

“Life is more than just the job...”
Helping clients find their ‘Ikigai’
or ‘Reason for Being’ in the age of
Industry 4.0

Dr Timothy Hsi



Historical trends influencing people regarding ‘work’ or ‘careers’.

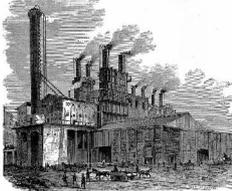


Agricultural Economy (Industry 1.0)

- Families – young people inherited careers from their parents.
- Mechanical production
- Steam and water power
- **Career success**- physical survival & security



Historical trends influencing people regarding ‘work’ or ‘careers’.

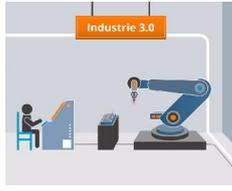


Industrial Economy (Industry 2.0)

- Large, bureaucratic, hierarchical organisations offering careers for life.
- Assembly line
- Mass production
- **Career success** – vertical movement up the ‘ladder’, according to a hierarchy of prestige.



Historical trends influencing people regarding ‘work’ or ‘careers’.



Post-industrial Economy (Industry 3.0)

- Computers, IT, micro circuits and processors
- Automated production
- Global supply chains
- Downsizing in the midst of globalisation and deregulation of industries., emergence of economic rationalism
- **Career success** – Adaptive lateral movement with increasing specialised skills



Historical trends influencing people regarding ‘work’ or ‘careers’.



The Knowledge Economy (Industry 4.0)

- VUCA, gradual disappearance of traditional-organisational based career aspirations
- Individuals have to negotiate and re-negotiate work & non-work aspects of life at different career/ life stages.
- **Career success** – protean (boundaryless) careers. Individuals determine their own definitions of success.



Materialist versus Post-materialist values

• Pettersson’s (2003) study found the following:



- Emphasis on self-expression values (as opposed to survival values).
- This implies an increased **focus on subjective well-being, self-expression, and individual spirituality.**

People in 21st Century increasingly focus on their personal and/or individual expressions of well-being.



Career Development models and approaches

- Various career development theories were developed to enable career practitioners to have the knowledge and framework to guide/ coach clients towards career clarity.

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- Hansen (2011) proposed the Integrative Life Planning (ILP) model.
- Individuals need to consider these 5 tasks when making a career decision
 1. Finding work in the changing global contexts (work that needs doing)
 2. Attending to our health (physical, mental, emotional)
 3. Connecting family and work
 4. Valuing pluralism and inclusivity
 5. Exploring matters of spirituality and life purpose
 6. Managing personal transitions and organisational change

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Career Development models and approaches

- At Abundanz Consulting, we fully adopted the Knowdell Transition model to help clients find their:

Dick Knowdell

Career Development & Job Search Profile

Knowdell Career Assessment tools

Career Attributes

- Values, Skills, Interests, Personality.
- Career Journey – the kind of jobs (both paid & unpaid) that they should engage in.

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What is 生き甲斐 - Ikigai?

- Dan Buettner and team studied the world's "Blue Zones," communities whose elders live with vim and vigor to record-setting age.
- Japanese in Okinawa has a term = 生き甲斐- ikigai (translated as "reason for being/living or a 'path to life fulfilment'").
- There are generally 4 key components in finding our 'ikigai'.
 - What you love
 - What you are good at
 - What the world needs
 - What earns you money

Source: Dan Buettner https://www.ted.com/talks/dan_buettner_how_to_live_to_be_100

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生き甲斐 (Ikigai) - Visual Representation

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Source: <https://www.informationbeautiful.net/visualizations/ikigai-japanese-concept-to-enhance-work-life-sense-of-worth/>

Combining Knowdell Career Transition model with 生き甲斐 (Ikigai) philosophical approach

Knowdell Career Development & Job Search profile

How do I find 'What I love' & 'What the world needs?'

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What do I love?



There are many ways to find what you love!

1. Ask questions of yourself
 - What I loved as a child?
 - Take money out of the equation
2. Ask people around you
3. Who's your hero?
 - Why this person?
 - What did he/she do?



<https://www.thefixes.com/behind-the-scenes-how-to-identify-your-true-passions>

How do I know what the world needs?

You definitely have something to offer the world!!

1. Do your duty
2. Realise your potential
3. Spread love
4. Live fully
5. Share your gifts




<https://medium.com/the-mission/genuine-reasons-why-the-world-needs-you-today-62234f02c11>

Photo-based Tools



- Photographs or pictures are an avenue which the unconscious mind can be accessed in order to explore memories, thoughts and desires that may be too difficult to consciously acknowledge (Loewenthal, 2013).



Loewenthal, D. (Ed.) (2013). Phototherapy and Therapeutic Photography in a Digital Age. London: Routledge.

Photo-based Tools

- The use of photography can be used as a method of facilitating growth and change as well as broadening the restorative experience (Glover-Graft & Miller, 2006).




Glover-Graft, N., & Miller, E. (2006). The use of phototherapy in group treatment for persons who are chemically dependent. Rehabilitation Counseling Bulletin, 49, 166-181.

Photo-based Tools

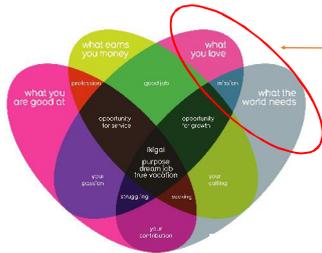


- The focus is not on the photograph itself, but rather the meaning the individual assigns to it.
- The photograph is significant because it makes the internal self observable to oneself and to others. This process often leads to new insights and self-discoveries (Merrill & Anderson, 1993).



Merrill, C., & Anderson, S. (1993). Person-oriented expressive therapy: An outcome study. In D. Brazier (Ed.), Beyond Carl Rogers (pp. 109-128). London: Constable.

Using Points of You model with 生き甲斐 (Ikigai) philosophical approach




POINTS OF YOU
Creative Tools for Training & Development

EXPAND

Our brains are fit only for what we know, and our brains are not fit to discover our own role in the significant ideas created by the lives around us. Showing our role in all these our work shows us the scope of our own choices, and the limits of our world of work. But it is a world of a lot of our own abilities.

FOCUS

We are good at a variety of things, and often we are not aware of the scope of our own abilities. We are good at a variety of things, and often we are not aware of the scope of our own abilities. We are good at a variety of things, and often we are not aware of the scope of our own abilities.

DOING

It's time to action our own ideas. It's time to action our own ideas.

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What do I love?

- What is most important to you in your life?
- What is your favorite way to spend your time?
- If you could make money doing anything you wanted, what would you do?
- What is your idea of a perfect day?
- When in your life were you at your absolute happiest?
- What opens your heart and makes you feel alive?

What does the world need?

- What I see as possible is a world where....
- What I know I naturally am here to bring more of to the world is...
- What the world really needs more of is...
- What really pisses me off or breaks my heart is...
- The change I would most love to create in the world is...

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