MODULE OVERVIEW

# Constant change at work: What can move and what should stay

Adaptive module | ~20 min

Strategies, tools, organization charts: the direction changes more and more often. This module rests on one distinction: the means, which can and must move, and the anchors (values, the meaning of work, and purpose), which should not, since confusing them is the main cause of a loss of meaning. Four self-reflection questions and three steps of judgment help people get through reorganizations without losing themselves, which matters for retaining younger generations.

## LEARNING OBJECTIVES

01 Distinguish the means that can move (tools, methods, roles) from the anchors that underpin balance: values and the meaning of work.

02 Recognize the two possible pitfalls: rigidity, which makes every change painful, and the identity fatigue of someone who absorbs every change.

03 Clarify your personal anchors with four self-reflection questions, from the three words that matter to the line you will never cross.

04 Decide in three steps when facing a fundamental change: identify what really changes, check your anchors, and choose your path.

## WHO IT'S FOR

Anyone who wants to get through change while staying true to their values and to the meaning of their work.

- **Prerequisite:** none

## HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1 **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.

2 **Expert video**: 10 minutes, with 3 pauses for reflection.

3 **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.

4 **Dated commitment**: one action to try, written by the learner or picked from the suggestions.

5 **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

## ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

### METHODS & MODELS

- Purpose / mission / values – classic framework from strategic management
- Mental agility – Afthonios method, drawn from coaching experience
- 3 agile steps (identify / check / decide) – Afthonios method

### SOURCES & REFERENCES


- Deloitte – Global Gen Z and Millennial Survey (2025): 89% of Gen Z and 92% of millennials say meaning at work is important; 44% of Gen Z and 45% of millennials have already left a job that lacked it
- Shalom H. Schwartz – Theory of Basic Human Values (1992): universal values that act as stable guiding principles, the foundation of personal anchors
- Amy Wrzesniewski & Jane E. Dutton – "Crafting a Job," Academy of Management Review (2001): job crafting, or the art of connecting your tasks and your work to what is meaningful to you
- Kristof-Brown et al. (2005) – fit between person, job, and organization



Module created by Afthonios.com.

Content reviewed on 13 October 2026