

THE RETURN OF THE WORK-LIFE BLEND

The path to career success and full engagement is made easier once you understand the forces in the world of work, and that it's now a new world of work. As a species, for 100,000 years we made no distinction between our life and our work, and the word job didn't even exist. The Industrial Revolution brought great societal wealth but introduced the idea that work and life were separate from one another, and our pay was tied to time rather than our production. But the pendulum is now swinging back in the other direction, and we can see a shift:

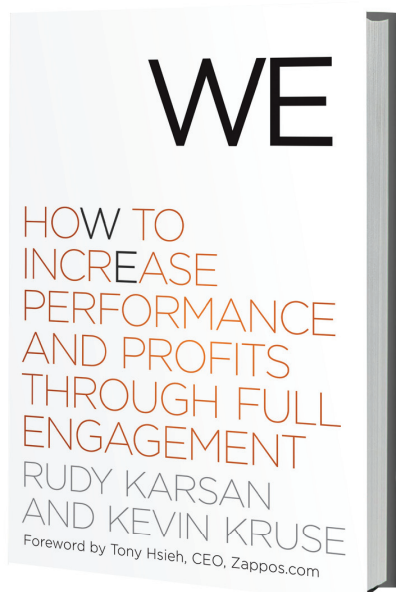
- From pay-for-time to pay-for-performance
- From limited job choices to complex and numerous job choices
- From holding one job to being a multiple-job holder
- From false guarantees to shared responsibility for economic security

KEY TAKEAWAYS FOR INDIVIDUALS

- You will be working longer, and in more jobs, than ever before.
- Therefore, it's critical that you find a career and job that fully engages you.
- You must cast off any entitlement thinking you may have and become mindful of your career and long-term success.

KEY TAKEAWAYS FOR MANAGERS

- Developing your skills as a manager is a way to reduce career risk, as leadership skills are in demand across all industries.
- Selling the flexibility that comes with a work-life blend model will enable you to recruit and retain top talent.
- Offering a variable-pay structure can both reduce your budget risk while motivating your top performers.



This chapter summary is from the book, *We: How to Increase Performance and Profits Through Full Engagement*, by Rudy Karsan and Kevin Kruse. Please purchase the book from your favorite book reseller, or for more information, visit www.WeTheBook.com.