

Worksheet 1: New world

By Dan Sodergren

The world has changed. Post covid, employee engagement is at an all-time low. We have The Great Resignation or The Great Reshuffle to think about. We have to realise that there has been a huge shift in people’s thinking. And perhaps our own too.

The Great Resignation, also known as the Big Quit and the Great Reshuffle, is an ongoing economic trend in which employees have voluntarily [resigned](#) from their jobs en masse, beginning in early 2021 in the wake of the [COVID-19 pandemic](#). Among the most cited reasons for resigning include:

- [Wage stagnation](#) amid rising [cost of living](#)
- Limited opportunities for career advancement
- Hostile work environments (bad company cultures and bosses)
- Lack of [benefits](#)
- Inflexible [remote work](#) policies
- Long-lasting [job dissatisfaction](#)

Most likely to quit have been workers in [hospitality](#), [healthcare](#), and education.

Some economists have described the Great Resignation akin to a [general strike](#). However, workforce participation in some regions has recovered or even exceeded the pre-pandemic rate. This suggests that instead of remaining out of the workforce for extended periods (which can be financially difficult, especially at [a time of high inflation](#)), many workers have been simply swapping jobs

The term "Great Resignation" was coined by Anthony Klotz, a professor of management at [University College London's School of Management](#), in May 2021, when he predicted a sustained mass exodus. One of the main reasons for this “mass exodus” was bad bosses and bad company cultures no longer being acceptable for the post pandemic workforce. This is one of the main changes in the future of work.

In your world – both professional and personally – what has changed in the last three years?

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One thing that has changed is how people see their jobs and work. And so, it’s worth reading up and studying some of the thinking around this new world, if you haven’t already.

Here are some articles and books to read:

- [The Inner CEO](#): Unleashing leaders at all levels, by Jeremy Blain
- [Delivering Happiness](#): A Path to Profits, Passion, and Purpose, by Tony Hsieh
- [Leaders Eat Last](#): Leaders Eat Last, by Simon Sinek.
- [Fusion](#): How Integrating Brand and Culture Powers the World’s Greatest Companies, by Denise Yoh

What is exciting and/or scaring you about this new world?

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How well as a leader are you doing at the moment?

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As a leader, how much do you feel you accommodate the needs of individual team members?

1 2 3 4 5 6 7 8 9 10

What do you think your team might score you?

1 2 3 4 5 6 7 8 9 10

How much would you say you use the mental/team resources within your teams?

1 2 3 4 5 6 7 8 9 10

What do you think your team might score you?

1 2 3 4 5 6 7 8 9 10