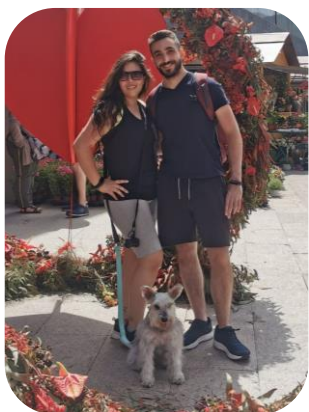


A person in a light blue shirt and tie is walking through an office, carrying a large green plant, a blue folder, and a cardboard box. The office background is blurred, showing desks, chairs, and other office equipment.

RENUNCIAS SILENCIOSAS

¿Estamos escuchando?



PAULINA ROBALINO



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/probalino/



UBA
Universidad de Buenos Aires



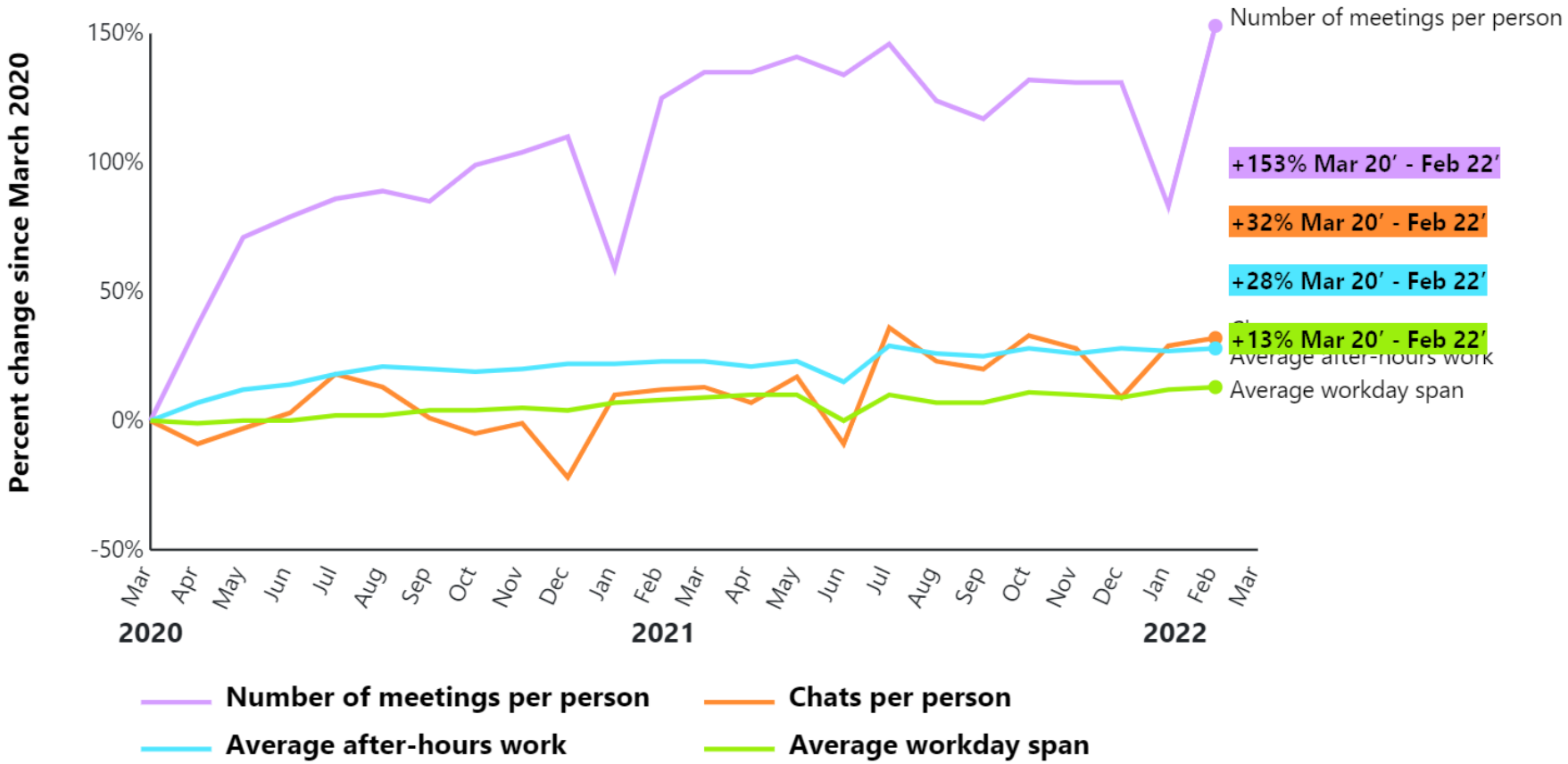




PRINCIPIO DE LA EXPERIENCIA

LEYES DE LA GESTALT

TRABAJO REMOTO



Analysis of collaboration activity across Microsoft 365 tools the past two years. This visualization is based on aggregated data, without personal or organization-identifying information.

1

"I was able to adjust my work schedule...so that I can spend more time with my family. My perspective about life has

4

"I have come to be more protective of my family since the pandemic. Work is important, I can always find another job. I can't find another family."

—Mid-level manager working in government, Canada

2

"I used to think of my work as part of my identity. Now I think of my work as something I do, but not

5

"I can still be successful at work, but I need more balanced pursue my own goals."
—Mid-level manager,

6

"I want to put my personal goals on the same level as professional goals."

—Mid-level manager working in construction, Spain

3

"Work is only a part of life. It shouldn't be your whole life or the only thing you care

7

"By not commuting, I have more time to spend with my family and more time for daily things, like cooking a meal and eating together."

—Employee working in professional services, United States

Ahora es más probable que las personas prioricen su salud y bienestar por encima del trabajo que antes de la pandemia.

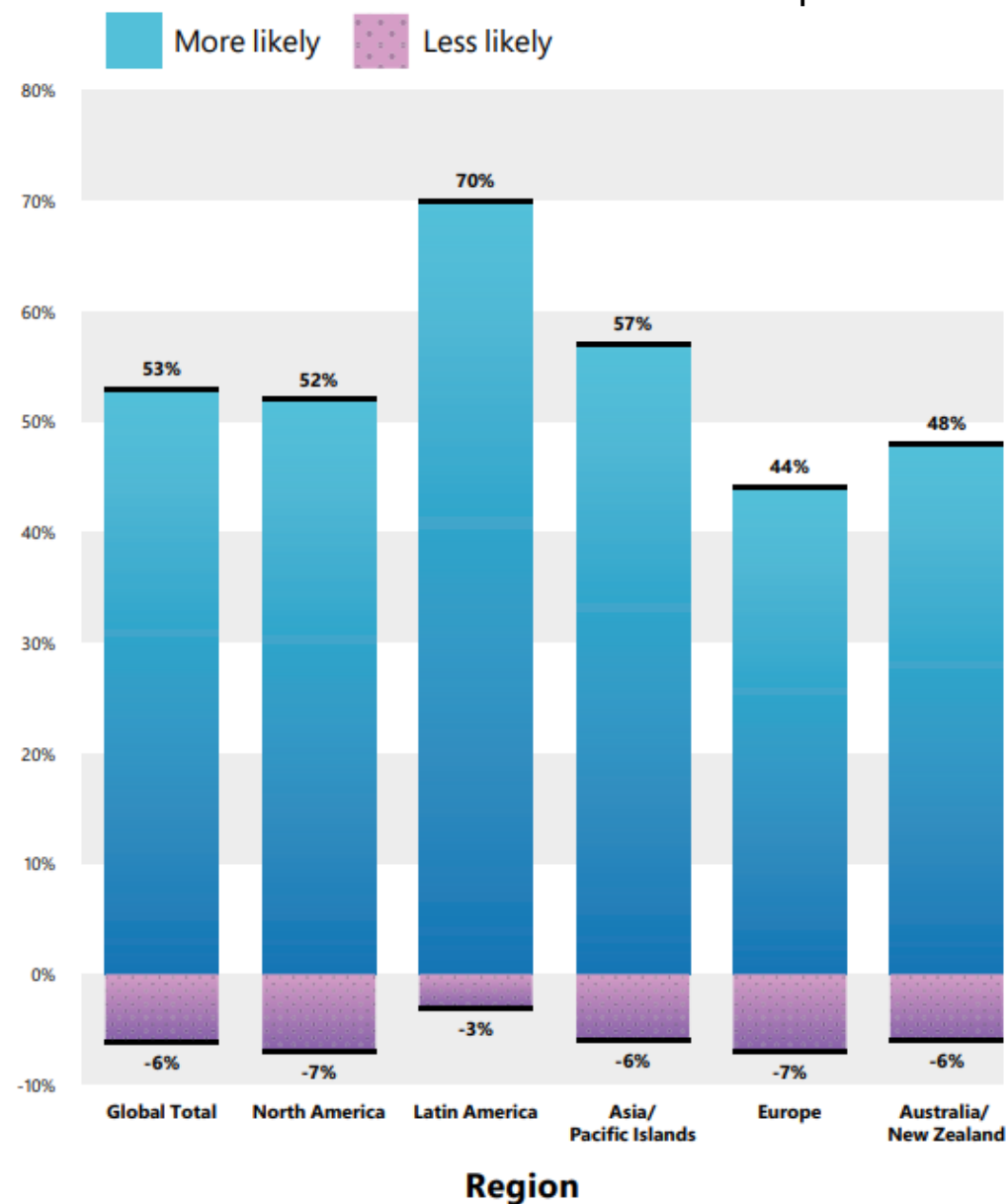
53%

of employees are more likely to prioritize health and wellbeing over work than before the pandemic.

52%

of Gen Z and Millennials are likely to consider changing employers this year, up 3 percentage points year-over-year.

2022 Work Trend Index: Annual Report



BUENO Y LO MALO #QUIT QUIETTING




- Silenciar notificaciones después de tu horario laboral
- Evitar reuniones y eventos no obligatorios o rechazarlos,
- Cumplir solo con lo que se requiere en el [#jobdescription](#)
- Riesgo de recesión
- Desconexión
- Desmotivación
- Limitar el desarrollo de carrera



PEOPLE EXPERIENCE







CULTURA DATA DRIVEN
PEOPLE VOICE

DATA APATHETIC

Your business decisions are rarely, if ever, driven by data.



DATA AWARE

You're capturing data, but you are currently only using it for awareness purposes.



DATA CRITICAL

You're beginning to develop a sophisticated approach to using data as an asset—but only for mission-critical areas.



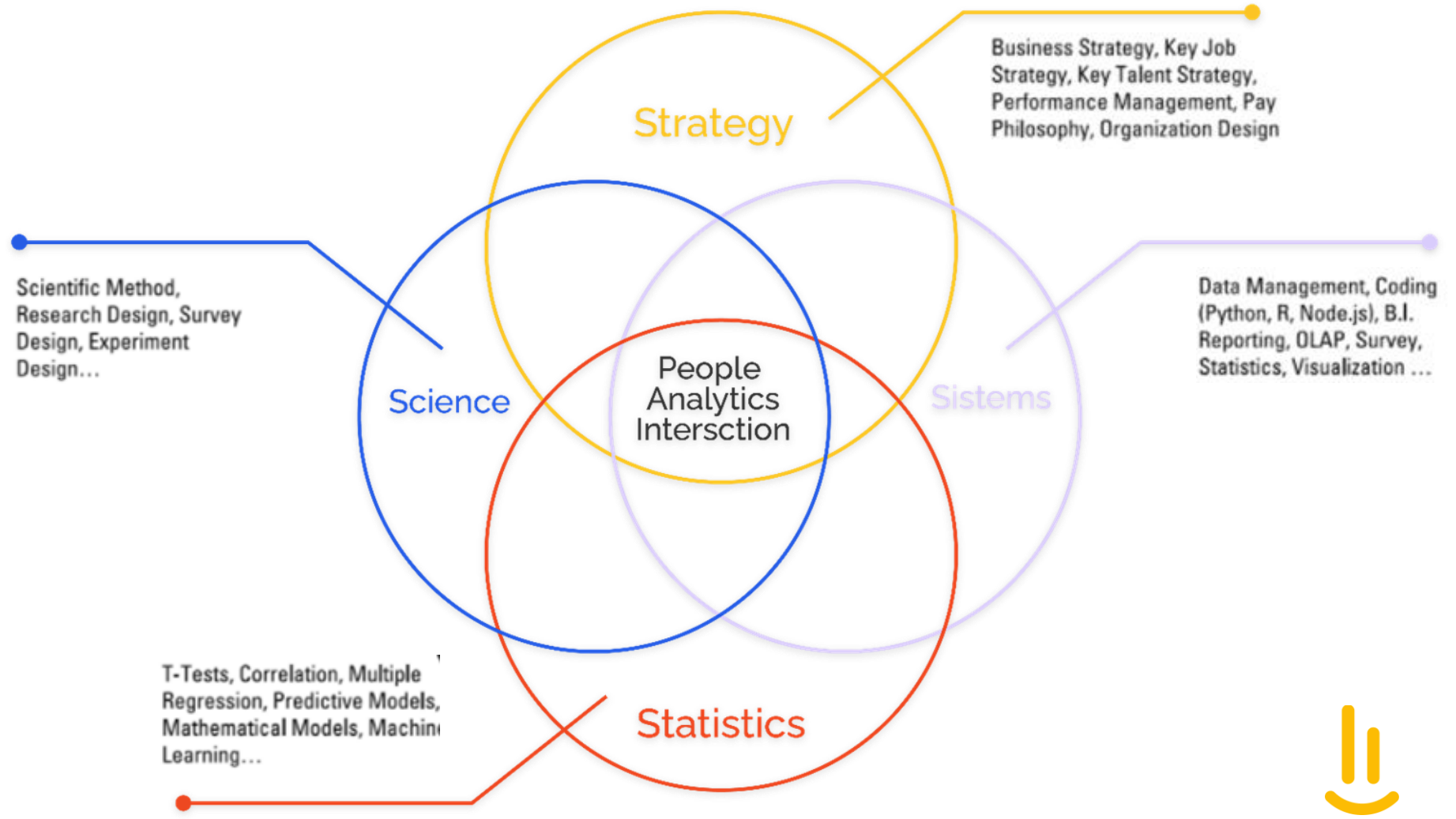
DATA DRIVEN

Your organization is thinking data-first. Your systems, processes, and people are working together to use data efficiently and effectively.



People Analytics en Employee Voice

Las 4 "S" de People Analytics





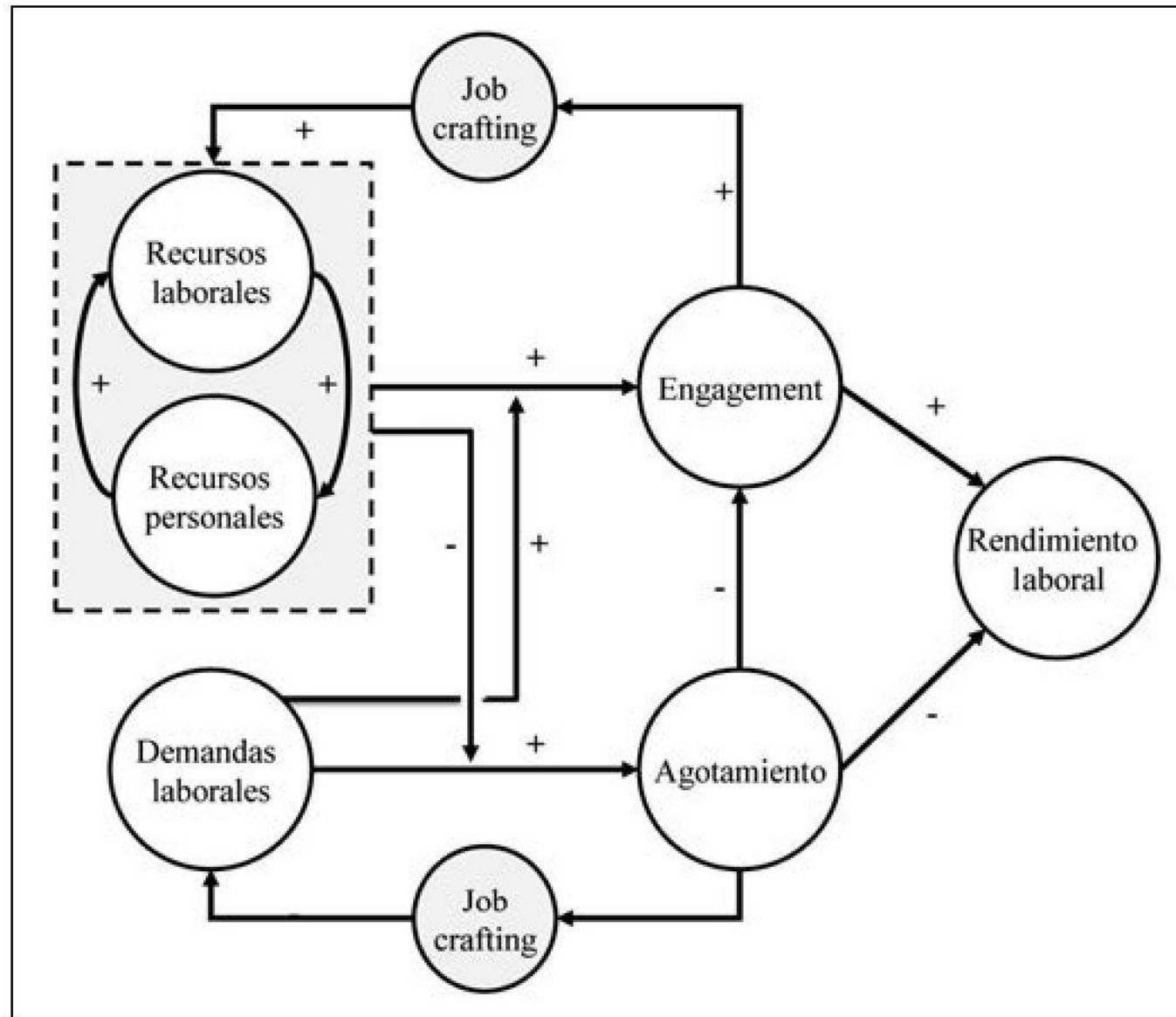
“ Cuando ya no podemos cambiar una situación, tenemos el desafío de cambiarnos a nosotros mismos. **”**

Viktor Frankl



A close-up photograph of a yellow, pear-shaped character with a smiling face. The character has two large black oval eyes and a wide, upward-curving black smile. On top of its head is a large, bushy hairdo made of many strands of bright pink braided cord. The background is a dark, out-of-focus grey.

JOB-CRAFTING



TIPOS DE JOB CRAFTING



TASK

“No es parte de mi trabajo,
pero es parte de mi”.



COGNITIVE

Sentirse parte de algo más grande.



RELATIONAL

De una relación a una red de
colaboradores



AUTOBIENESTAR

- Definir horarios y establecer rutinas
- Marcar objetivos realistas
- Equilibrio entre vida y trabajo
- Proyectos de pasión
- Be kind



ORGANIZACIONES

- Impulsa la autonomía y el soporte
- Comunica los propósitos estratégicos de la organización
- Co-construye planes de desarrollo
- Celebrar reuniones de intercambio de Job Crafting