



ICAM2021

THE IMPACT OF COVID-19 ON INDIVIDUALS' PERSPECTIVES

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Your Panel



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Joan Baker (Leadership
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Julie Perrin-Halot (Associate
Dean, GEM)

A strategic inflection point is a time in the life of business when its fundamentals are about to change. That change can mean an opportunity to rise to new heights. But it may just as likely signal the beginning of the end.

Andrew S. Grove, CEO – INTEL Corporation

It isn't the changes that do you in, it's the transitions. Change is not the same as transition. Change is situational: the new site, the new boss, the new team roles, the new policy. Transition is the psychological process people go through to come to terms with the new situation. Change is external, transition is internal.

William Bridges

Key Survey Responses

Demographic Data

5

W

Western

E

Educated

I

Industrialized

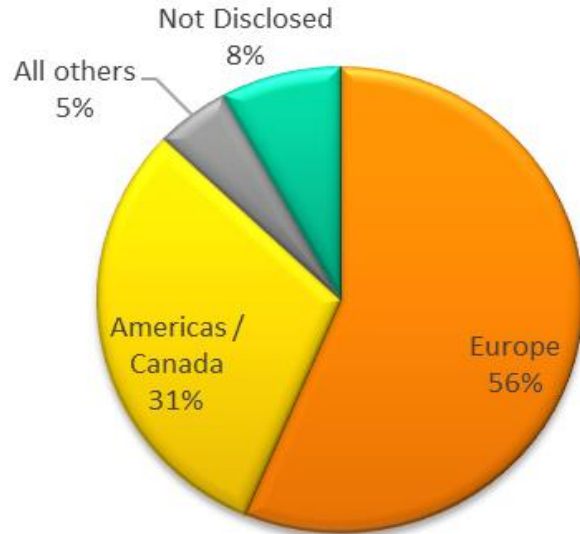
R

Rich

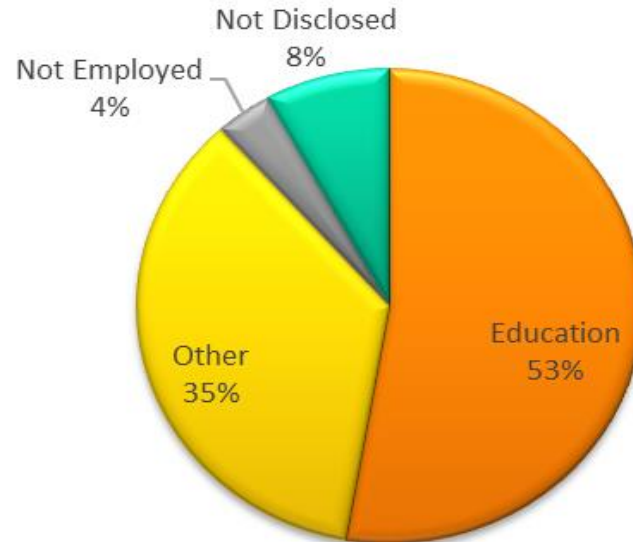
D

Democratic

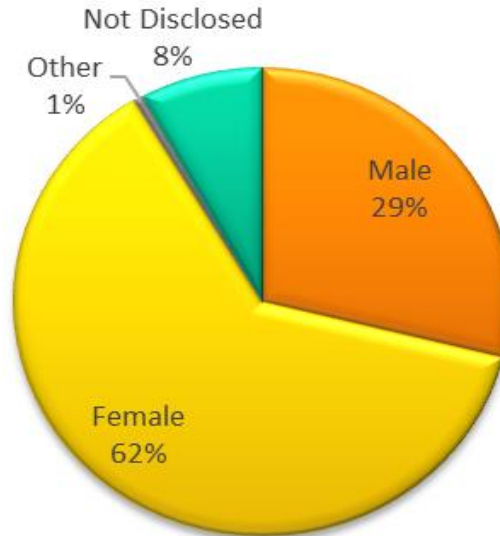
Regional Distribution (#163 responses)



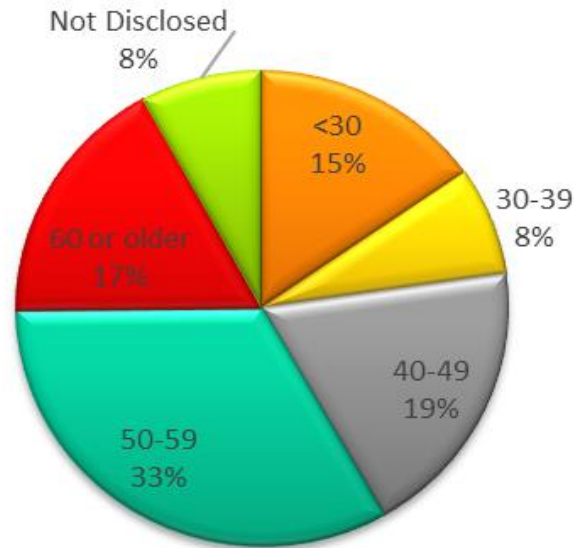
Industry Distribution (#163 responses)



Responses by Gender (#163 responses)



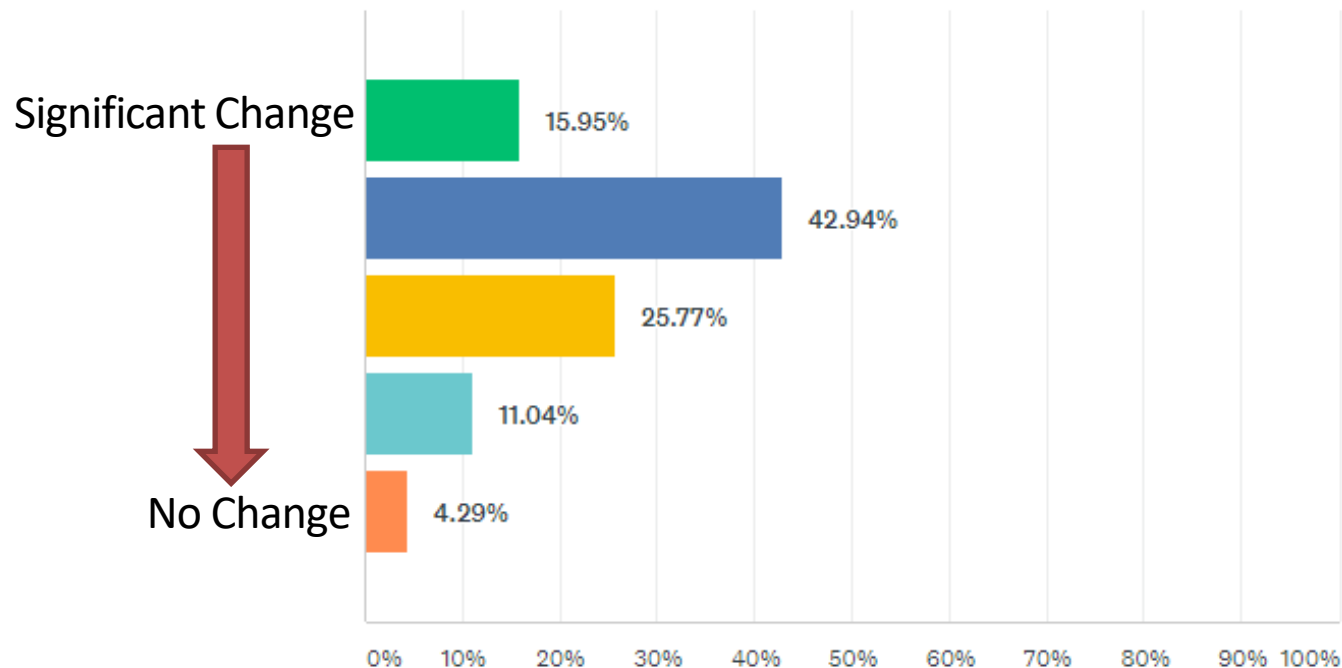
Responses by Age (#163 responses)



Data Highlights: Covid 19 changed my perspective on life

Significant Trends

10



Data Highlights: Covid 19 changed my perspective on life (by age)

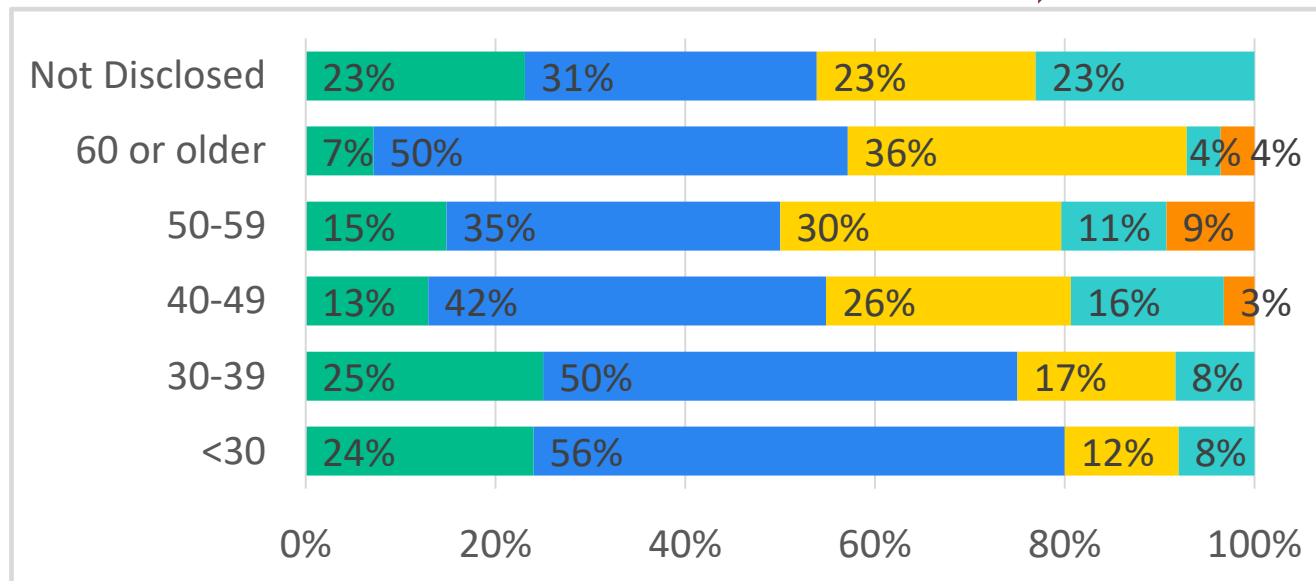
Significant Trends

11

Significant Change



No Change

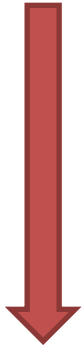


Data Highlights: Covid 19 has brought change to my life

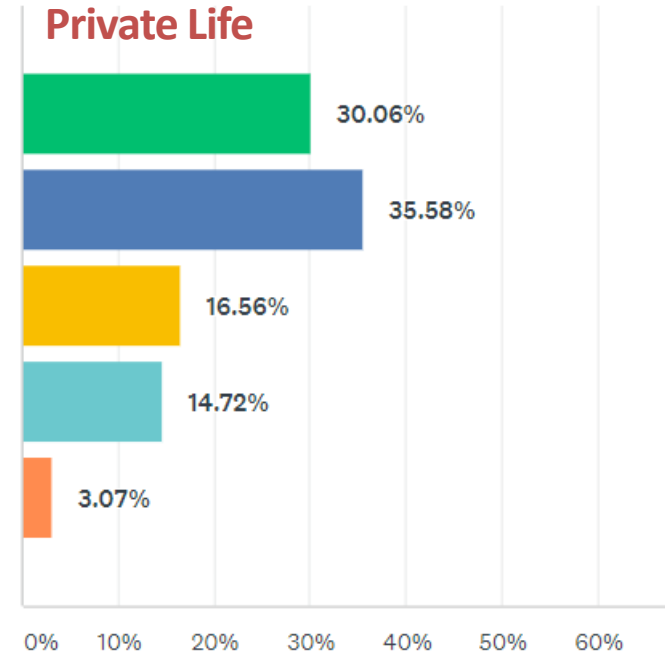
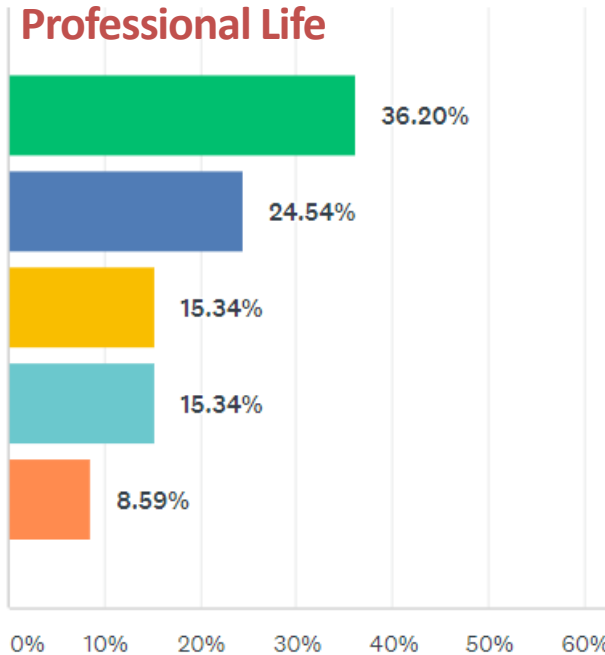
Significant Trends

12

Significant Change



No Change



Data Highlights: Covid 19 has brought change to my life

Significant Trends

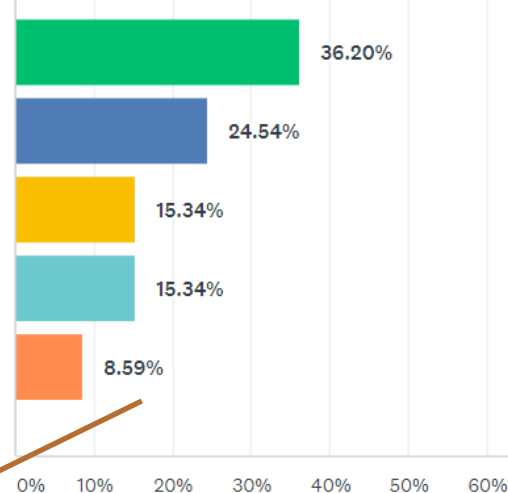
13

Significant Change



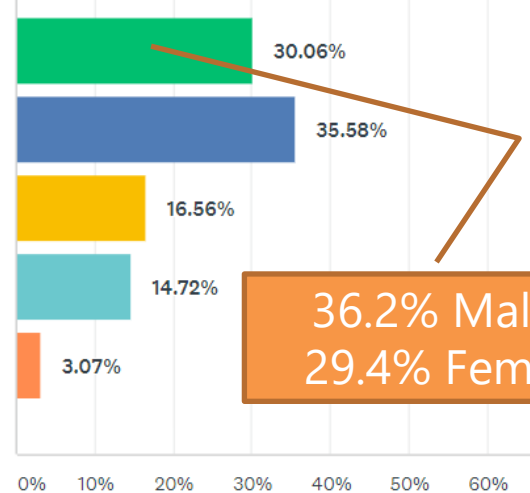
No Change

Professional Life



12.8% Male /
6.9% Female

Private Life

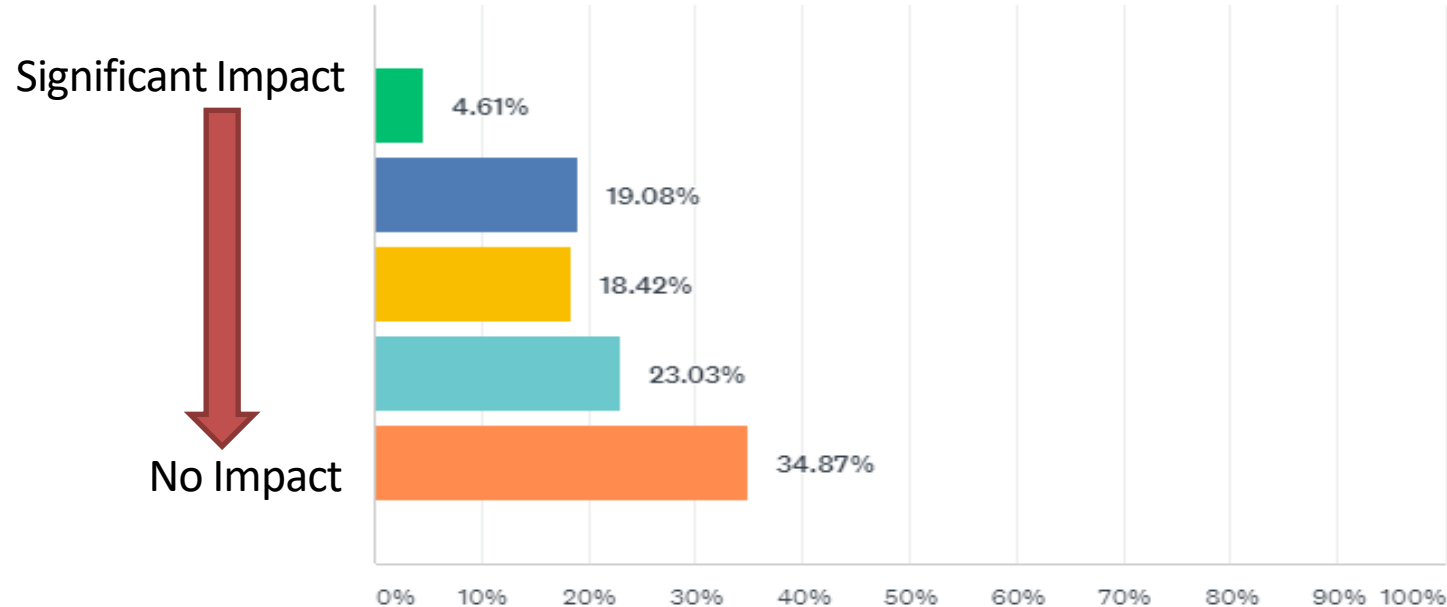


36.2% Male /
29.4% Female

Data Highlights: The Crisis Impacted my Values

Significant Trends

14



Data Highlights: The Crisis Impacted my Values (by age)

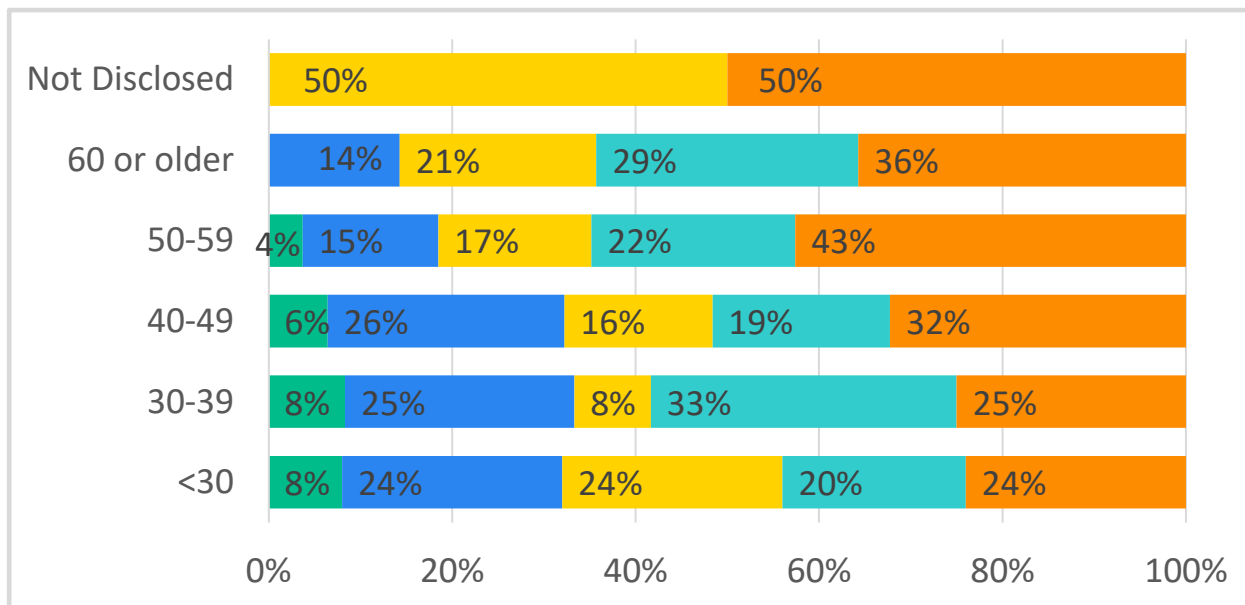
Significant Trends

15

Significant Impact



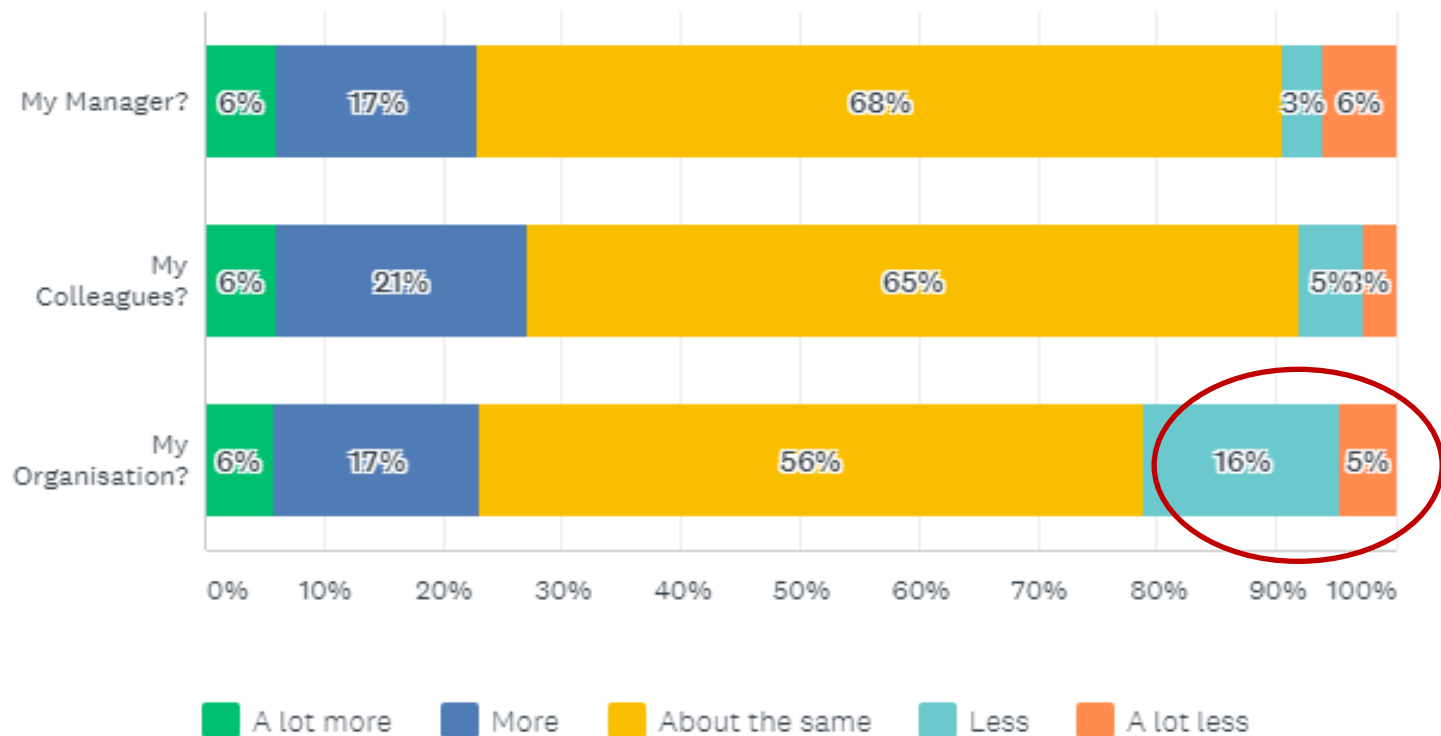
No Impact



Data Highlights: Changes in Trust Levels

Significant Trends

16



Emerging Theme #1: INTEGRATION of Private and Professional

Significant Trends

17

...reflect on what is important for me as a human being and how that should affect my professional life

I appreciate all that I have. And life is fragile.

Humans are experts in adaptation, but unlike animals, we like to gripe about it!

Professional - realised that work is just work

Resolve to spend more time with extended family.

Emerging Theme #2: "There's a hole in my bucket..."

Significant Trends

18

I am more cynical and distrusting of others

The pandemic has brought out the worst in many colleagues

The loss of trust is more due to new leadership and their failure to connect with faculty and staff, rather than direct effects of covid.

In general, leadership in higher education is woefully absent

I didn't realise quite how selfish they [colleagues] are

[learned] ...trust and appreciation of courageous decisions in the light of desperate prospects



What does this all mean?

- For those of us currently in the workforce?
- For our students and graduates?

Thank you

Please consider contributing to the survey:

[https://www.surveymonkey.com/r/
QED-PerspectivesStudy](https://www.surveymonkey.com/r/QED-PerspectivesStudy).

(Open until end of April 2021)

