



Embracing your Career Journey in a VUCA World

Unlocking the Power of Learning Agility

Monday, 16 June: 9.00 am – 10.00 am CEST

Today's hosts



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House Keeping Rules

- You are muted by default. The chat function is disabled.
- If you have any questions, please submit them through Zoom Q&A button.
- The session will be recorded. The recording and presentation will be available on: Inter-Agency Career Week webpage



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.

Supporting you in the Zoom Q&A



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The next 50-minutes:

- Unpacking **VUCA**
 - Personal and Career implications
- Examining **Learning Agility** and its Three Components
 - For each Component: A quick thought experiment + some tips

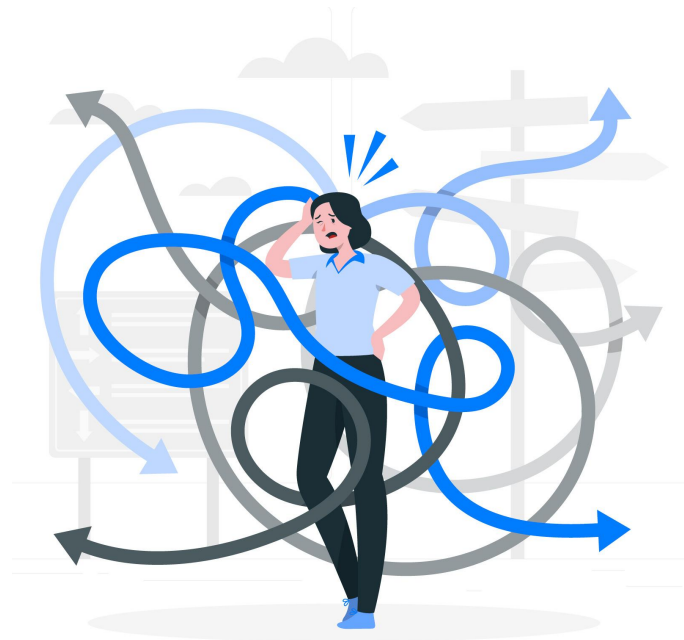


We are living through **V-U-C-A**

Volatility – **U**ncertainty – **C**omplexity – **A**mbiguity

Shifting Geopolitics

Budget Cuts



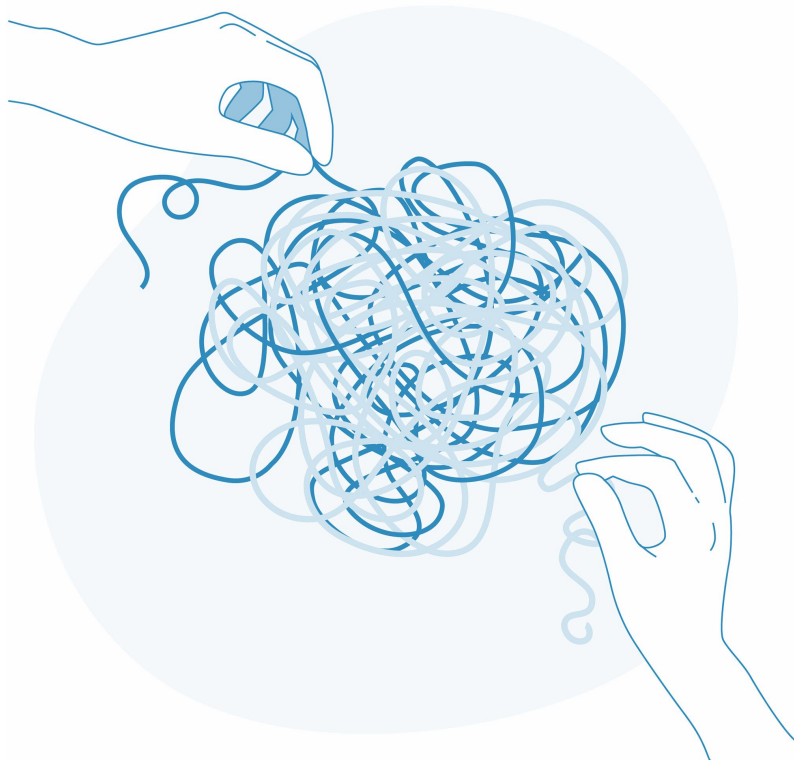
Staffing Impacts

System-wide Shifts
and Re-prioritization

Technological Disruption



...This can be deeply distressing for our nervous systems...



The Three 'A's

- **ACKNOWLEDGE** this is a difficult moment
- Work towards **ACCEPTANCE**
- **ACT** and take back control

Shifting Career Paradigms

Life-long employment



**Increased Career
Mobility and Flexibility**

Degree-dependent



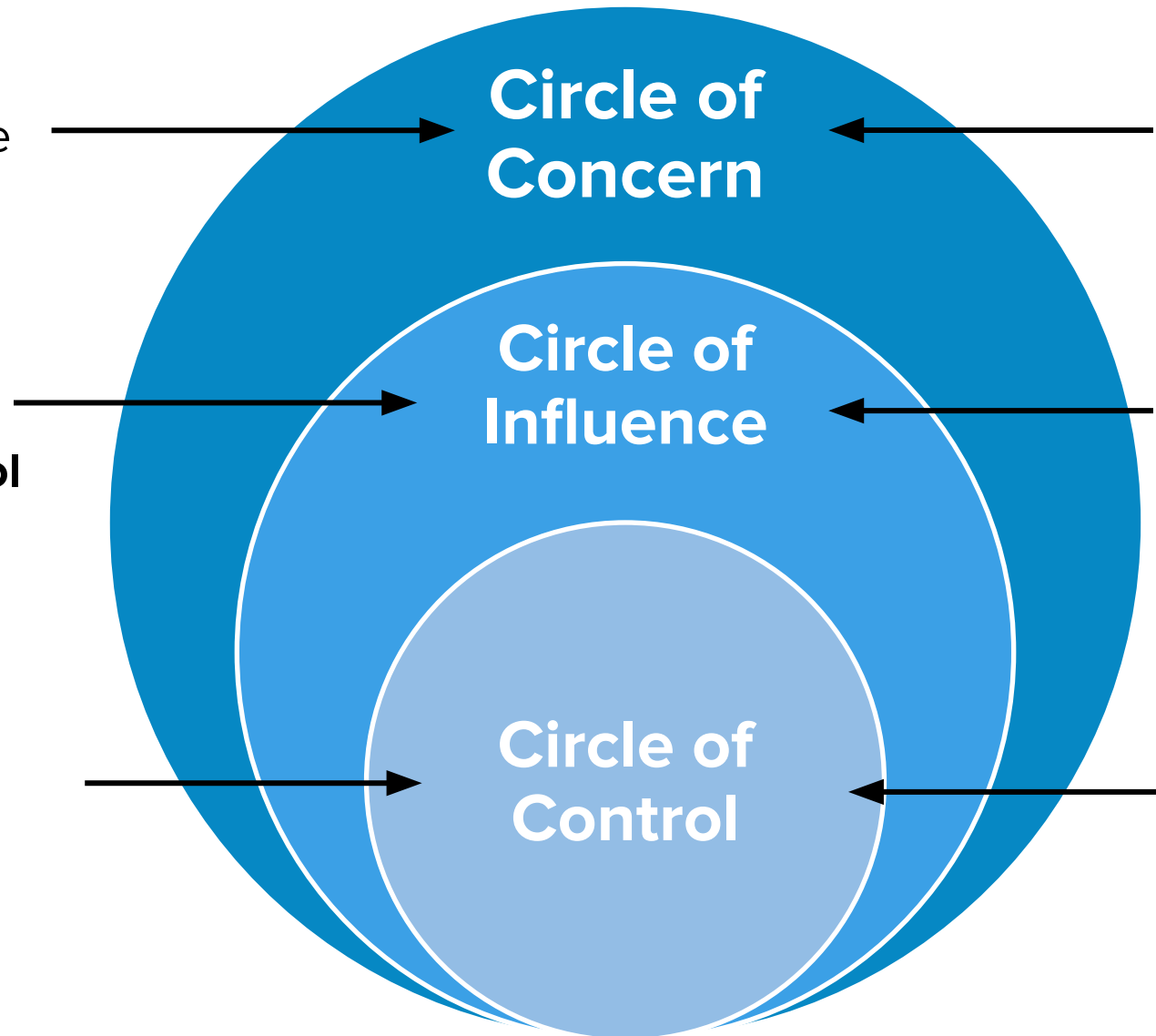
Skill-based:

- **Continuous Learning**
- **Re-skilling and Upskilling**

Wide **range of concerns**, of which we have **no control** over the outcome

The **concerns we can do something about**. We **do not have control** over it, but we **can influence** it

What **we can directly control or impact**, through our thoughts, words, and actions



The state of the economy; the job market

Your network; how you are perceived by recruiters; org culture; projects you work on

**Your Learning
Agility**



Learning Agility

- **Learning agility** is the ability and willingness to learn from experience and then apply that learning to perform successfully in new or unfamiliar situations.
- In a VUCA world, people with learning agility are more likely to thrive in unfamiliar or evolving environments.

Source: Korn Ferry's Model of Learning Agility



The diagram illustrates Korn Ferry's Model of Learning Agility. It features three horizontal bars of different colors (grey, blue, and dark blue) stacked vertically, each with a label. The top bar is grey and labeled 'CHANGE INTELLIGENCE'. The middle bar is blue and labeled 'SELF AWARENESS'. The bottom bar is dark blue and labeled 'MENTAL AGILITY'. The bars are connected by vertical lines on the left and right sides, forming a continuous structure. The background is white with blue and grey geometric shapes.

CHANGE INTELLIGENCE

SELF AWARENESS

MENTAL AGILITY

Learning Agility

- Can I navigate newness?
- Do I feel comfortable starting from scratch?
- Am I working in my comfort zone or courage zone?

CHANGE INTELLIGENCE

SELF AWARENESS

MENTAL AGILITY

Source: Korn Ferry's Model of Learning Agility

Hudson's Cycle of Change – Where are you?

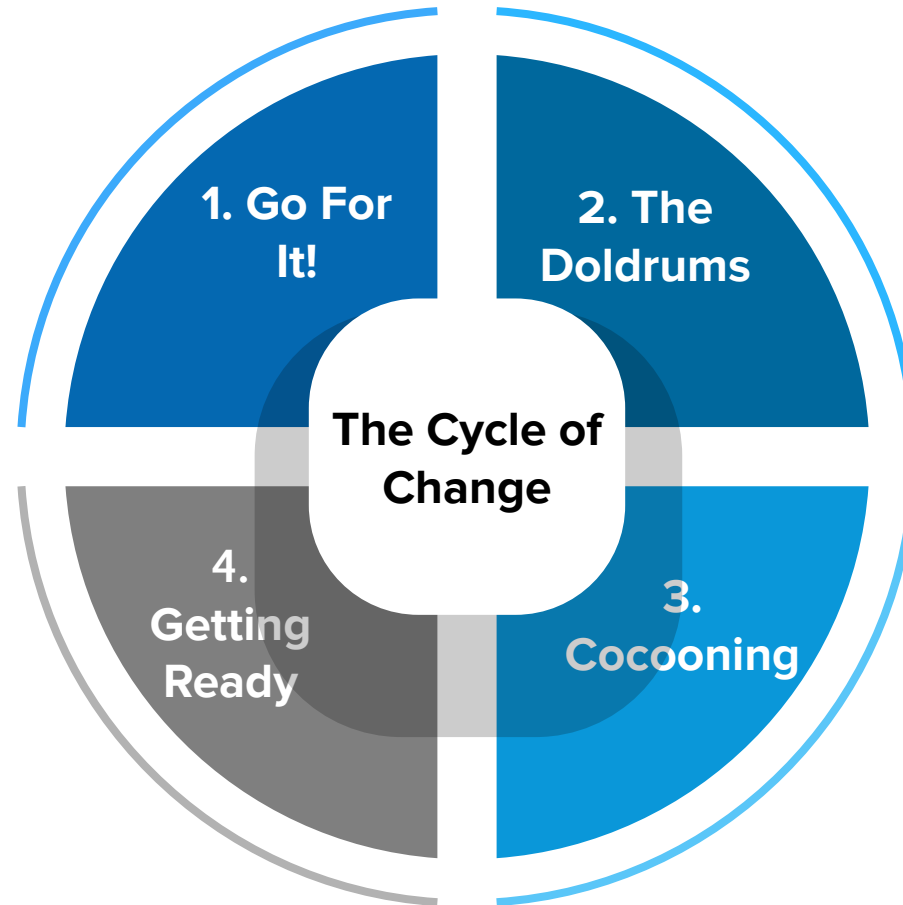
The Heroic Self

High energy,
purpose-driven, strong
alignment between values
and work



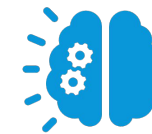
The Passionate Self

Trying new ideas,
skill-building, low-risk
experimentation



The Disenchanted Self

Fatigue, loss of motivation,
disconnect from purpose
or environment



The Inner Self

Withdrawal from old
routines, searching for
clarity, inner questioning



A Quick Poll

Where are you in the Cycle of Renewal?



1. Go for it! - The Heroic Self
2. The Doldrums - The Disenchanted Self
3. Cocooning - The Inner Self
4. Getting Ready - The Passionate Self



The Importance of Situating Yourself – Honour the Season of Life You are in

Phase	Emotions & Mindset	What to Focus On	Risks
1. Go For It! <i>Renewal & Alignment</i>	Optimism, drive, clarity	Maximize momentum, Deepen strengths Build influence	If you don't recognise it, you may miss the opportunity to inspire and lead others
2. The Doldrums <i>Disillusionment & Misalignment</i>	Boredom, frustration, burnout	Reflect on what's no longer working Identify what's draining you	If you ignore the doldrums, you risk severe burnout
3. Cocooning <i>Introspection & Letting Go</i>	Confusion, grief, uncertainty – but also possibility	Rest, journal, explore values, start imagining new paths	If you rush cocooning, you may not gain needed clarity
4. Getting Ready <i>Experimentation & Planning</i>	Cautious optimism, curiosity	Learn new skills, test ideas, reconnect with professional goals	If you stay too long in experimentation, you may delay action

Learning Agility

- How well do I know myself?
- Am I assured in what I can contribute?
- Do I seek feedback on my impact?

CHANGE INTELLIGENCE

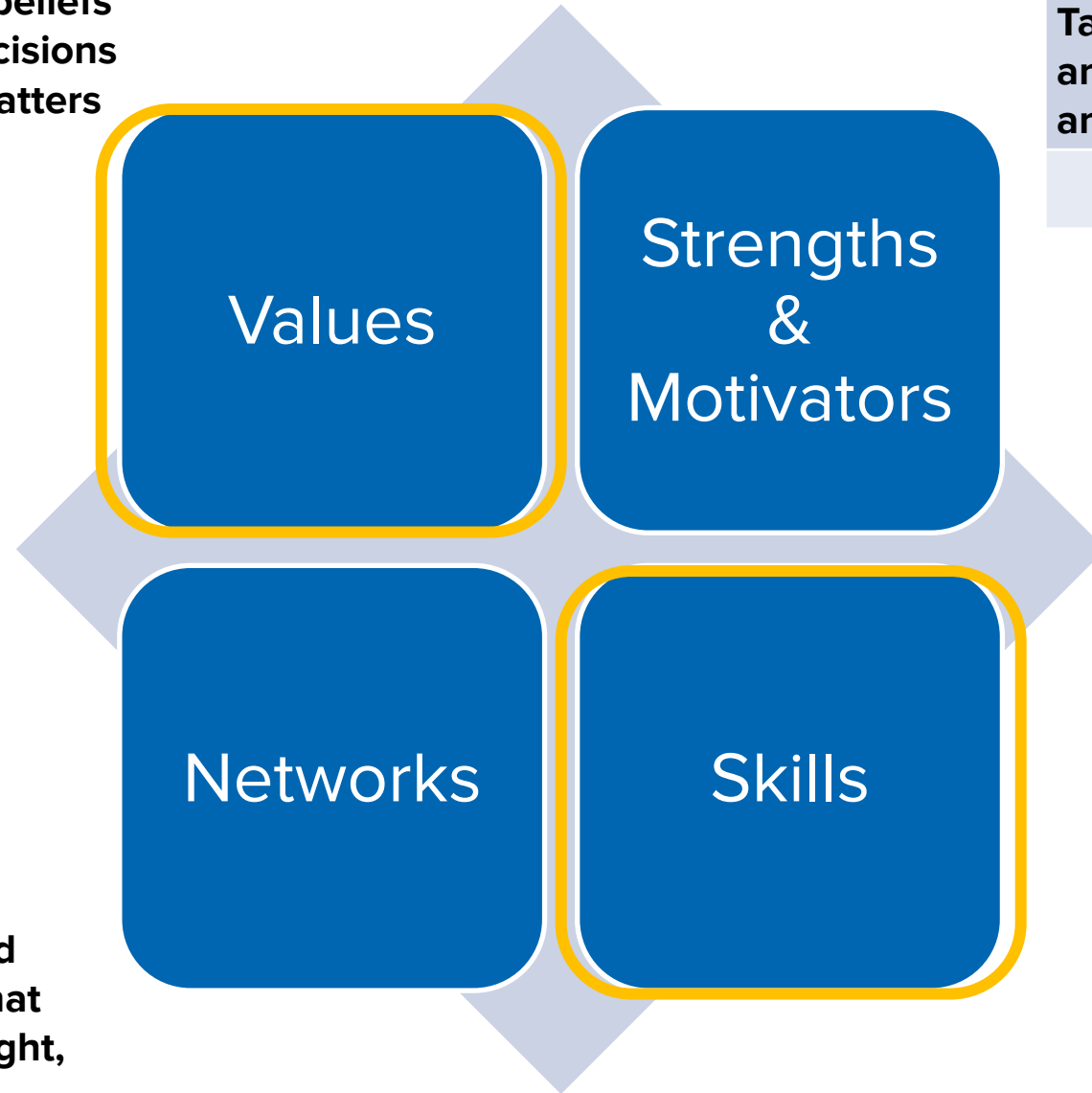
SELF AWARENESS

MENTAL AGILITY

Source: Korn Ferry's Model of Learning Agility

**Core principles or beliefs
that guide your decisions
and define what matters
most to you**

Each of us
has a
unique mix
of:



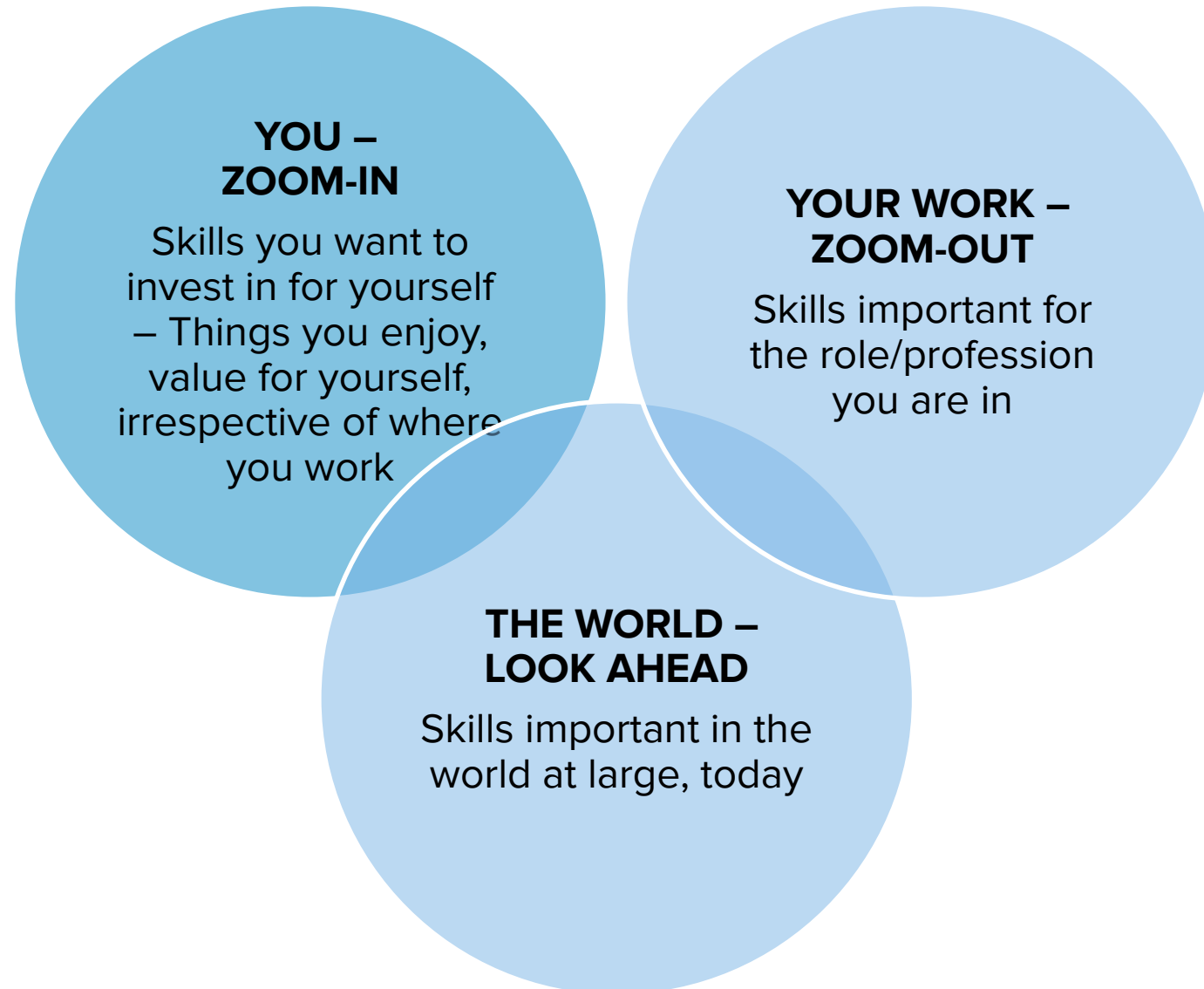
**Talents or patterns of thought
and behavior that energize you
and yield high performance**

**Your professional and
social connections that
provide support, insight,
and opportunity**

**Learned abilities that
enable you to perform tasks
and solve problems - Can
be technical or enabling
skills**

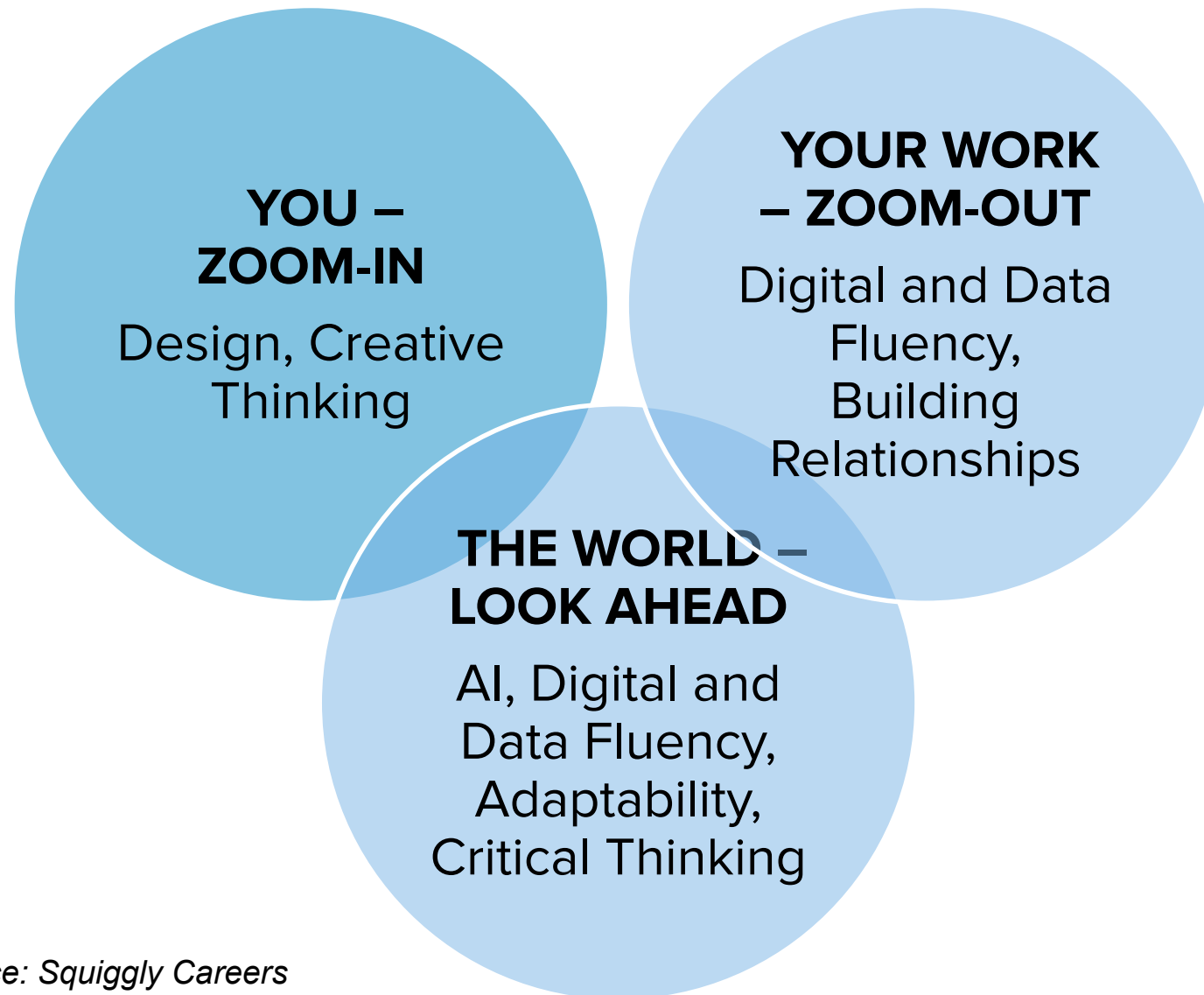


Create Your Skill Circles



Source: Squiggly Careers

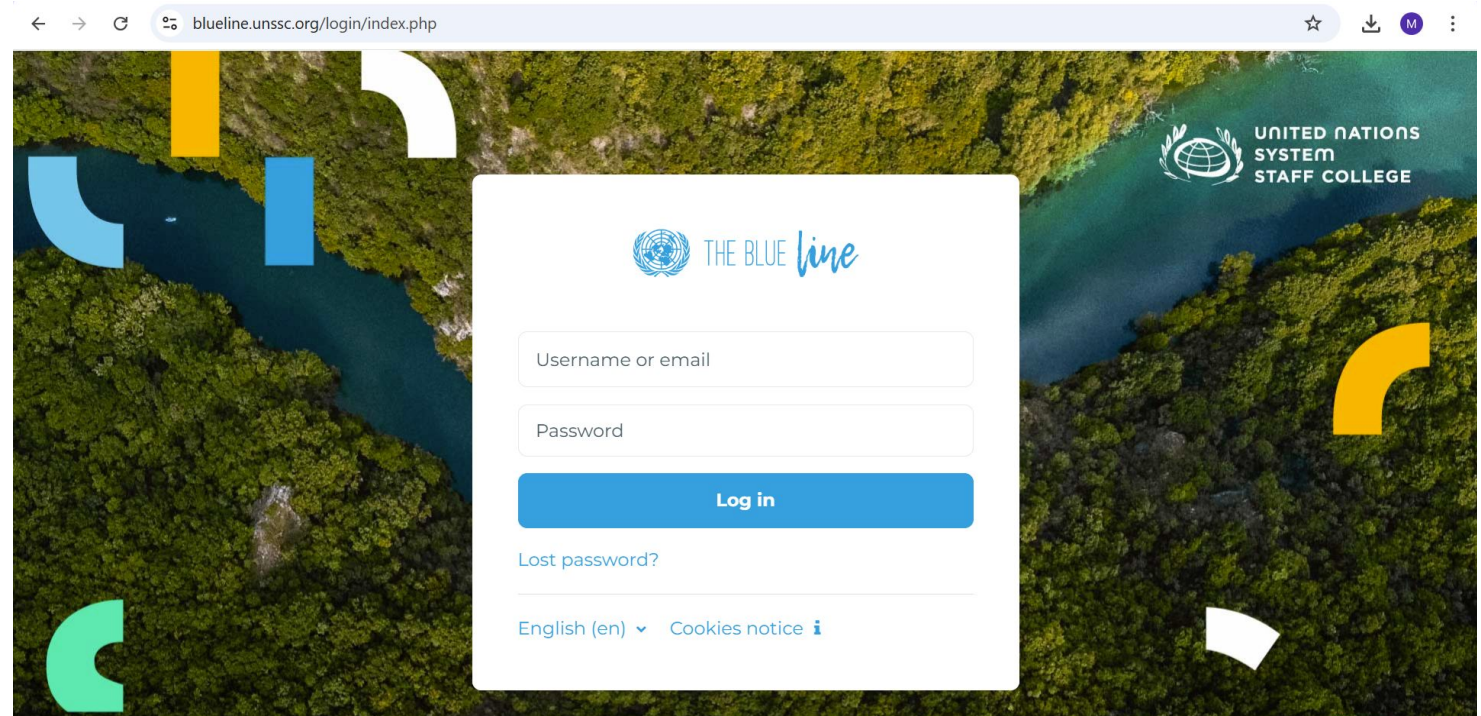
A Sample Skill Circle



NEXT STEPS:

- Look for any overlaps/themes; Join the dots and build a learning list
- Connect with people who are great at the skill
- Connect with someone who might have similar learning aspirations
- Identify Opportunities to practice the Skill

Some Resources:



Learning Agility

- Am I attuned to my emotional state?
- Can I appreciate different perspectives?
- Can I make connections - Am I able to leverage past learning in new situations?

CHANGE INTELLIGENCE

SELF AWARENESS

MENTAL AGILITY



You have 45 seconds -
Write down a list of every
emotion you can think of

A Quick Poll

How many emotions were you able to list?



- . 3 - 5
- . 5 -10
- . 10 -15
- . Greater than 15



There are about a 100 different emotions!

Based on research done by the Yale Center for Emotional Intelligence:

High Energy	Enraged	Panicked	Stressed	Jittery	Shocked	Surprised	Upbeat	Festive	Exhilarated	Ecstatic	High Energy
	Livid	Furious	Frustrated	Tense	Stunned	Hyper	Cheerful	Motivated	Inspired	Elated	
	Fuming	Frightened	Angry	Nervous	Restless	Energized	Lively	Excited	Optimistic	Enthusiastic	
	Anxious	Apprehensive	Worried	Irritated	Annoyed	Pleased	Focused	Happy	Proud	Thrilled	
	Repulsed	Troubled	Concerned	Uneasy	Peeved	Pleasant	Joyful	Hopeful	Playful	Blissful	
Low Energy	Disgusted	Glum	Disappointed	Down	Apathetic	At Ease	Easygoing	Content	Loving	Fulfilled	Low Energy
	Pessimistic	Morose	Discouraged	Sad	Bored	Calm	Secure	Satisfied	Grateful	Touched	
	Alienated	Miserable	Lonely	Disheartened	Tired	Relaxed	Chill	Restful	Blessed	Balanced	
	Despondent	Depressed	Sullen	Exhausted	Fatigued	Mellow	Thoughtful	Peaceful	Comfortable	Carefree	
	Despairing	Hopeless	Desolate	Spent	Drained	Sleepy	Complacent	Tranquil	Cozy	Serene	
LOW PLEASANTNESS					HIGH PLEASANTNESS						

Broaden Your Emotional Vocabulary – Expand Your Mental Agility

- On average, **people can name about 12 emotions** – i.e., 12% of the mood meter
 - *Think about this: If a person were to learn a language, but were only acquainted with 12% of the vocabulary, would they be considered fluent?*
- **Labelling your emotions in more precise way**, allows you to **put the emotion into perspective** and **grasp the true intensity** of the situation
- People who differentiate between emotions, adopt healthier coping strategies and **enjoy better overall well-being**
- Some initial **strategies** to build your emotional vocabulary:
 - **Use the mood meter chart** to support **reflection**
 - Look for **recurring triggers and patterns** – and do so, with **curiosity and non-judgement**
 - **Tune into your body** for clues to your emotional state

Based on the research: The 'How We Feel' App



Some More Keys to Mental Agility



Key

REFLECTIVE PRACTICE

Practice

- Shift between seeing the big picture and taking action in the moment



GROWTH MINDSET

- Believe abilities can be developed
- Reframe challenges as opportunities
- View setbacks as sources of learning



EMBRACE DUALITIES

- Hold opposing truths and work within paradox
- Shift from either/or thinking, and see how you can adopt “both/and” thinking



GENERATIVE DIALOGUE

- Create new insights and solutions through deep, open conversation
- Use conversations as a tool for co-creation, and not competition.

In Summary

- Navigating VUCA - Remember the **3 As: Acknowledge, Accept, Act**
- Focus on what you can control—for example, your **Learning Agility**:
 1. **Tap into Change Intelligence:** Recognize your stage in the change process and give yourself grace
 2. **Boost Self Awareness:** Map out your Values, Strengths, Motivators, Skills, and Networks to anchor your career journey
 3. **Enhance Mental Agility:** Approach the world with intention and mindfulness to unlock new possibilities (aka your mindset)

Checking out – Next Steps

This was the start of a conversation...

Throughout this week, you have access to sessions to support you with:

- ✓ Resources to update and **refresh your application materials**;
- ✓ Tips and Strategies to **navigate your job search** within the UN System;
- ✓ Insights and inspiration on **navigating change** and **building a continuous learning mindset**;
- ✓ Building your **resilience** muscle.



UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Purpose-Driven Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 19:00-20:00 (Nairobi) 23:00-00:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 20:30-21:30 (Nairobi) 00:30 ⁻¹ -01:30 ⁻¹ (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-23:00 (Nairobi) 01:00 ⁻¹ -02:00 ⁻¹ (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us



THANK YOU! MERCI ! ¡GRACIAS!

The presentation, recording and other resources will be shared on our dedicated Inter-Agency Career Week Page.

Please fill out the [Evaluation Survey](#). Your feedback matters to us!



If you have any questions, please reach out to us at leadershipandmanagement@unssc.org