



# THRIVING IN AN AGE OF RELENTLESS CHANGE

## TITLE:

### **How to Stay Focused and Win in an Overwhelming World**

## AS A RESULT OF THIS PROGRAM, ATTENDEES WILL:

- Understand how the current environment is affecting team members and mental fitness
- Analyze how employees are responding to change in self-limiting ways (The FOMO vs. Reality Dynamic)
- Develop strategies to help team members manage their career development based on facts, not FOMO
- Formulate a plan to create a culture that inspires, motivates, and improves retention in the new workplace

## ADDITIONAL TOPICS FOR RELEVANT AUDIENCES:

- How to cultivate resilience and mental fitness on your team
- Keynote, workshop, and fireside chat formats available

Following several years of remote and hybrid working, new demands at home, and endemic uncertainty, it feels as if employees have decided that change – any change – is preferable to the status quo. This leaves their employers to determine how to attract and retain talent even while their team members signal that they are feeling burnt out, frustrated, and anxious for something different.

Yet there is another critical consideration that is driving this rush for change at any cost – FOMO or the Fear of Missing Out. FOMO is the anxiety generated by a perception that something better is available – a job, a passion, or an adventure – than what you have at the moment. It is this desire for more and better – even if there is no evidence that this alternative actually exists – that can provide frustrated employees with the profound physiological impetus to throw caution to the wind and join the Great Resignation. But what happens next? More importantly, how can companies and managers help employees to think more strategically about building their careers.

In this solutions-oriented yet entertaining session, Patrick J. McGinnis will ground the Great Resignation and Quiet Quitting in clinical psychology, the future of work, and pop culture to explain why employees are so keen to quit – and how managers can guide them better consider their motivations and their actions going forward. He'll also explain how companies can partner with employees to work together to create a culture that is FOMO-proof so that employees feel empowered to explore their passions while remaining committed to their jobs.