

# **WEAK SIGNALS**

**SCAN CLUB**

**THE FUTURE OF SKILLS +  
DEVELOPMENT**

**OCTOBER 6, 2022**

# Imposter Syndrome Amongst the Ranks

## What?

In an Indeed survey of 2500 UK employees, nearly three in five stated they experience imposter syndrome (a psychological occurrence in which an individual doubts their skills, talents, or accomplishments and has a persistent internalized fear of being exposed as a fraud) in the workplace. They feel they are inferior to their colleagues or must fake their way into positions despite whatever credentials they have to attain the job.

According to the survey, “imposters” experience

- Greater levels of procrastination
- Longer working hours
- Higher staff turnover
- Loss in productivity
- Avoid applying for promotions

Some of this could have to do with a lack of inclusivity and diversity. People who don't “fit the mould” may think they don't belong or are inferior to the “norm”. Alternatively, those with social anxieties tend to be wonderful employees, but struggle with recognition and attention.

## So what?

Should this become a common challenge in organizations, it suggests two things.

First, that internal training, talent management, and/or mentoring/coaching are failing the people these mechanisms are intended to serve. Whether the content and/methodologies are insufficient or the way in which they are delivered ineffective, organizations are not giving employees the tools and resources necessary to feel comfortable in their roles.

Second, organizations will face a leadership quandary. As older employees retire and these “imposters” replace them, there’s suddenly a bottleneck of wisdom, mentorship, decision-making, etc.

A feedback loop could potentially cripple organizations. “Imposters” fail to inspire or lead or properly prepare their successors, who, in turn also feel as though they’re not cut out for the job and so on.

## Questions

- What implications could this have for how we recruit and retain employees?
- What are some of the implications of imposter syndrome for organizations?
- What skills are lacking to inhibit imposter syndrome?
- Are we thinking about “succession” and “internal promotion” narrow-mindedly?
- What does a world free of imposter syndrome look like?

## Sources

[Why is imposter syndrome still plaguing some employees?](#)

# Sustainability Skills a Key Draw...and a Vital Function

## What?

Sustainability is top of mind for employers. Yet, in a recent survey by Salesforce, employees lack the talent to meet those organizational aspirations.

88% of workers said there's too little investment in sustainability training; 82% said an inability to find talent is stopping companies from reaching internal sustainability efforts.

94% of employees were all for sustainability upskilling. In fact, in an IBM survey, 2/3s of respondents said they would be more attracted to organizations that offer it and would accept a lower salary to move.

## So what?

Climate Change isn't lost on anyone. The impacts are real, daily, and everywhere. But the context from which we talk about it is regarding nature, supply chains, or displacement.

To me, it's seldom talked about how it will affect us as employees. Human Resourcing will soon function as a quazi-Red Cross (I'm being facetious, but still) and need to think about relocating workforces, workplaces, and/or supporting those acutely affected. Human Aiding.

This signal talks about integrating sustainability skills perspective: how to consider what we do in our day-to-day that can contribute to limiting Climate Change and achieving our sustainability efforts.

What about the skills we need to deal with what we face now?

## **Questions to Consider**

What ill-effects of CC have on employees?

How will CC affect HR functionalities?

What would an HR Advisor's profile in a Climate Crisis world look like?

What CC adaptive or mitigatory skillsets would an HR Advisor need?

## **Sources**

<https://www.hrdiver.com/news/sustainability-skill-training-could-be-key-talent-draw-study-says/632235/>



# TRICK ARTICLE – HOMEWORK

## What?

Don't worry, the other two signals are real signals, but this is Homework!

I want to ask **you** what you think the **Future of Skills + Development** are.

Think about it in a multitude of ways:

1. Abstract skills
2. Technical skills
3. Life skills
4. Professional skills
5. Interpersonal skills
6. Skills we didn't even know we needed

Now, think about how those skills would look in practice (2<sup>nd</sup> order of implications):

1. Where those skills are normalized?
2. Where those skills are highly sought after?

3. Where those skills are in low supply, but high demand?
4. Are those skills replicable, teachable, automatable, etc.?
5. And any other way you want to think about it

Now, get wild.

What's the future look like with the way we teach these Skills and Development (3<sup>rd</sup> order of implications).

1. What wildness is going on?
2. What strange or novel experiences or dynamics exist?
3. How are other parts of the ecosystem (HR, government, society, private sector, etc.) adapting or evolving or failing?

Don't be afraid to be fantastical!

**So what?**

Have some to offer – I'm looking forward to hearing!