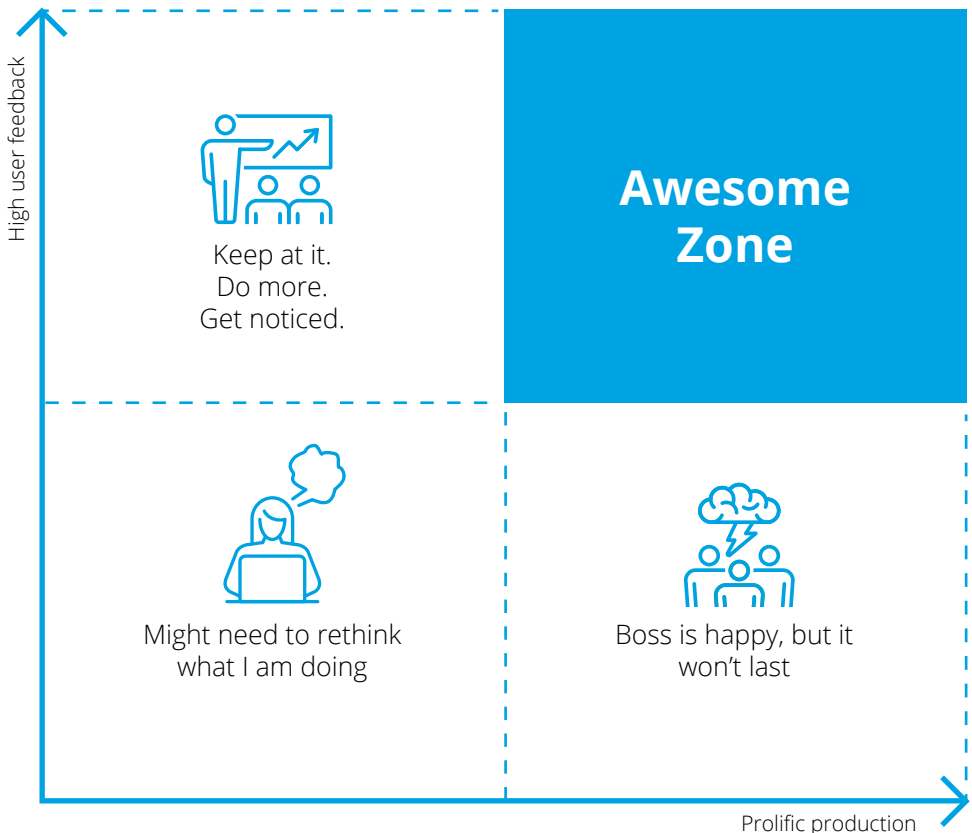


Rule #4**Your users will judge your work**

because modern work is an open talent market



Your successes are far beyond just the visibility of one boss. You interact with far more people than just your bosses – if your user group is happy with you, your boss is very happy. Make a habit of getting feedback from your users and you'll belong in the awesome zone.



Rule #5

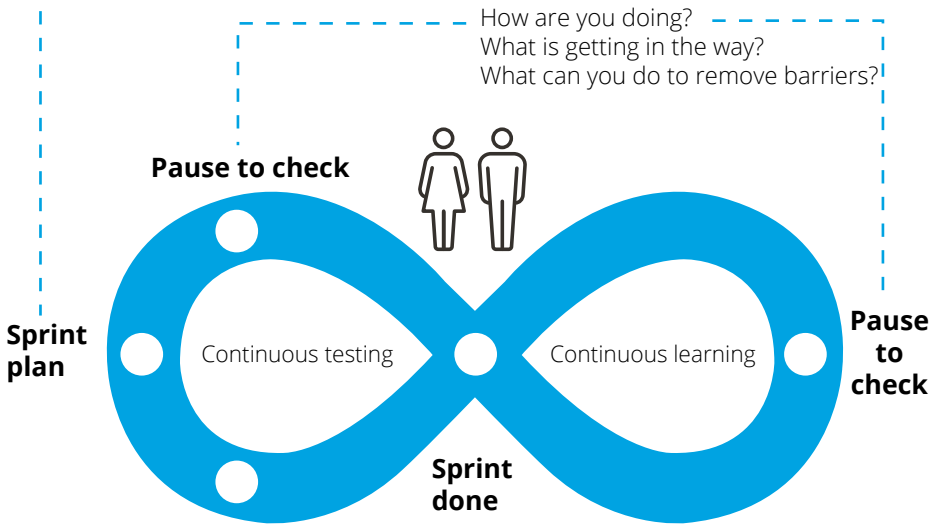
Work in sprints

because things change every two weeks



Working in sprints is a way of being and thinking about your work. It enables you to timebox, set goals and know exactly what you want to achieve in the week.

What are you planning to achieve in the next two weeks?
What are the highest priorities?
What do you need to be successful at?
Who will do what?



Retrospective

What have you achieved?
What can you showcase/publish/share?
What have you learned?
How must your plans change to incorporate new learnings?

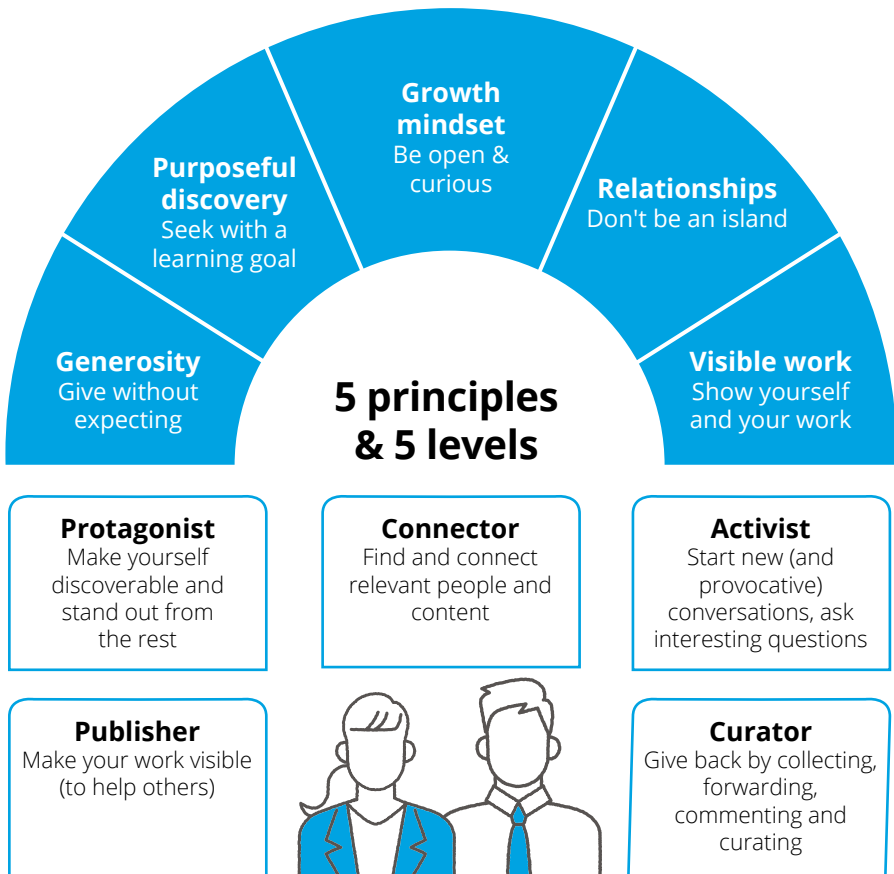
Rule #6

Work from anywhere but work loud

because the modern workforce is often invisible



Increase your value in your network through visibility. Your network needs to know your contributions and your successes for you to truly remain in the awesome zone.



Source: Based on the research for "Working Out Loud" by John Stepper, 2015

Rule #7

Turn your workflow into a learnflow

because you must plan your learning just like you plan your work



Today, skills may only be relevant for four to five years. Constantly learn and grow on the job to be relevant and at the cutting edge of modern work. Get feedback on work done, be retrospective and plan for your learning through setting goals.

Long-term vision



90-day learnflow cycles

How can I formulate my learnflow agenda?

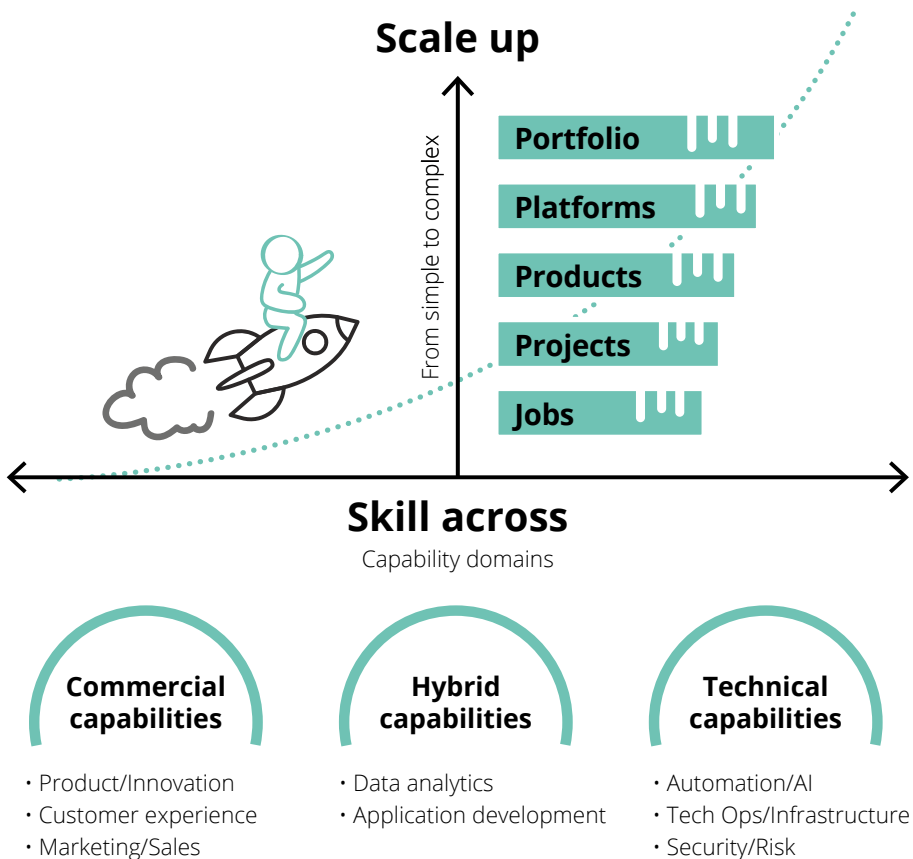


Rule #8**Skill across and scale up**

because modern careers are not unidimensional



Just being proficient in your core skills is no longer enough. Mastering related skills maximises your career growth and helps you stay relevant.



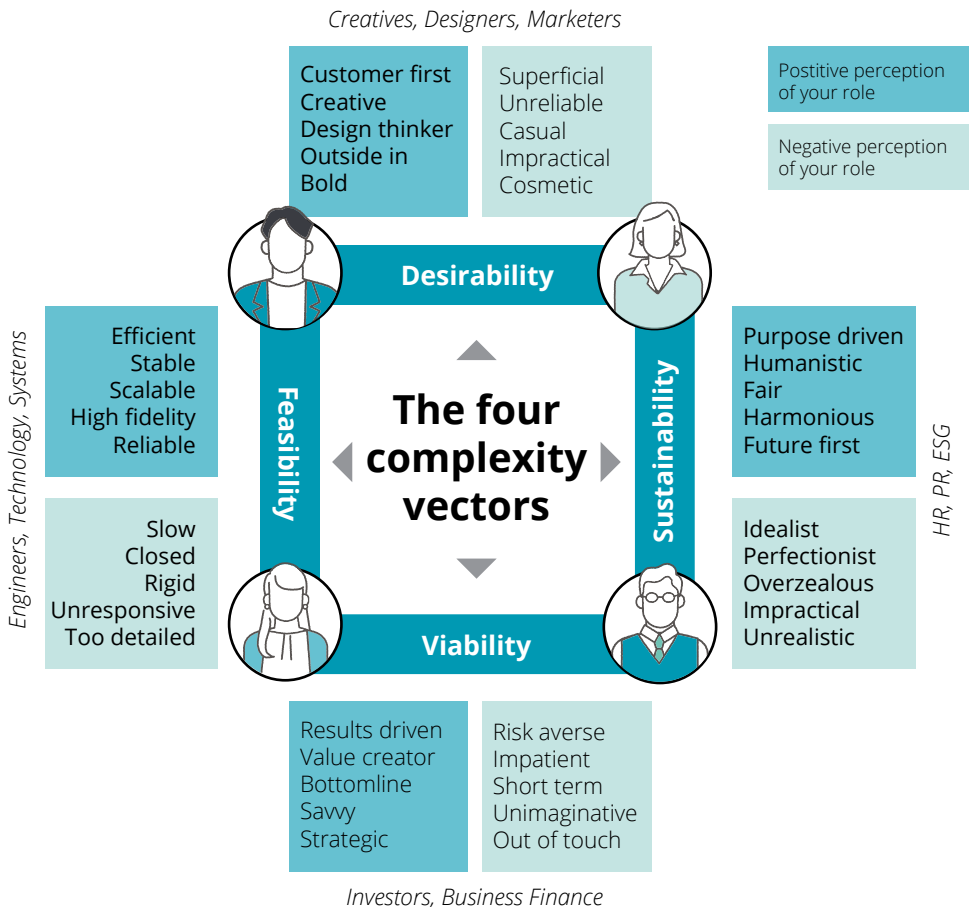
Rule #9

Master differences

because complexity needs diversity



Modern work is very complex. Every project must be addressed from multiple perspectives. Smash long-held stereotypes and embrace differences and bring people of different perspectives to come and work together.



Rule #10

Always run a side hustle

because the best ideas exist outside your comfort zone

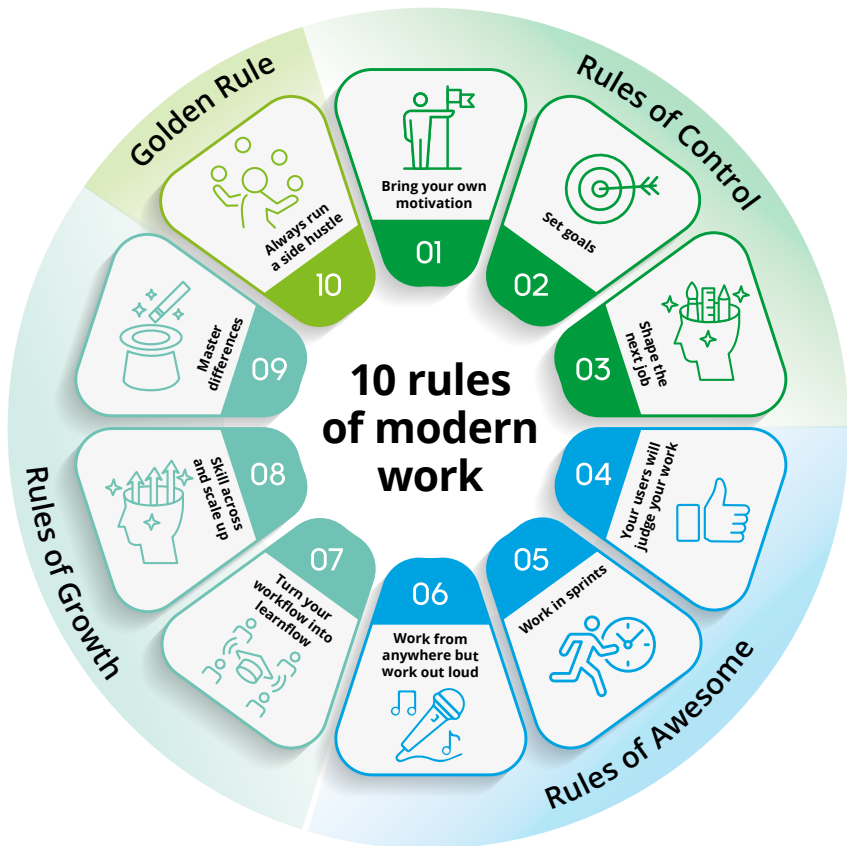


A lot of learning, perspectives and innovation comes from doing something outside of your core work and connecting with people outside of your work bubble. Having a side hustle means you gain some control, continue to be awesome and be at the cutting edge of growth.



Things to remember

Building a fulfilling and successful work amidst disruptive external forces is a continuous journey.



Next steps

- 1 Think about your most important takeaways
- 2 Chart a long-term plan to implement them
- 3 Commit to the plan

**Chart out your long-term
and short-term plan today**



A series of horizontal dashed lines for writing.

Find out more

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