

# The Self-Agile Guide to the New World of Work —

## *7 Keys to Making Organizations Work for YOU*



by Jonn Kares

The Self-Agility Coach

[www.jonnkares.com](http://www.jonnkares.com)

*All Rights Reserved © 2024*

## **Organizations are not going away. Indeed, they are essential and necessary.**

But working with, and within, them can be crazy-making.

- Mandated systems and processes out of sync with reality
- Your talents and aspirations go unrecognized and go to waste
- Obedience and loyalty are valued more than your participation, or what you have to contribute

### **STOP LOOKING TO ORGANIZATIONS BEING THE SOLE SOURCE OF YOUR FUTURE**

In this guide, you will find 7 key ways to change how you think about your relationship with work.

Putting these steps into action puts you in charge of how you want your world to be, and find new ways of Work that work for you.

Let's get to it...



## Key #1

---

# The New World of Work is being created **OUTSIDE** of organizations

Organizations can only know the old way of work, because that's how they got there. Organizations can't consider changing the way work is done because that would mean the end of how organizations know they exist. But that presumes organizations have a sense of self-awareness that they obviously don't. It's the people working within organizations that define and sustain an organization's identity by the work being done there. And when that work must be done the old way to preserve the organization's identity, there's little opportunity for any new ways of work to be recognized, never mind be enacted. **Organizational change can only ever come from the outside the walls, never from within.**





## Key #2

---

# The New World of Work is being created by you by how you choose to show up for it

Baseball legend 'Arod' has said, *"You either go one way or the other. You might as well be the one deciding the direction."*

If that's true, you can either decide to show up for work the way you always have, fulfilling what you think the organization is expecting of you. Or you can instead decide to show up differently. And find out what difference that might make in how you experience the organization.

**Organizations only change when you do because changing how you think about work changes the work.**

And the only way to find out how that works is by experimenting changing how you show up to do it.





## Key #3

# There is no "I" in "Team"...there's a whole bunch of them

And all those individual "I"s are dis-empowered and made to disappear when they all have to adopt the identity of the team they think they are a part of. This overlooks the obvious fact that if those individual team members weren't there, there would be no team.

**Teams only exist because of the people who make them up.** The stronger the identities of each individual member, and the more vibrantly they are expressed, the stronger the team becomes.

(Note: Introverts are not suppressing their identity, they just get to express it in a different way.)

Trust others, and they will trust you. The New World of Work does not require hiding your light under a bushel in order to thrive and be fulfilled. Indeed, it's the exact opposite.





## Key #4

# Stop waiting for the organization to change before you do

That which you look at and focus on only gets bigger. Same with waiting. The longer you wait, the more waiting there will be. Trying out and testing alternatives requires bravery. Initiating change at work means straying from the norm, and that can look weird. But do you really need the organization's permission and approval for you to change how you think? Revise your ideas about how organizations work and watch your world change as you do. And find yourself becoming the change-agent you didn't even know you were capable of being.

### **Organizations only change when you do.**

The New World of Work is depending on you to make the first move.







## Key #5

---

# Stop looking to someone or something else to provide you with your future

When someone else presents you with a menu of options it's easy to think you have freedom of choice. But what if what you want is not on the menu? What if organizational life is only ever presenting you with increasingly limited unattractive options? Organizations are incapable of having concern for your future because what only matters to the organization is what matters to it.

The only one who knows what's most important to you is YOU.

**Create your own menu of options.** The more you know what those are, the more can act on doing what's necessary to make them happen. Intently focus on what you want your New World of Work to look like. And allow that focus to shift as circumstances change as what you know continues to evolve and expand.





## Key #6

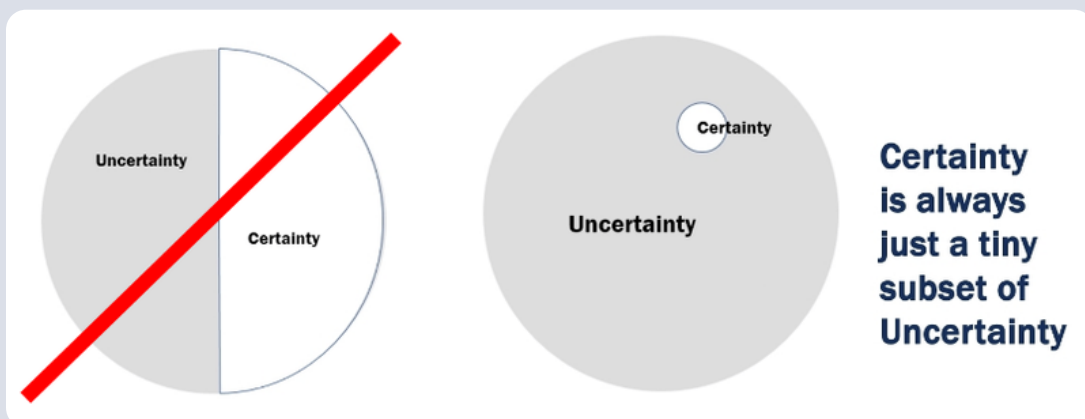
# Create your own certainty

We are taught to repeat, not to create. Because we are told doing what's always been done before is less risky than what has never been done before, and is safer than what is not known. But all that does is just ensure things always staying stuck forever being the same. The truth is, opportunity cannot exist without uncertainty. And order can only ever emerge out of chaos.

Certainty and uncertainty are not evenly balanced polar opposites. Uncertainty is WAY bigger. Certainty is always just a small tiny speck of the vast universe of uncertainty. **Certainty comes from what you choose to pick out from that vast infinite sea of possibility.** Being intentional about asking for what is wanted, and allowing it to emerge from uncertainty transforms uncertainty from threat to a resource. The ultimate resource. A resource that lets you make yourself big in your own life.

**Certainty only works when it is allowed to always be changing.**

Beware anyone trying to sell you certain certainty.







## Key #7

# Put Directed Allowance™ to work for you

When you eat out in a restaurant, you place your order, and then you wait for it to arrive at your table. With no idea exactly of what you're going to end up with (unless you've eaten there before, but even then there can be surprises).

It's a two-stage process. First, you give **direction** about what you want, and then you get out of the way and **allow** it to show up. You precisely define what you want to have happen, and then you fully exercise your allowing muscle to let it to auto-magically appear.

Awareness of **Directed Allowance™** being at work all the time in all aspects of your life increases the more intentional you are about doing it. Especially when you are experimenting with new ways of making the New World of Work.

All you have to do is just ASK (Apply Self-Agile Knowledge).





## Feelings aren't everything, they just feel like they are

Feelings are essential. They let us know we are alive. Emotions are messengers. Even the uncomfortable ones. Even the ones that feel like they could overwhelm and kill you.

But it's not feelings that kill, but denying them that does. It takes extraordinary amounts of life-energy to try to keep them from conscious awareness by ignoring and burying them.

But feelings buried alive never die. **The secret to having unpleasant feelings disappear is to feel them.** Fully and completely. *Then you get to choose how (and what) you want to feel next.*

**Change always brings new sensations.** Welcome and learn from the messages they are bringing you about the New World of Work.





**Jonn Kares**, *the Self-Agility Coach*

*Let me help you reinvent the Work of Your Life*

[www.JonnKares.com](http://www.JonnKares.com)

# Find a new way of WORK that works for you

- Think of work being how you are choosing to make something of yourself during your time here on Earth.
- Your lifetime journey of progression and growth.
  - Not necessarily a career or a series of jobs, but a path of ongoing personal development and contribution, built on accumulated knowledge, experience and achievements over time, uniquely meaningful to you.
  - Filled with your own personal fulfillment and purpose.

**This is the work of your life.**

*Curious?* Find out more about **SMart About Work Human Intelligence Self-Agility**

Schedule a quick 1:1 no-obligation **Strategy Conversation** with me. You have nothing to lose, and you never know what you might discover.

**SCHEDULE YOUR FREE STRATEGY CONVERSATION HERE**

**Attract**

Created with Growth Tools in Partnership with Leadpages