

Notes to go with Video: Introduction to Self unLimited

May 2020

Being employed by someone else is the traditional work relationship for many people. One potential change is to become self-employed. But that's a big step and not for everyone. Self unLimited gives you more than the two options of employed vs self-employed, to consider.

Key Mindsets of Self unLimited

You are self-employed regardless of who pays you.

You don't have to actually, be self-employed, you can adopt the mindset of being self-employed and change the way you see yourself at work.

You lead yourself as you direct your work adventures.

As the employee inside an organisation you are typically led by someone else about what happens to you at work. In the Self unLimited mindset, you share the responsibility with others for leading yourself.

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The world of work is changing dramatically. This can impact on how you might prepare to be relevant and capable. Shifts and trends like:

- Roles in your future, that don't exist today.
- Artificial intelligence and robots replacing and supplementing human work.
- Hobbies become a venture whether for profit or with a social impact agenda.
- Roles that aren't permanent. Outsourcing work to contractors or micro-businesses or free-agents who want flexibility without being tied to a single role.
- Project work done in smaller durations of 3-6 months rather than 1-2 years which may have felt and looked like permanent employment.
- People want to move. Move during the day, move during the week, during the year. Work doesn't need to be done in the office or at a fixed workplace.
- People want to also move time-wise. To work at a time of their choosing, for a duration of their choosing.
- Working together in truer sense of collaboration where team makes choices about what they do, where they do it and how they do it.
- Your capability and potentiality more important than your work history. Your ability to learn and figure it out on the go becomes essential.
- No single title fits anymore. Using varied talents or taking on variety of roles.
- The currency used, to earn a return for your work, is changing. Like bartering skill-and-time for another person's skill-and-time.
- People want meaning from their work - to bring their whole self to the work and make a positive difference to others and the world.

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Founder Story: Helen Palmer

Work adventure started at 17 years old with first full-time job out of school as a Data Processor (c. 1985). Then moved through roles one at a time with a list of titles. It was a Serial work life.

A contrast to current workscape with multiple titles or roles in Parallel. What some might call a Portfolio Career. Not for everyone but even with only 2 or 3 titles it creates challenges.



People, and government forms assume you are one thing, and it can be hard to define that or name that. What to put on forms that only have space for 12 letters?

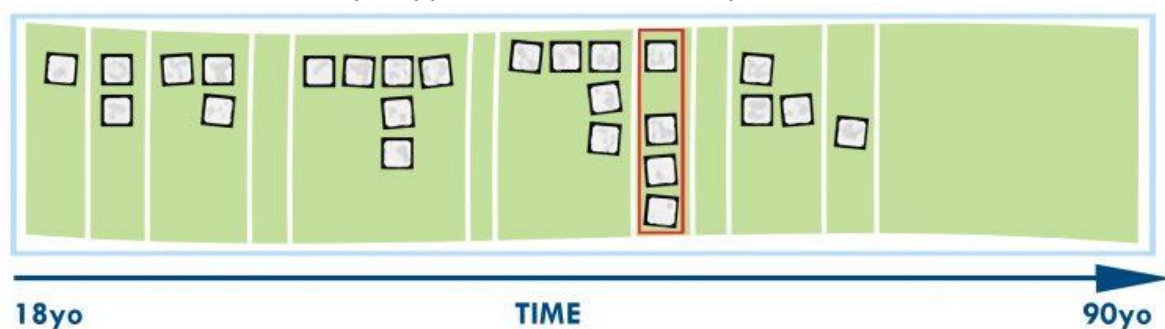
What Helen does: Tries to avoid naming any role, and instead talk about being a Swiss Army knife of talents; or to pick something meaningful to say for the context in which the introduction is taking place. She inhabits many places in her workscape, and the hat she wears in each of these changes from moment to moment.

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Workscapes

To be Self unLimited is to see yourself in a workscape. Your current job, is simply one 'gig', in a lifetime workscape of many serial gigs - as well as one gig, in a current workscape, of potentially many co-existing gigs.

This illustration of a workscape, approximates the workscape for Helen unLimited.



There are multiple dimensions, to the notion of Workscape:

- Breadth, illustrated by the light blue line. This goes from the time you started working (that was 17 for Helen) to the time you finish working (which Helen anticipates for her will be about 90, though could be more with medical advances in next 50 years).
- Depth - illustrated by the red line. This is what is going on simultaneously, at this very moment in time. In the illustrated workscape, the person has four concurrent 'gigs' (boxes with black lines). And they don't all necessarily have to be paid work.
- Eras - illustrated by the green boxes - where a particular flavour, or focus, delineates one era from another. This might be by industry, or type of role. Helen's very first era was doing data processing for an accounting firm in a rural town. Her second era was as a domestic travel agent in the city. You decide what defines an era in your workscape.

Your past eras are a source of stories, insights and skills, even if they are not the type of work you are doing anymore. In Self unLimited you draw from them, and weave them into the whole tapestry, that is your version of Self unLimited.

Your workscape is a place you inhabit, and a place you navigate. Yours is unique to you.

Your workscape, overlaps with the workscape of other individuals, and other organisations. Because of this overlap, you will have many aspects to calibrate, or negotiate, as you reign, over your Self unLimited workscape.

Four Scenarios

The Self unLimited workscape is defined by four potential scenarios. No scenario is more valuable than another – you choose the scenario that best fits your circumstances. The scenarios are not sequential – you may go from 1 to 4 without ever doing 2 or 3.

Scenario 1: Reinvent your current work

You reinvent the relationship of Employee-Employer and see yourself as a service provider to a client (even though it's a single client). In changing how you perceive this relationship; you change the power dynamic and position yourself as offering the services of you to the organisation.

Scenario 2: Add extra-curricular to current work

You have decided there are extra things you'd like to make part of your workscape that are not met by your employer. The extra-curricular activity is vocationally-oriented and not necessarily something you will get paid for. It's definitely not something your employer controls.

Scenario 3: Go somewhere new

You have decided that your current organisation is no longer where you want to be. You seek a new organisation who will value your orientation as a service provider to a client, and you are prepared on the basis of the seven responsibilities to negotiate a mutually beneficial business relationship.

Scenario 4: Take a big leap

You decide to work as self-employed. It is recognised by society that you are taking full-control for your workscape.

Seven Responsibilities

Whichever scenario you choose, you are accepting the idea that you take on seven Responsibilities.

It is not a light thing to take on responsibility. It comes with freedom, risk, and consequences.

Self unLimited provides a context and catalyst for you to explore and define each of these seven Responsibilities for yourself:

- **Reign:** purpose, strategy, direction – the big picture stuff that will guide your choices
- **Reputation:** branding, marketing – what you are about and getting the word out
- **Relationships:** connections, networks, collaborations – who you know and how you leverage social capital
- **Rule:** code of practice, processes, terms & conditions – your 'operating system' for doing and managing your style of work
- **Renewal:** performance, improvements, quality criteria – the What and How you will learn and transform
- **Resources:** tools, infrastructure (soft & hard) – the things you need to have and use to do good work
- **Revenue:** delivery, multiple sources, administration – how you are going to get currency-of-choice for what you do

Each of the responsibilities has a form, that an organisation would recognise as part of its make-up. This helps you to find the useful points of intersection.

The organisation where you work will retain its own perspective on these responsibilities, but you too will have your own. And from that self-knowledge and self-direction, you figure out the mutual benefit for the organisation AND you.

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With Self unLimited, you are shifting control.

You aren't expected to be able to control all things, but to put yourself in a position, so you can make choices best for you, and take useful actions, when external things change.

You have sovereignty over your Self unLimited.

When you assume the power of the sovereign, it's time to think about what's important to your Self unLimited entity. When new nations assume self-sovereignty, they often write a declaration of independence. There is a great example of a [Personal Declaration of Independence published on YouTube by Pamela Slim](#).

Learning to be Self unLimited

As you are in the driver's seat - a good place to start your personal learning, is to find areas for development, from the seven Responsibilities. Take the [Self unLimited Evaluation](#) to identify Responsibilities to target.

The key ideas of Self unLimited have been written into a book, with practical activities to do, and stories to inspire you. An average-paced reader, should be able to get through the book in 90 minutes - perfect for a plane ride or train commute. Book is [available in paperback and e-book forms](#).

For [learning under the guidance of a master adventurer](#), and in the company of fellow adventurers, Questo provides other learning options:

- A personal 90-min coaching session
- A 4-part online workshop series led by facilitator; 2.5-hour sessions with assignments in between; typically over 8 weeks

For self-directed and self-paced learning, explore and use the [Resources freely available on website](#).

Ready to take the next step on a new workscape adventure?