The Complexity Unraveller

Uses their impressive mindpower to see through the mist of corporate detail and business noise to tie things together in a way that makes people stop and notice the bigger themes to focus on.

Change Skills

Listens for: jargon, contradictions, needless complexity and corporate speak

Communicates about: making things simple to understand, breaking things up in comprehensible parts, the connection between cause, effect and impact

Looks for: practical examples that help people understand how something seemingly unrelated is connected to what they do every day

Mindset: inquisitive thinker looking for patterns that can be broken down into distinct actions

Driven by: the need to understand and then explain to others, growing collective smarts

Curious about: how the machine works, big picture patterns

Works best in: large scale (social) change that has no ready solution

Hiring Principles

Likes: conceptual thinking, questions, problems, abnormalities, details

Dislikes: corporate environments, waffling, quick fixes

Needs: time to think and prepare

The Culture Analyst

Creates a cultural profile based on workplace observations, interviews and experiences combined with all available models and an agnostic view that provides an outsider perspective from the inside.

Change Skills

Listens for: bias, legends, stories, stereotypes, language

Communicates about: local practices, cultural frameworks, influential factors, similarities

Looks for: diversity, transferable practices, unique traits, preferences

Mindset: observer who reserves judgment and remains objective

Driven by: optimizing current state, less is more change approach

**Curious about:** origins, backstories, cause and effect, subcultures

Works best in: established environments that rely on collaboration and inclusive practices

Hiring Principles

Likes: people, diversity, anthropology, history, stories

Dislikes: extremism, blandness

Needs: time to build trust to get to the core of issues
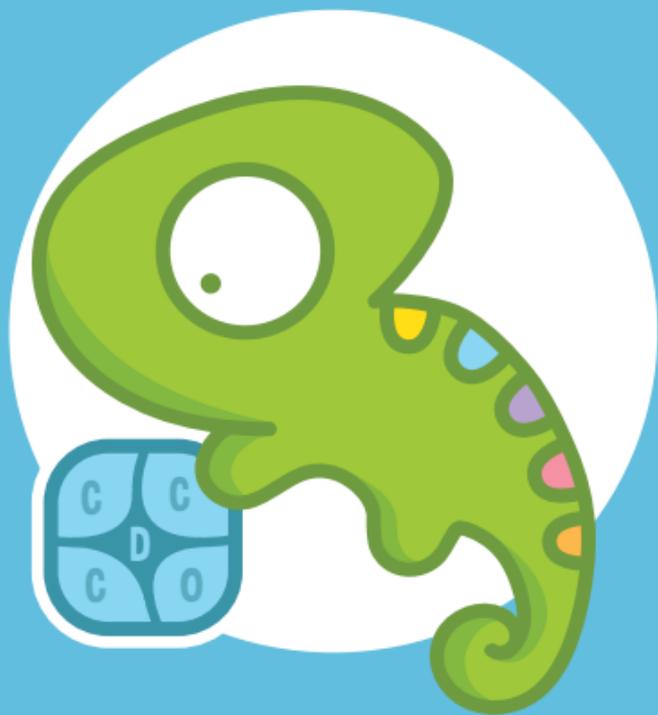
The Context Clarifier

Combines all kinds of media and information on a specific and scoped topic of choice and relates it to the change on hand, providing strategic and practical recommendations to achieve success and avoid (un)known pitfalls.

Change Skills

Listens for: connections, themes, assumptions, ideas and views

Communicates about: how things fit together, outer boundaries, connected events, past, present and future

Looks for: influential factors and actors, process limitations, system failures, unlikely success stories

Mindset: inclusive thinker who believes success is the result of many factors that all play their role in the grand scheme of things

Driven by: giving voice to different stakeholder views

Curious about: systems thinking, cultural influences

Works best in: growing, fast-moving, ambitious environments looking to learn and develop

Hiring Principles

Likes: news, input, sharing, learning, fact checking

Dislikes: office politics, hidden agendas, alternative facts

Needs: access to content and people

The Ethics Checker

Comes in to see if businesses are really living their values and operating ethically, makes suggestions on how to be better at doing good and staying true to purpose.

Change Skills

Listens for: cultural expressions, language and inconsistencies

Communicates about: values, purpose, diversity, individuality, morals, culture

Looks for: suitable case studies that set the standards

Mindset: long term view on standards, actions and consequences

Driven by: doing the right things

Curious about: expectations, perception, human behaviours

Works best in: high risk high reward environments with lots of grey areas

Hiring Principles

Likes: honesty, engagement, people, excellence, rewarding the good

Dislikes: liars, cheats, contradictions, half-truths, punitive measures

Needs: freedom to speak their mind

The Truth Speaker

Valued for their ability to
call-it-like-they see-it in an engaging
politically incorrect way that reserves
judgement. Like your mum, but now
you'd pay her to say things you need
but might not want to hear.

Change Skills

Listens for: exaggerations, too good to be true stories, slick speak and common threads in staff feedback

Communicates about: the value of honesty, reputation, values, transparency

Looks for: alternative facts, the optics of things, good practices, champions

Mindset: kind but direct and not afraid to ask the hard questions about gorillas and elephants in the room

Driven by: honesty before harmony, protecting the voiceless majority

Curious about: history, perspectives, background, agendas

Works best in: high profile projects with extensive risk and potential for failure

Hiring Principles

Likes: facts, feedback, debate, dissent, challenging questions

Dislikes: woolly language, fluff, arrogance, spin, half-truths

Needs: honesty, even if it's ugly

The Corporate Educator

Does mini-seminars, pop up events and one-on-few engagements across organisations on very specific topics to give people the smarts and capabilities they need for success. Like a workshop, but driven by audience needs instead of marketable knowledge.

Change Skills

Listens for: ignorance, learning opportunities, skill gaps, corporate wisdom

Communicates about: good practices, relatable examples, relevant tools and technology, capability building, things they learned

Looks for: smart solutions, scalable ideas, attractive media, new concepts

Mindset: Shares ideas and solutions for the betterment of the profession and individual growth

Driven by: learning, new experiences and the sharing economy

Curious about: knowledge systems, complex problems, emerging fields

Works best in: established environments that need to upskill to remain relevant and efficient

Hiring Principles

Likes: teaching, audiences, speaking, stories

Dislikes: quick fix solutions, L&D budgets, classroom learning

Needs: detailed case study/business case to build on

The Storytelling Visualiser

Works with multiple teams in multiple organisations and creates visual artefacts that express the roles in and views on the change as they experience it. This allows teams to have meaningful conversations about a joint reality and share their creative concepts instantly.

Change Skills

Listens for: story cues, legends, angles, alternate views, criticism

Communicates about: shared concepts, individual experiences, narratives, big pictures

Looks for: meaningful imagery, icons, mascots, team mannerisms, specific language, cultural quirks

Mindset: corporate journalist that hunts down stories that clarify the 'what's in it for me'

Driven by: freedom of speech and information

Curious about: how the machine works, big picture patterns

Works best in: organisations making big plans or that are (re)discovering their purpose

Hiring Principles

Likes: engagement, adventure, excitement, news, clarity

Dislikes: word smithing, pedants, propaganda, repetition

Needs: access to records and people, support from graphics designers and comms

The Problem Solver

Provides other Changies and project managers with detailed solutions to specific elements of practical implementations, coffee date optional.

Change Skills

Listens for: everyday annoyances, frustrations, workarounds

Communicates about: first time right, failing safely, experiments, simple solutions

Looks for: obvious solutions that others overlook

Mindset: only fix what is broken, live with the rest

Driven by: fix-it bug, hidden potential of things

Curious about: bottlenecks, perception, experiments

Works best in: organisations with low process maturity and a strong operational and delivery focus

Hiring Principles

Likes: speed, trial and error, ideas, opinions, suggestions

Dislikes: tribalism, complexity, waiting, whataboutism

Needs: a safe test environment

The Sense Maker

Gets paid by companies and communities to do the hard thinking for all of us, asking the hard questions and finding answers that get turned into applicable Change content (articles, papers, posts) that inspire and inform creative and innovative thinking.

Change Skills

Listens for: aspirations, dreams, 'what-ifs', uncertainty, complications

Communicates about: latest developments, research, work space complexity

Looks for: good practices, existing/available knowledge, niche solutions

Mindset: every problem has a solution, but not every solution needs a problem.

Driven by: inventing new solutions to existing challenges

Curious about: perception and transmission of information

Works best in: organisations that have moved beyond looking for quick wins, high tech companies and knowledge based organisations

Hiring Principles

Likes: history, words, complexity, big data, technology

Dislikes: pressure, deadlines, scope limitation, selective use of truth

Needs: access to people and documents, room to think, deadlines

The Experience Curator

Helps businesses run through the cause and effect implications of their proposed ideas and select the experience that suits their style and culture in a 'one-size-fits-one' approach.

Change Skills

Listens for: differences, intentions, need vs want, 'should', feedback

Communicates about: emotions, moments, narrative, logic

Looks for: engagement opportunities, different perspectives, themes, demographics

Mindset: change happens one experience at a time

Driven by: interaction and sharing

Curious about: neuroscience, chaos theory, communication

Works best in: organisations looking to reshape their culture and are not afraid to try new things

Hiring Principles

Likes: variety, people, big challenges, drama, authenticity, experiments

Dislikes: routine, blandness, sitting behind a desk all day

Needs: creative license, budget for experiments, input

The Strategy Translator

Converts strategic management speak into punchy and meaningful 'what's in it for me' statements that actually tell teams and individuals how change will impact them and what they can get out of it.

Change Skills

Listens for: connections, pathways, blank spots, disconnects

Communicates about: consistency, the parts and the whole, long and short term action, individual involvement

Looks for: scalable activities, drivers, deterrents, empty statements, confusion, sustainable outcomes

Mindset: the only good strategy is a plainly stated strategy that allows every single person to be involved at their level

Driven by: equality, transparency, long term goals

Curious about: definitions of success, language, sustainability

Works best in: virtually anywhere, but excels in start-ups in their 3rd year, government and big corporate divisions

Hiring Principles

Likes: telling stories, reframing, ambitions, visualisation

Dislikes: wordy documents, indecision, semi-intellectual statements

Needs: early involvement, comms channels, 'access all areas'

The Newcomer Coach

Gets paid by new entrants to the profession to share experiences, open doors and possibilities and provide advice on how to 'steal their jobs'. Putting a price tag on it makes it transactional but will also allow rating of the quality and value-add of the 'wisdom' shared.

Change Skills

Listens for: ambitions, skills, capabilities, unique traits, interests

Communicates about: growth, definition of success, strengths, goals, timeframes, connections

Looks for: hidden potential, networks, background, value-add

Mindset: keep the profession healthy by inserting fresh blood, energy and ideas in the shape of young professionals and/or career switchers

Driven by: lowering barriers, creating opportunities, community, doing good, other people's success

Curious about: personal stories, ambition/potential ratios

Works best in: any organisation

Hiring Principles

Likes: unlocking potential, helping others, sharing experiences

Dislikes: self-taught helplessness, victims, big egos, entitled behaviours

Needs: for their coachees to have at least one coaching goal
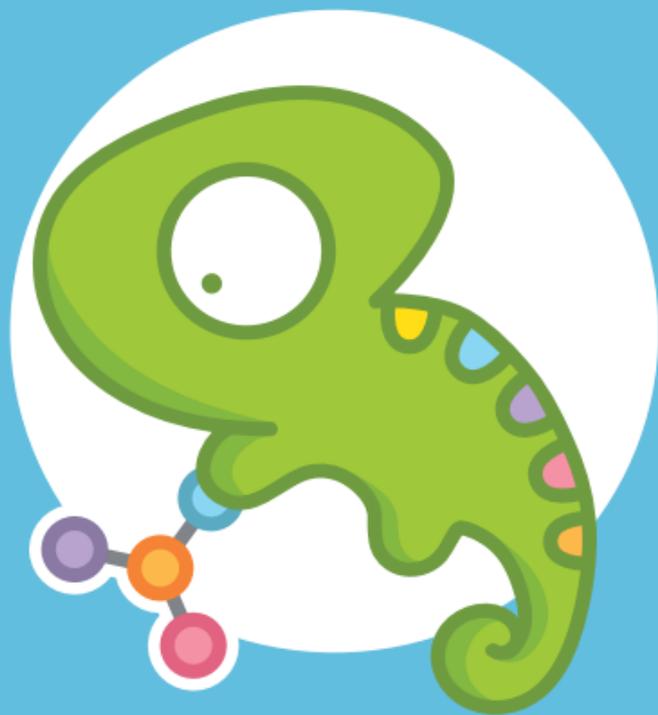
The Social Network Builder

Unlocks the collaborative potential and wisdom of any workplace by constructing networks, making introductions and connecting technology to human interest in staged degrees of engagement.

Change Skills

Listens for: knowledge gaps, shared issues, causes, interests

Communicates about: power of sharing, community, diversity, cross-pollination, fit-for-purpose platforms

Looks for: quick shares, local solutions, organisational memes, collective wisdom, workarounds

Mindset: community is power

Driven by: conviction that the best ideas come from diverse and inclusive collaboration

Curious about: community learning, design thinking, sociology

Works best in: mid- to large scale organisations spread across different locations with active remote working practices

Hiring Principles

Likes: creativity, technology, gadgets, face-to-face, events, networking

Dislikes: self-promotion, network restrictions, social media angst

Needs: IT and comms support to run (digital) platforms and events

The 1-Page Plan Creator

Surpasses the full-day workshop model and works with individuals and teams to help them create their own plans using any framework that works and guides them through it without doing it *for* them, creating instant ownership (we own what we create) and accountability.

Change Skills

Listens for: key topics, themes, outcomes, purpose, goals, objectives

Communicates about: clarity, adaptation, communication, audience needs

Looks for: icons, examples, structure, content in context

Mindset: a one-pager is as good as the effort of the team working to make it happen

Driven by: focus, transparency and achieving goals

Curious about: team dynamics, collective smarts, proven solutions

Works best in: organisations and teams that have a strategy but are looking to take action and ownership at their level

Hiring Principles

Likes: summaries, catchy one-liners, imagery, deadlines, structure

Dislikes: overthinking, perfectionism, silos, lack of commitment

Needs: key decision makers in one room for the first draft

The Change Architect

Designs tailored change experiences and then leaves the team to own and do it themselves. This is the dream job for someone with the profile of a builder and trusted advisor with a drive to make things work. Also, they'll have lots of toys to play with.

Change Skills

Listens for: change maturity, immediate cultural issues, goals, future statements, 'if only we could'

Communicates about: empowerment, capabilities, confidence, experiments, overview trust

Looks for: existing plans, boundaries, limitations, scope

Mindset: if we can think it, we can build it and own it

Driven by: creating the whole from existing parts

Curious about: strategy, culture, future of work

Works best in: organisations with low change and communications maturity

Hiring Principles

Likes: creating, solidifying, purpose, drive, resolution, ambition

Dislikes: waiting, delays, endless consultation, fixed mindsets

Needs: flexibility, clear scope, 'outcomes over output' exec-mentality
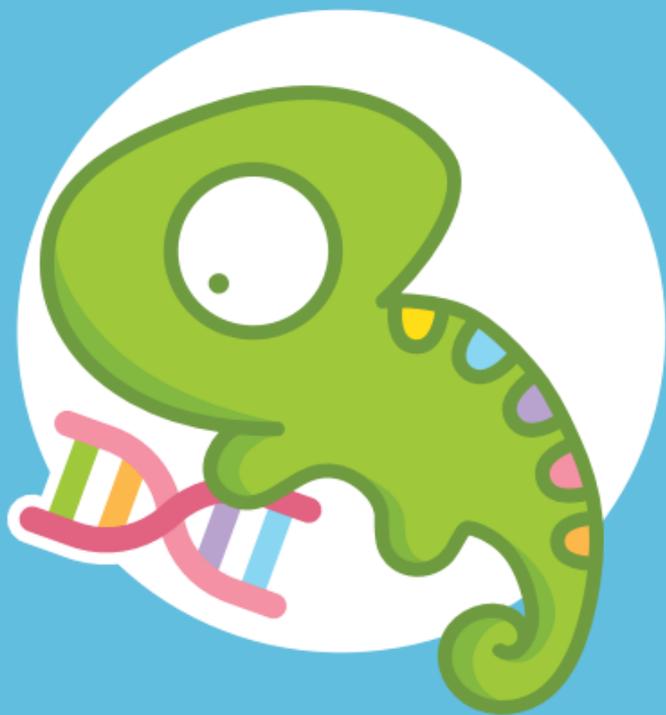
The Ethnography Mapper

Brings out the best in any workforce, playing to individual strengths and setting clear expectations on what can be achieved with the current capacity and capabilities, this includes behaviours and skill growth opportunities.

Change Skills

Listens for: cultural expressions, learning opportunities, different approaches, capability constraints

Communicates about: behaviours, different views, learnings, unknown existing solutions, group commonalities

Looks for: group dynamics, interaction, mixed methods, root causes, heritage, historic practices

Mindset: learn from the past and present for a better future

Driven by: leveraging the unique qualities of individuals and groups

Curious about: expectations, perception, human behaviours

Works best in: not-for-profits, government and social ventures (for profits would also benefit)

Hiring Principles

Likes: stories, people, diversity, background, conversations

Dislikes: oversimplification, short-cuts, stereotypes, culture centrism

Needs: time and space to observe teams, objectivity

The Diversity Accelerator

Combines analytical skills, behavioural science and social awareness to bring more colour, 'outside'-skill sets, gender parity and fairness to team and organisational cultures. This will be one of the most important but also most challenging roles as there is real potential to unearth toxic cultural elements.

Change Skills

Listens for: bias, culture centrism, prejudice, language and mannerisms

Communicates about: value of differences, cultural practices, good examples, guidelines, ratios and quotas, metrics

Looks for: policies, demographics, agents, practices, growth

Mindset: diversity is the best policy for the company's longevity

Driven by: fairness, inclusion and equality

Curious about: differences, memes, subcultures

Works best in: any organisation serious about being a reflection of society at its best

Hiring Principles

Likes: trying/introducing new things, inspiring others, social activism

Dislikes: exclusion, inequality

Needs: willingness for self-reflection

The Performance Reframer

Is also lovingly known as Metric Monkeys, will take existing KPIs or OKRs, pull them to pieces and come up with metrics that make teams feel empowered and engaged with a focus on things that truly matter for (a) Change.

Change Skills

Listens for: voice of customer, strategic focus, unofficial objectives, learning opportunities

Communicates about: priorities, development, reporting, insights, analysis, outcomes, achievements

Looks for: improvements, long term objectives, bottlenecks, errors, measurement frameworks

Mindset: If you can measure it, you can improve it

Driven by: creating excellent service and enjoyable work

Curious about: quality, performance frameworks

Works best in: standardised environments and government bodies

Hiring Principles

Likes: data, processes, analytics, measurements, achievements

Dislikes: : undocumented processes, quick win mentality, complacency

Needs: data AND human input for the best from people and processes

The Workplace Redesigner

Is the architect of collaborative structures and systems, helping businesses blend various types of workspaces into productive physical, off-site and virtual environments where people can do their best work based on their needs instead of how the building was designed.

Change Skills

Listens for: limitations, annoyances, improvement ideas, experiences

Communicates about: uses for space, mobile work, definition of work, technical supports, flex work, connectivity

Looks for: alternative uses, creative spaces, flexible solutions, repurposed ideas and concepts, opportunities to reduce footprints

Mindset: the office is anywhere you choose to work, let's make it a good experience

Driven by: flexible work and space arrangements

Curious about: work space optimisation, next-gen architecture, conceptual meaning of work

Works best in: businesses on a budget or big corporates

Hiring Principles

Likes: : options, creativity, pragmatism, flexibility, design, fit-for-function

Dislikes: face-time mindset, mandatory office-hours, open plan spaces

Needs: hands-on involvement, context, (on-site) user experiences

The Digital Enabler

Exists to fit technology and tools to individual skills, needs and wants for specific roles with respect for each person's learning style and digital literacy. It's the end of generic training, start thinking specialised and individual micro-credentials.

Change Skills

Listens for: development goals, tech challenges, digital literacy

Communicates about: value-add of technology, AI and intelligent automation, digital skills, lifelong learning

Looks for: easy-to-use solutions, individual learning possibilities, digital skills set, self-help skill development

Mindset: technology is your very smart and efficient friend

Driven by: unlocking potential and value-add at the individual and team level through technology and targeted learning plans

Curious about: how the machine works, big picture patterns

Works best in: technologically advanced or innovative companies

Hiring Principles

Likes: tools, learning, media, pedagogy

Dislikes: L&D frameworks, training budgets, empty prestigious titles

Needs: freedom to develop individual learning plans including tools

The Adaptation Prepper

Remains mostly invisible and lays the foundation for the next change specialist to come in and start the change. They excel at aligning resources, setting things in motion and giving people different change perspectives.

Change Skills

Listens for: areas of concern, missing things, failure points, perspectives on the coming change

Communicates about: timelines, requirements, expectations, readiness, roles, responsibilities

Looks for: lagging teams, stress signs, resource requirements, details, human touches

Mindset: fail to plan, plan to fail

Driven by: flawless delivery, enabling others, managing expectations

Curious about: workforce analytics, work space optimisation, team expectations

Works best in: established organisations of any size that are not in crisis

Hiring Principles

Likes: delivering, looking after people, good experiences, challenges

Dislikes: missing deadlines, impossible expectations, nay-sayers

Needs: time to arrange matters, complete list of requirements, scope
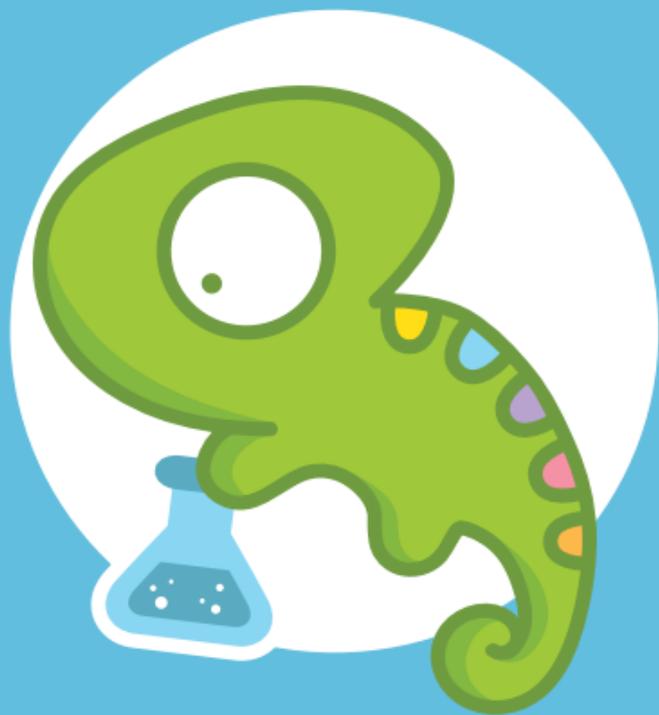
The Behavioural Experimenter

Joins a team or organisation to facilitate the trying out of new practices and values in 'live' environments. They literally show you how it's done, walk-the-talk and evaluate the fit-for-purpose and adaptation.

Change Skills

Listens for: what's not being said, expressions of culture, organisational dynamics, want vs. need

Communicates about: step changes, nudge theory, consistency, trust, integrity

Looks for: demonstration opportunities, friction points, conflict, good practices

Mindset: nothing ventured, nothing gained, can we do it differently?

Driven by: pragmatic 'give-it-a-go' mentality

Curious about: fears, patterns, social constructs, expectations, power dynamics

Works best in: organisations that think they need a culture change

Hiring Principles

Likes: observing people and processes, creating mild discomfort

Dislikes: corporate straight-jackets, codes of conduct, taboos

Needs: freedom of speech and movement, executive support

The Status Quo Deconstructor

Could also be called Rebel With A Cause.
You'll ask them to join for the specific
task of breaking old and outdated stuff
and providing a better way forward.
Disclaimer: careful who you hire,
sometimes it's a thin line between
disruption and destruction.

Change Skills

Listens for: that's how we always do things around here', corporate fascism, conservationism, complacency, dogma, toxic culture elements

Communicates about: accountability, red tape, custodianship, responsibility, community, improvement

Looks for: fiefdoms, 'holy cows', suboptimal/broken processes, unhappy teams, ineffective routines

Mindset: remind me why I have to listen to you and do things your way?

Driven by: untapped potential of people and organisations

Curious about: impact, community, solutions

Works best in: organisations honestly looking to shake things up

Hiring Principles

Likes: helping others, breaking stuff, extremes, experiments

Dislikes: authority, dogma, tokenism, status, power play, hierarchy

Needs: boundaries, timeframes, supporters

The Reputation Aligner

Looks at all your brand expressions, matches them with the internal change narrative and will pinpoint where you're not 'living your values'. For change to work, consistency and congruency are key. They'll safeguard a company's priceless and vulnerable reputation.

Change Skills

Listens for: identity statements, social impact, community expectations, 'what's in it for me', brand personality disorders, reputational feedback

Communicates about: leveraging brand power to do good, consistency, living values, expectation management, standards

Looks for: best practices, leading examples, organisational icons

Mindset: let's lead by example

Driven by: doing the right thing when it's the hard thing

Curious about: ethics, morals, cultural differences

Works best in: high-profile businesses, culture change programs

Hiring Principles

Likes: brand stories, integrity, super heroes, inspirational people

Dislikes: cover-ups, exposure, politics, double standards

Needs: transparency, willingness to 'follow the script'

The Data Demystifier

Lives to pull patterns and trends from process and system data in support of the change, also known as 'really good Business Analysts'. Once they've figured out how the pieces fit together, they write up the outcomes and make recommendations for better insights.

Change Skills

Listens for: questions, measurable traits, background noise, system feedback, complex situations

Communicates about: insights, ratios, big data, evidence-based decisions, capturing the moment, wisdom of the crowd, predictions

Looks for: cause and effect, patterns, strategic gaps, meaningful metrics, core truths, basic problem components

Mindset: if we can capture it, we can explain, share and solve it

Driven by: finding the 'X' that explains it all

Curious about: human-system interface, user experience, data-driven decisions, quantum theory

Works best in: organisations that value but don't glorify data

Hiring Principles

Likes: research, visualisation, measurements, strategising, predictions

Dislikes: chaos, poor data design, unfounded claims, spurious decisions

Needs: early involvement, data strategy, independence

The Process Tinkerer

Keeps improving processes with unlimited curiosity, the 'what does this button do..?' kind of people who just try stuff, often fail and sometimes figure out brilliant new applications and ways of doing things. Make sure they don't wander off, anything could happen!

Change Skills

Listens for: improvement opportunities, user stories, potential applications

Communicates about: repurposing, experiments, untapped potential

Looks for: hidden potential, unusual applications, work arounds, field-proven fixes

Mindset: let's try it (again)!

Driven by: possibilities and optimisation

Curious about: everything

Works best in: environments with design or engineering components, manufacturing and 'experience' businesses (with instant feedback)

Hiring Principles

Likes: options, testing, weird ideas, conflicting views, explosions

Dislikes: standardisation, protocols, routine, deadlines, absolutes

Needs: options, supervision, focus, projects
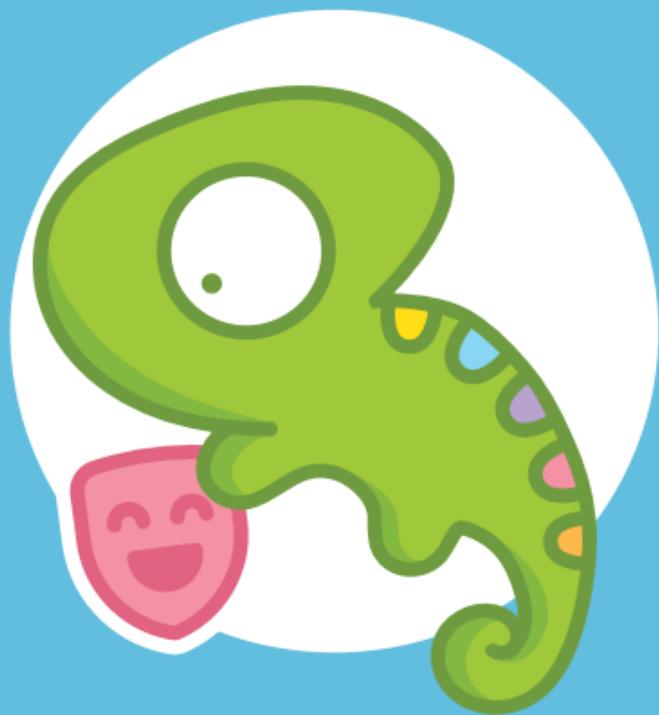
The Customer Impersonator

Will not *design* the user interface, they will BE the interface and play the customer role for the process, service or product, providing instant feedback. This will provide an independent and objective outside view proving priceless in a market with ever shorter life-cycles.

Change Skills

Listens for: assumptions, convenient truths, experiences, voice of customer, things that delight

Communicates about: value-adding features, perceived value, comprehensive user experience, customer centric design

Looks for: engagement opportunities, testing scenarios, break points, system limitations, (technical) solutions

Mindset: those who pay, have a say (money and other currencies)

Driven by: ambition to deliver the best possible service experience

Curious about: design, interaction, expectations, quality experience

Works best in: organisations with a continuous improvement mindset

Hiring Principles

Likes: exceeding expectations, happiness, feedback, engagement

Dislikes: standardisation, scripts, inflexibility, micro-management

Needs: early involvement, trust to act

The Business Partner

Specialises in being that change partner with lived experience for business needs. Like HR BPs, but specific to change in a specific area. They identify barriers and requirements and provide good practices when there is no precedent to draw from. Many will aspire to be this, few will (be allowed to) achieve it.

Change Skills

Listens for: cries for help, strategic challenges, similarities, ambitions, desired outcomes, project goals, people problems

Communicates about: collaboration, process humanity, promises made, business outcomes, business needs, realistic timeframes and expectations

Looks for: mutual benefits, co-dependencies, ways to support others' goals, win-win scenarios, barriers, partnerships

Mindset: if you are doing well, I am doing well

Driven by: collaboration and shared outcomes

Curious about: business drivers, translating process to people

Works best in: large, siloed organisations, government and multinationals

Hiring Principles

Likes: teamwork, joint effort, unity, sharing learnings/credit, solutions

Dislikes: silos, inequality, divisiveness, inefficient leadership

Needs: a permanent seat 'at the table'

The Safe Space Identifier

Are also known as a Bully Hunters. The worst nightmare of office tyrants, corporate psychopaths and stationery hoarders. They do cultural assessments from the point of view of the most vulnerable organisation groups and help create a work scape for everyone to enjoy, not just the powerful.

Change Skills

Listens for: toxic practices, alarm bells, written and spoken language, marginalisation, good practices, inspiring individuals

Communicates about: inclusion, role models, responsibility, diversity, looking out for each other, mental health, psychological safety

Looks for: warning signs, extreme behaviours, space utilisation, corporate policy gaps, power distributions

Mindset: no one should feel unsafe at work in any way

Driven by: fairness and equality

Curious about: team dynamics, balancing human and business needs

Works best in: anywhere

Hiring Principles

Likes: hunting trolls/bullies, diversity of thought, advocacy, dialogue

Dislikes: indifference, inequality, toxic cultures, political correctness

Needs: support network, license to call out bad behaviours at all levels

The Expectation Tester

Follows closely after or works alongside Adaptation Preppers in matching change expectations over time. They're a Change thermostat, reading the room 'temperature'. They check assumptions and say unpopular things that need to be said, building a reputation for being a positive realist.

Change Skills

Listens for: high hopes, realism, demands, feedback, dynamics over time, changing views

Communicates about: promises made, delivering as promised, managing expectations, under promise/overdeliver, feasibility, closed loops

Looks for: priorities, long term plans, scenarios, needs and wants

Mindset: value is determined by the user/staff member/customer

Driven by: reliability and being in service to others

Curious about: good vs great, processes, perception

Works best in: high-uncertainty situations, fast moving businesses

Hiring Principles

Likes: alignment, acknowledgement, participation, details, polls

Dislikes: assumptions, stereotypes, quick fixes, surprises

Needs: stability, a plan, a degree of predictability

chameleoncards

Action Card

Amplifier

I make things stronger,
greater, larger

Booster

I lift, raise and advance
activities by taking action
and speaking well of
people and tasks

Campaigner

I plan engaging activities with stakeholders for a specific purpose

Composer

I create new items, teams and experiences by combining existing ideas, parts and elements

Enabler

I make things ready and happen by organising the required means, resources and authorisation

Liaison

I establish and maintain contacts between organisational teams to ensure concerted action

Critic

I point out suboptimal situations in a respectful manner to improve processes and services

Fixer

I put situations back to order
and repair what is broken

Hunter

I search for solutions to improve processes and/or products

Improviser

I deliver outcomes without much or any preparation with the means at my disposal

Influencer

I use words, images and action to inspire the actions in others

Inspirer

I fill people with the
confidence to try new things

Interpreter

I bring out the meaning of complicated topics using plain language

Advocate

I act and communicate
on behalf of teams and
causes to achieve
favourable outcomes

Questioner

I investigate and research situations, disputes and controversies

Researcher

I perform systematic inquiries into a subject to discover or revise facts

Unthinker

I challenge conventional thinking and get people to embrace new perspectives

Reverser

I pose the contrary questions and play devil's advocate to ensure all bases are covered

Unifier

I bring teams and opposing sides together and reconnect them with the original purpose

Sparker

I activate and stimulate
individuals, teams and
organisations to
embrace the new

Expander

I support teams to steadily increase their capabilities and skills

Calculator

I use data, analysis and calculations to determine optimal resource allocations

Mixer

I combine skills and
capabilities in
innovative ways to
explore new options

Detector

I seek out the true character and status of situations and events

Communicator

I share ideas, information and/or policies using various media to get the message across

Magnifier

I identify and highlight key elements of processes, strategies and information

Matcher

I connect the
unconnected in
achievable and
productive ways

Negotiator

I make deals that benefit
the interests of all parties

Mentor

I counsel and teach using my position as an influential sponsor and supporter

Visualiser

I use images and media
to create a shared and
agreed representation of
a common goal

Applicator

I use available resources and tools to achieve a purpose

Channeler

I find pathways and opportunities to get resources to the right place

Expeditor

I speed things up by
following up and
shifting priorities as
situations evolve

Liberator

I free resources and
people from constraints
that limit their potential

Predictor

I combine information and analysis to prepare for expected turns of events

Allocator

I assign, plan and align resources to enable activities across teams and organisations

Charter

I map and document
structures to provide
insights and clarity for all

Trainer

I teach others the skills they need to be successful, building on their strengths

Reinforcer

I strengthen and document
what is good and make it
available to all

Editor

I create, select and revise
the materials that make
up the company stories

chameleoncards

Benefit Card

#1 - What's in it for me?

You'll add true value with every day that you work

#2 - What's in it for me?

You'll make a tangible, visible impact on things that matter

#3 - What's in it for me?

You'll get to command higher rates for higher quality work

#4 - What's in it for me?

You'll develop broader experience across organisations

#5 - What's in it for me?

You'll be exposed to more experiences and build more diverse skills

#6 - What's in it for me?

You'll get a boost in learning from instant and frequent performance feedback

#7 - What's in it for me?

You'll fail fast, learn and improve even faster

#8 - What's in it for me?

You'll be done before the corporate games and red tape BS catch up with you

#9 - What's in it for me?

You'll experience more diverse collaboration from being part of different teams

#10 - What's in it for me?

You'll finally get to act on your ideas and deliver truly innovative work

#11- What's in it for me?

You'll make better matches and negotiate quick break-ups when things don't work out

#12 - What's in it for me?

You'll be proud to be involved in contracts for meaningful engagements

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Theme Card

Behaviour

Observable activity in a
human, group or system

Capability

The power and ability
to do something

Change

To make or become
different than before

Complexity

A situation or item possessing many interconnected parts

Conflict

A state of opposing
views or interests

Connectivity

The ability to link
and communicate with
people and systems

Context

A set of circumstances
and facts that surround
a situation

Creativity

The ability to surpass
traditional ideas and
create meaningful new
interpretations

Data

Individual facts,
statistics or (digital)
items of information

Digital

Using computers and
computerized technologies
including the Internet

Discomfort

A feeling of disruption, unease, hardship or mild pain

Diversity

The inclusion of
individuals/items from
more than one origin

Expectation

The prospect of a
future event

Experience

All things observed,
understood, and
remembered

Future of Work

Framework of advanced
principles and work practices
supported by technology

Growth

To increase in size,
value or capability

Happiness

A state of joy, pleasure
or delight

Model

A simplified representation
of a system or phenomenon

Performance

The efficiency with which someone fulfils their intended purpose.

Problem

A matter involving doubt,
uncertainty or difficulty

Process

A systematic series
of actions directed to
some end

Red Tape

The excessive formality and routine required before action can be taken

Sense

Sound practical judgment
and knowledge

Status Quo

A long standing state of affairs

Talent

A special or exceptional
natural ability

Team

A number of people
united in achieving a goal

Tool

A instrument, artefact or (digital) application to facilitate an activity

Truth

An indisputable factual state of a situation or item

Wellbeing

A good or satisfactory condition of existence

Workplace

Any location where work activities are performed

1-Page Plan

A summarised document
with key information for
stakeholder engagement

Adaptation

The modification of individual activities in response to changes in the environment

Culture

A set of behaviours,
expressions and beliefs
of a group

Customer

An individual or group that purchases goods or services from a business

Ethics

A system of
moral principles

Ethnography

The scientific description of peoples and cultures with their customs and habits

Newcomer

A recent arrival or addition to a group or profession

Social Network

Community of people with a common interest sharing information (online)

Storytelling

Sharing stories with the aim to clarify, engage and promote a cause or concept

Disruption

A radical change involving the
introduction of a new element
in an existing system

Corporate

The activities and behaviours in a regulated business setting

Strategy

A planned series of events and activities aimed at obtaining a specific result

Potential

A latent ability that may
not be developed (yet)

Impact

The force exerted by an
idea, technology or event

Safe Space

A physically and emotionally
safe environment where people
can express themselves freely

Reputation

The estimation in which a person or organisation is held by the community and public