

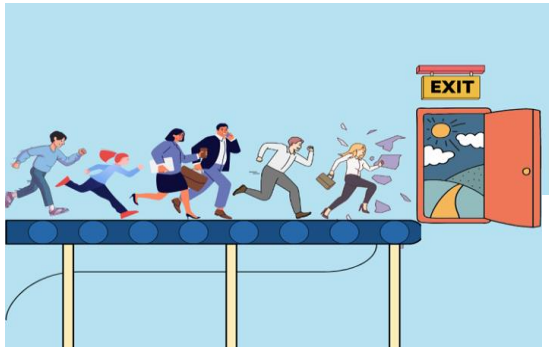
Sensitive Career Management & Sensitive Workplace Design

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Future Literacy:
the ability to anticipate the future for career management

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What work culture?



GREAT RESIGNATION



- Questioning the traditional culture of work
- Loss of meaning that generates disorientation
- Urgency to respond to the change in scenario

What career management for the work of the future?

CAREER MANAGEMENT

Linear and stable training and career paths **over time**, based on person-environment congruence and people's attitudinal characteristics.



A complex process, a journey that accompanies individuals throughout their life and follows their development.

THAT WHAT IS



WHAT IT SHOULD BE

Career management as preventive action

- ❑ **New perspective:** not just up-skilling and re-skilling, but working on **the life project**
- ❑ **The value of career management as a preventive measure**
- ❑ Taking an interest in people's future **before** they **have to face the difficulties of transitions:** school to school; school to work; work to work.
- ❑ Career management becomes a service aimed at **promoting full participation in social life**, an opportunity for **active citizenship**.



What question should we ask ourselves?

- Humans have learned to live with change since they first appeared on earth.
- Today, changes, social economic and technological, are occurring at an unprecedented rate.
- The human mind is struggles to recognize, deal with and manage them.



The question is not how to deal with a universe that seems to be becoming more complex, but **"how to improve our ability to exploit the emergence of novelties that have always surrounded us"**

Why the future, or rather the futures?



- All the decisions we make at any given moment are influenced by the future, by the image of the future we have.
- The more we expand and critically analyse **the images** we believe **to be possible**, the more we expand our freedom and enable ourselves to **consciously participate** in the constant changes of our time.

The future is the place where change takes place, the only open and multiple space of action for humanity. In fact, there is not just one future, but many possible futures

The Future Literacy: 21st century capacity

UNESCO, in its role as a global laboratory of ideas at the cutting edge of human knowledge, has demonstrated that people and communities around the world are capable of becoming more **'futures literate'**.



The Future Literacy, FL, is a capability. It is the skill that allows people to better understand the role of the future in what they see and do. Being futures literate empowers the imagination, enhances our ability to prepare, recover and invent as changes occur.

<https://en.unesco.org/futuresliteracy/about>

FL offers **“future-capability”** to all individuals, so that they are able **to transform their preferable visions into achievable futures.**

FL: a universally accessible skill

People can become **more skilled at using the future**, more “future literate” because of two facts:

- the future does not yet exist, it can only be imagined
- People have the **ability to imagine**



This is why we talk about it in terms of "literacy", as for the ability to learn to read and write, skills that are indispensable for every human being, because *"it is a universally accessible skill that is based on the innate human ability to imagine the future"* as says UNESCO.

GreenComp&FutureLiteracy

GreenComp

3. Visione di futuri sostenibili	3.1 Alfabetizzazione sul futuro	Immaginare futuri alternativi sostenibili sviluppando scenari alternativi, identificando i passi necessari per raggiungere un futuro sostenibile preferito.
	3.2 Adattabilità	Gestire le transizioni e le sfide in situazioni complesse di sostenibilità e prendere decisioni relative al futuro di fronte all'incertezza, all'ambiguità e al rischio.
	3.3 Pensiero esplorativo	Adottare un modo di pensare relazionale esplorando e collegando diverse discipline, usando la creatività e la sperimentazione di idee o metodi nuovi.

The JRC details how **creativity, imagination and awareness of our emotions and intuitions** can inform our ability to **imagine alternative futures**.

The FL: impacts on human governance



What skills to develop and train?

Must be encouraged to use a combination of “**logical analysis and disciplined imagination**” activating the following processes:

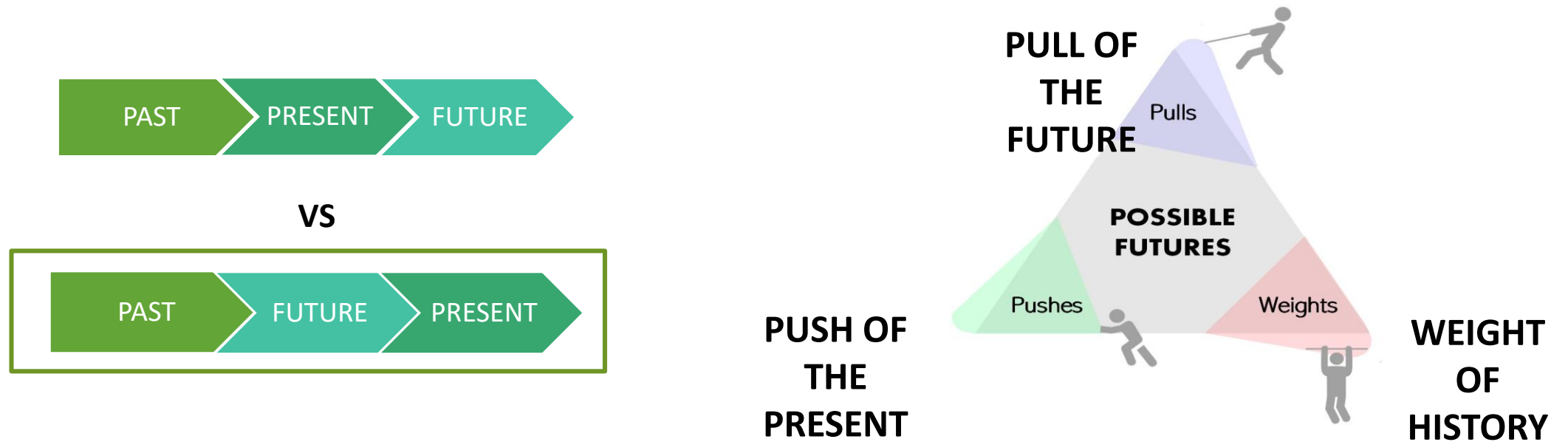


- Use your **imagination** when thinking about the future
- Tap into **insights and creativity**
- Evaluate the possible steps needed to achieve **the preferred future**

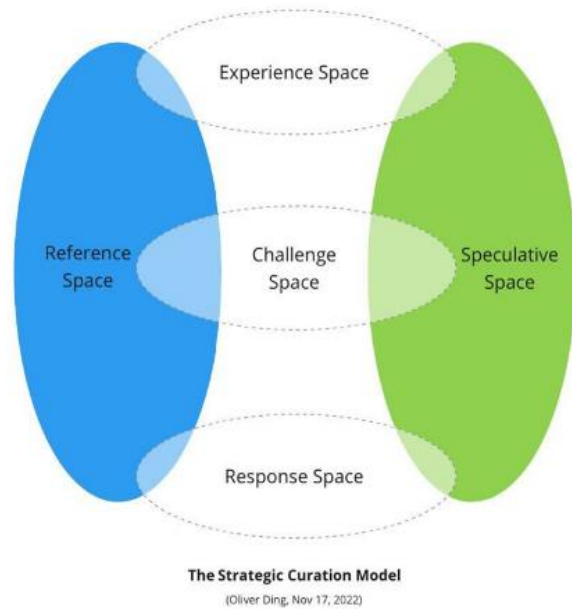
In this context, **knowledge of different disciplines and traditions** has the potential to help people **make plans and better informed decisions** in a complex society

The Future: interaction of 3 forces

In the **PRESENT**, both the **FORCES** of the **PAST** and the **SEEDS** of the **FUTURE** act.



Design the future



Design the future, according to this approach, implies a continuous **iteration between different ways of thinking**, in order to re-elaborate an **experiential knowledge** coming from the **past**, a new **imaginative knowledge** based on **hypotheses of the future**, in the light of what **makes sense for us** and of the our **desirable future to achieve**, and a **critical systemic knowledge** to dynamically understand **current and future challenges** in order to make the best **decisions** to **guide future directions**.

Fonte: Oliver Ding,
The Strategic Curation Model (2022)

How to deal with surprises?

“Surprises”, or discontinuities, are a typical element of the future, that cannot be captured by traditional forecasting methods.

It is necessary to implement **prospective thinking**, that is the mental attitude that looks at what will come with an open multidisciplinary approach.

“Working with the future - writes the Prof. Roberto Poli, author of the book of the same name - does not in fact mean "predicting what will happen - fortunately the world is always richer and more surprising than our models - but rather being open, ready for surprises and preparing to deal with them".



Source: World Economic Forum

A focus on the skill of anticipation

«*Anticipation is the way the future exists in the present*» (UNESCO)

The skill of anticipation requires that we learn to recognize these possible futures and use this heightened awareness **to shape our decisions and actions in the present.**

In essence, this means changing our habits and behaviors to be better prepared for an ever-changing world.



Source: World Economic Forum

Understanding the future to act in the present

There are no recipes, guidelines or safe formulas for dealing with the future that will present itself to us, but we can develop skills and perspectives that will help us to better face the challenges in the social and working contexts in which we are involved.

As Mahatma Gandhi claimed, "*the future depends on what we do in the present*", but "*the future influences the present as much as the past*", Nietzsche reminds us.



THANK YOU FOR YOUR ATTENTION

