

KAIROΣ FUTURE FUTURE - STRATEGY - ACTION

High ambitions - Lack of time
GENERATION AMBITION

THE PURSUIT OF HAPPINESS BETWEEN 30 AND 50

5 February 2008
 Ulf Boman
 Kairos Future

europa congress **Where is our time going?**
 Future scenarios

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Kairos Future – Guides clients to understanding and shaping the future

Future **Strategy** **Action**

Research Based Foresight Future Based Business Development Strategy Enforcement

Kairos (καιρός)
 is the antique Greek notion of "the right time" or "time for change"

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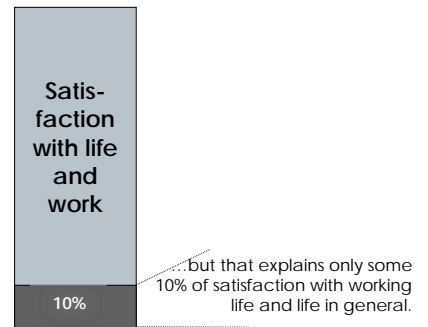
TWO QUESTIONS

1. Why are some successful in fulfilling their own ambitions in life while others are not?
2. How can people make ends meet and what makes them satisfied with their lives?

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IS "BALANCE" OVER ESTIMATED?

It IS important to feel that one has a good work-life balance



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WHAT DOES IT MEAN TO BE "SATISFIED"?

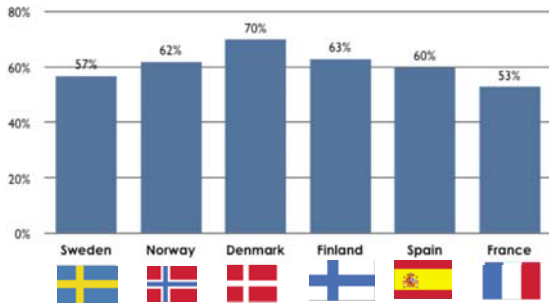
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THREE ROOMS OF LIFE



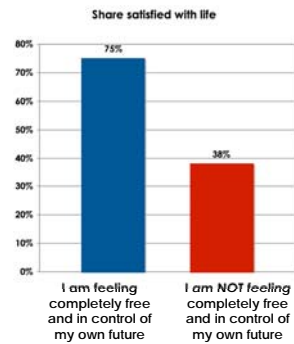
Satisfied with life

SATISFIED WITH LIFE

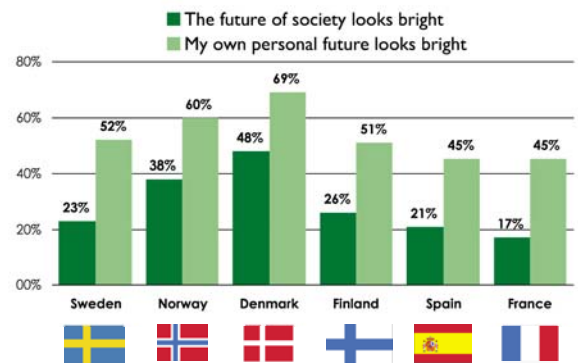


THE INNER ROOM: POSITIVE MINDSET

THE FUTURE SHAPES THE PRESENT



View of the future

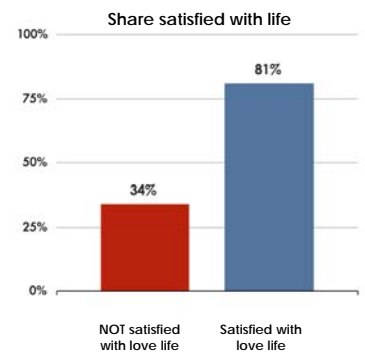


LIVING ROOM: PARTNER & FAMILY

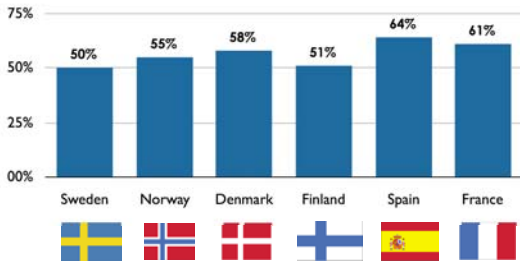
SATISFIED WITH LOVE LIFE – SATISFIED WITH LIFE

Satisfied with their relationship are those who:

- feel they are **appreciated** and **loved**
- can **get support** from their partner at times of trouble and difficulties
- perceive their **relationship as equal**, and are satisfied with division of chores at home

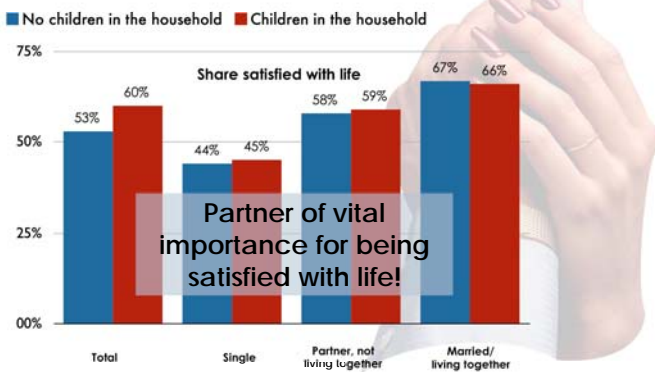


SATISFIED WITH LOVE LIFE

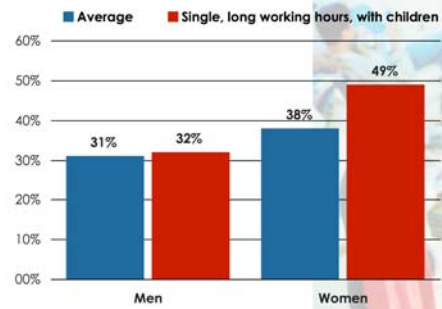


CHILDREN: THE ROAD TO HAPPINESS?

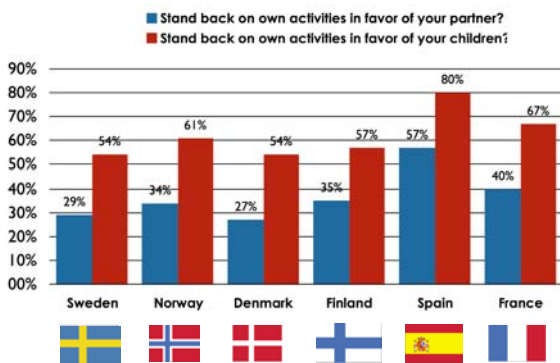
Satisfied with life – with and without children



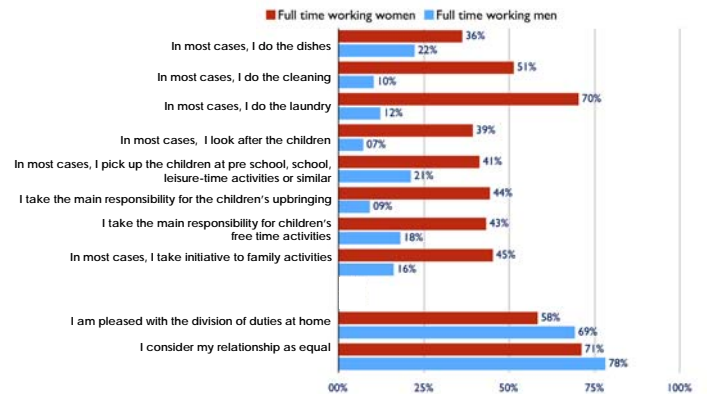
Women more stressed than men – especially if they have children



Self-sacrificing Spaniards...



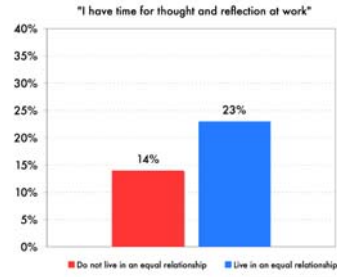
Division of domestic chores



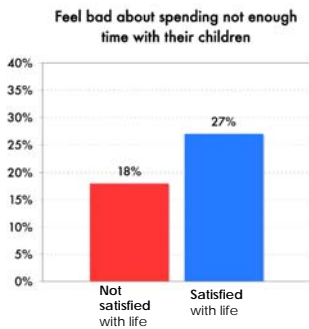
Gender equality and satisfaction

Impact on lack of time

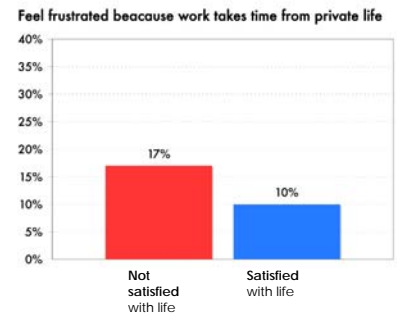
People in equal relationships have more time for thought and reflection at work



Satisfied with life: spend time with children



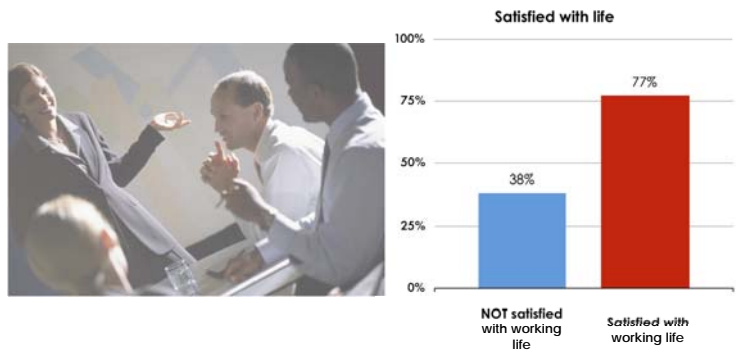
Satisfied with life: better balance between work life and private life



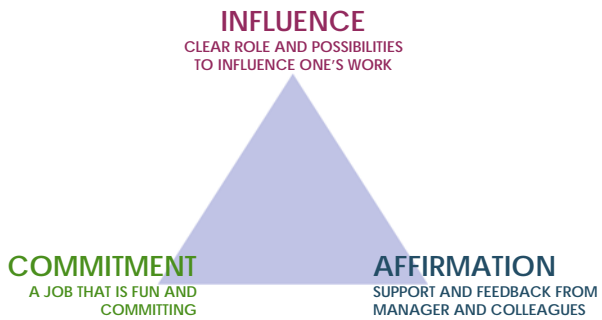
WORK ROOM

working culture and attitude to working life

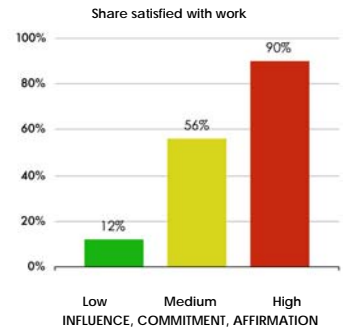
SATISFIED WITH WORK = SATISFIED WITH LIFE?



Conditions for being satisfied with working life

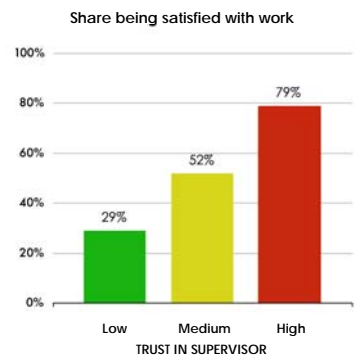


HIGH DEGREE OF INFLUENCE, COMMITMENT, AND AFFIRMATION = SATISFIED WITH WORK



TRUST IN SUPERVISOR

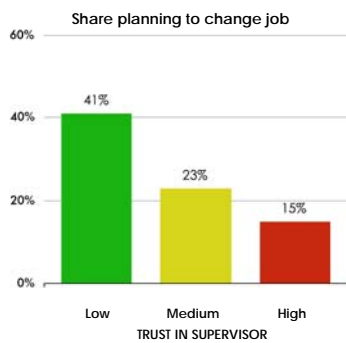
Trust in supervisor vital for work satisfaction



Trust in supervisor – vital for retaining staff!



The share planning to change job doubles for those who have a low trust in their supervisor

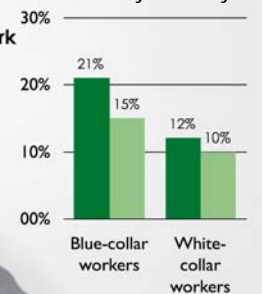


FLEXIBLE WORK – A HEALTH RISK?

Share on sick leave more than 10 days the last year

■ NOT flexible work

■ Flexible work



Flexible work = I can choose myself to be connected, reachable, checking e-mails from home, etc.

KAIRÓS FUTURE

GENERATION AMBITION – LACK OF TIME, LOT'S OF AMBITIONS

KAIRÓS FUTURE

FUTURE - STRATEGY - ACTION

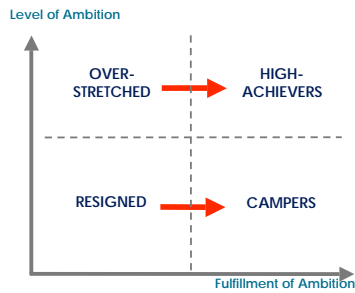
AMBITIOUS TYPES

KAIRÓS FUTURE

FUTURE - STRATEGY - ACTION

General factors for fulfilment of ambitions

- Ability to get **support** from family and friends
- Good and clear **division of domestic chores**
- Good work-life **balance**
- **Sound economy** with savings

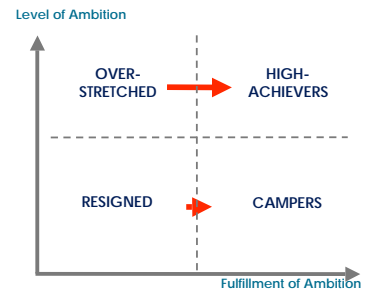


KAIRÓS FUTURE

FUTURE - STRATEGY - ACTION

Extra important with high ambitions

- Good (private) **relationship**
- Ability to **prioritize**
- Own **free time & leisure**
- Good **child care**
- Prioritize **health and exercise**
- Time for **rest and recovery**
- Good **support systems at work**
- Clear **responsibility and authority**



KAIRÓS FUTURE

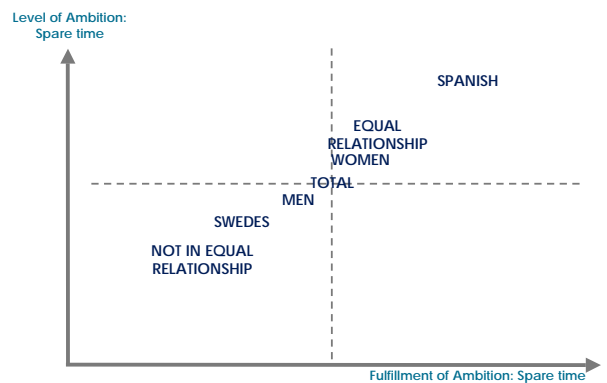
Spare time and family time

Ambitions and fulfilment of ambitions

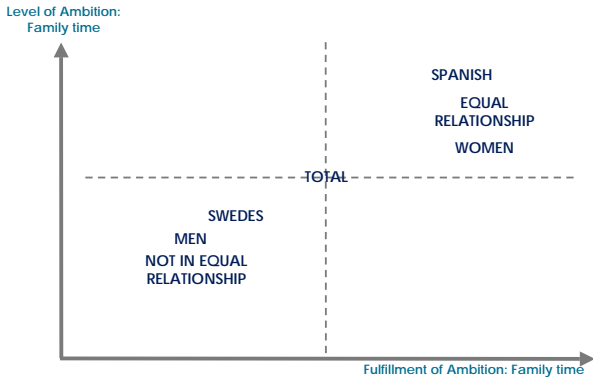
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FUTURE - STRATEGY - ACTION

Spare time: Resigned Swedes & High achieving Spaniards



Family time: Resigned Men & High achieving Women

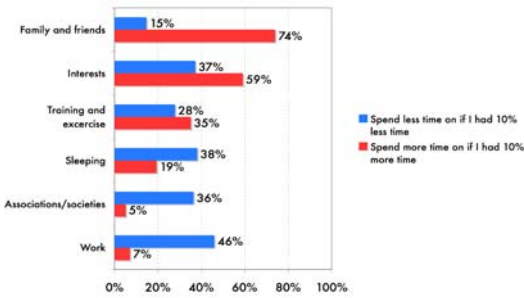


If you had more/less time...

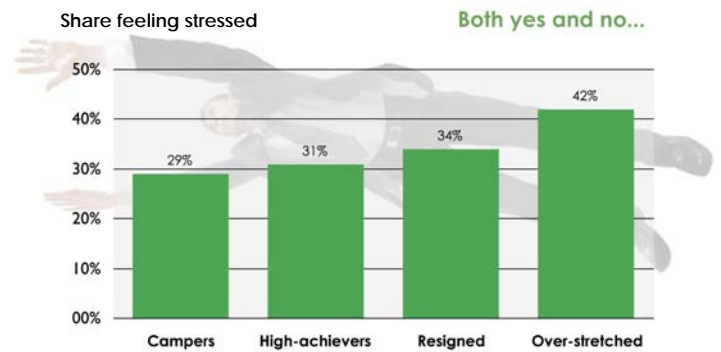
What would you do?

More time on family & friends; Less time on work

Total



High ambitions = High level of stress?



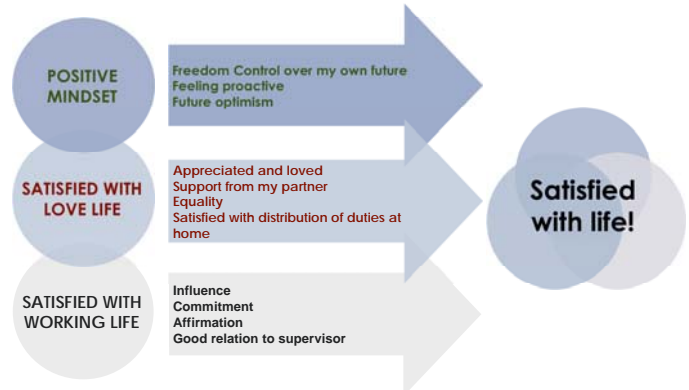
Motivation crucial for satisfaction with work.

Also important, especially if you have high ambitions and lack of time



The base - Most important!

SUMMARY:



THE "REAL" LIFE-PUZZLERS!

- Unemployed
- Insecure employment
- Low income
- Singles
- Women
- Long time sick
- Inadequate social network
- Lacking economic freedom, no buffer

If you fulfill at least one of these criteria and also have small children, there is a high risk of being over-stretched!



Thank You

Do you want to know more about the survey and how you can use it in your company?

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