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# TOM TOM ENGLISH



### Read the article overleaf and discuss these questions:

1. What do you think about each of the “new rules” of work? Do you agree that this is happening? Why? Why not?
2. Do you think the changes are good or bad? Why? Why not?
3. If you are working now, how are these changes affecting your working life?
4. If you are retired, how would these changes have affected your own job?
5. Can you think of some more “old rules/new rules”? Discuss them with the group.
6. What do you think of the advice that Ian Read gives to young people? Do you agree/disagree?
7. What advice would you give to young people about their future careers?

The workplace is changing — profoundly and forever. Old rules are going out the window, replaced with new norms, sometimes driven by technology or demands of workers. Here are some old rules that are becoming obsolete — and the new rules that are replacing them:

**Old rule:** you commute into an office every day.

**New rule:** work can happen wherever you are, anywhere in the world. Nowadays it is not common to know all of your colleagues by face and name. You might only know them by their email address or time zone. This could mean that you get little face time with your manager because he or she could be in another country.

**Old rule:** work is 9-to-5.

**New rule:** you're available 24-7. This depends on the industry you work in, but our growing online activities mean we can check emails in bed; work on documents on the train; review presentations with your supper. It has become normal to us to work wherever we are, whenever possible.

**Old rule:** work-life balance is about two distinct, separate areas.

**New rule:** the line between life and work is almost entirely disappearing. If you are passionate about your job, you will never work a day in your life. If you are proud of your work then it is as important as home. There is a complete melding between work and life.

**Ian C Read, chairman and chief executive officer at Pfizer says:**

Young professionals are entering a world that is different than the one their parents might have worked in.

**“Know what you’re good at and then pursue it.**

Take the time to know your strengths and weaknesses and understand the kind of work you enjoy,” he wrote.

“This self-awareness will put you well ahead of your peers. You won’t be successful in a field that you don’t enjoy.”

**“Broaden your experience early on.**

It’s great to be an expert in a specific area, but I think it’s also important to diversify your skills in the beginning of your career. This will give greater value to your company and greater opportunities for you as your career advances,” Read wrote.

**“Your initial job choices do not limit the kinds of roles available to you later in your career.**

When you’re starting out, explore all of your options. Don’t rule out a position you’re interested in just because it doesn’t seem to fit your ultimate career vision,” wrote Read. “My first job in internal audit did not limit me but it actually helped me in broader roles.”