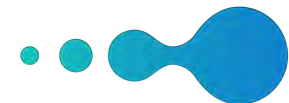


# WHO ARE YOUR FUTURE EMPLOYEES?

Reimagining Your Workforce for a Changing Economy



**prescient**  
ACTIVATE THE FUTURE

## Why This Matters:

Employers intent on remaining competitive know that they need to begin preparing now to locate the employee talent of the future.

Automation, demographics, the needs of employees, and other transformations in the nature of work are driving new needs and new roles.

The enclosed worksheet offers your team simple, fun way to begin thinking now about the roles, talents, and skills that you will need in the next five to fifteen years.

## About This Worksheet:

You will notice that the template contains areas to fill out based on specific beliefs and characteristics. These are based on current industry and research insights into the characteristics of work and workers in the next 25-30 years.

Questions about how future employees will feel about politics, commerce, and the environment are based on trends indicating that these attitudes are changing, and may make a difference in the workplace.

We have included opportunities to consider future workers' attitudes toward creativity, diversity and change based on existing projections about the future of the workplace:

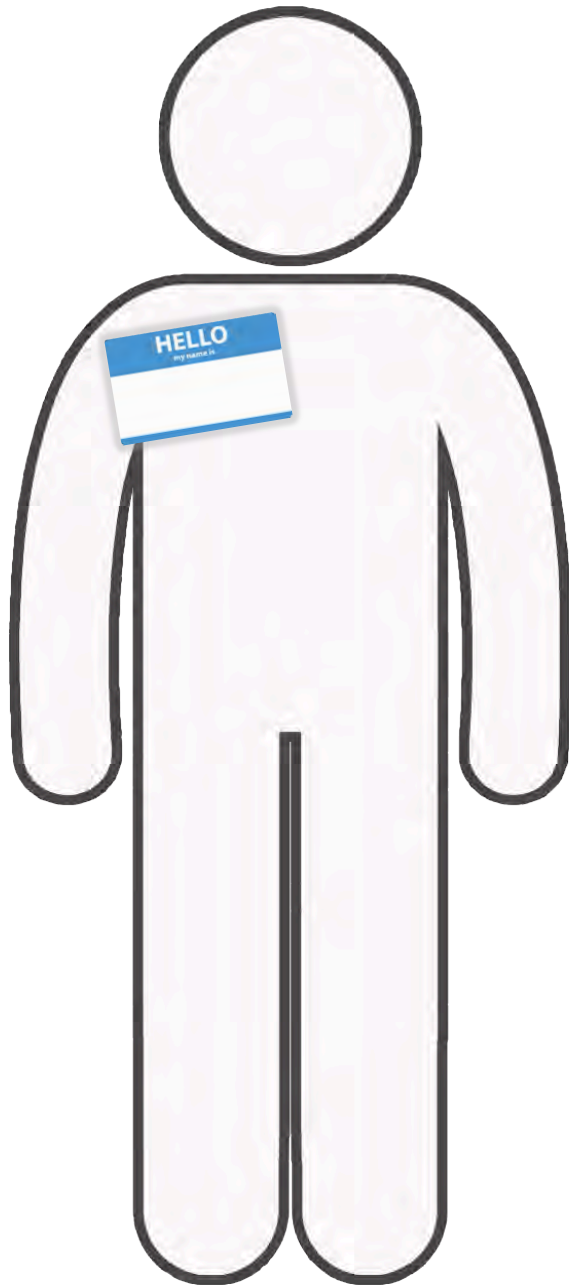
- **Creativity:** As automation takes over rote and repetitive jobs, employees may be able to take over more creative problem-solving functions.
- **Diversity:** The workplace of the future is likely to be more diverse.
- **Change:** As we enter an era of continuous flux in the workplace, it will be more important for people to be able to adapt to change.

Questions? Would you like to explore trends in the workplace further? Contact Prescient at [info@Prescient2050.com](mailto:info@Prescient2050.com) and learn more at [www.Prescient2050.com](http://www.Prescient2050.com).

## How to Use This Worksheet:

On the following page, you will see a template with a generic human figure and blank categories with room to add information.

1. Decide how many job roles you would like to explore and print out the number of blank templates you will need—one for each role. We suggest that you create a few templates based on existing roles in your organization today. You can later compare the characteristics of today's workforce to that of the future.
2. Fill in the "Year" blank at the top of the template. If you are going to describe a current position, put the current year in the blank. If you are going to explore the future, put in a future date, such as 2025 or 2035.
3. Continue to fill out the other blanks such as professional title, educational history, hobbies and so forth. You will base your answers for current roles on the answers for current roles on the *typical* kind of person who fills the professional role in question. If you are leading a team while doing this work, you may want to remind them that answers will necessarily be based on generalizations, and there will always be exceptions.
4. Use the figure on the left to add details of dress or expression that will help explain their work identity and what they care about at work.
5. You may want to add roles that don't even exist today to your future profiles set.
6. Discuss! When you have finished creating profiles, use these to discuss how your organization can better prepare for the future. Will you need new roles? Will employees be educated in the same way they are now? Will they have the same attitudes to work and the world around them? If they will be different, how will you begin to prepare?



Year: \_\_\_\_\_ Professional Title: \_\_\_\_\_

Age: \_\_\_\_\_ Sex: \_\_\_\_\_ Racial/Ethnic Identification: \_\_\_\_\_

Born in: \_\_\_\_\_ Raised in: \_\_\_\_\_ Resides In: \_\_\_\_\_

Educational History/Qualifications: \_\_\_\_\_

Previous Work Experience: \_\_\_\_\_

Domestic Situation/Living Arrangement: \_\_\_\_\_

Hobbies & Activities: \_\_\_\_\_

Ways I Communicate (style/technologies): \_\_\_\_\_

Political Motto (a phrase that represents my position regarding society's governance):  
\_\_\_\_\_

Purchasing Motto (how do I feel about my own and others' consumption practices):  
\_\_\_\_\_

Environmental Motto (a phrase that indicates my approach to environmental issues):  
\_\_\_\_\_

If someone asks me if I am a creative person, this is how I answer:  
\_\_\_\_\_

When I work with people who are not like me (whether it is how they look, their domain expertise, or something else), this is how I feel and behave:  
\_\_\_\_\_

I express this primary emotion when faced with change at work:  
\_\_\_\_\_

# PRESCIENT, LLC

ACTIVATE THE FUTURE



## ABOUT US

Prescient LLC, a foresight consultancy, helps executives and organizations anticipate the impacts of critical global trends to capitalize on changing conditions, stay ahead of the competition and minimize risk.

Prescient provides you with knowledge, tools and frameworks to explore how emerging change could impact your firm, your stakeholders and your vision of the future. Work with us to create long term success.

## TESTIMONIALS

"Organizations willing to invest in long term visioning and strategy development deserve a professional, thoughtful, skilled approach. Prescient brings all of these to the table."

**Matt Horn, Institute for Building Technology & Safety**

"We learned [in our strategic narrative workshop] that an organization is defined by its narrative, and that the ability to strategically take ownership of that narrative is invaluable. The insights elicited crystallized two major things for us: an understanding of each individual's separate piece and perspective of our shared past narrative, and practical methods for discussing, defining, and shaping our future story."

**Jayson Blair, Goosecreek Consulting**

## SERVICES

- strategic foresight
- executive foresight training
- strategic narrative/organizational transformation
- keynotes

## CONTACT

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