


## Digging Into the Present and Future of Work in Engineering and Architecture 2022

**Presented by:**

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**“The future of work is really about people deciding to live and work in the way that they want.”**

Stacy Brown Philpot

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## Introduction – Peter C. Atherton, P.E.

- Consultant, coach, author, speaker, podcast and mastermind host
- 30+ years in the AEC industry
- Experience at all levels: project engineer, project manager, team leader, principal, major owner, board of directors
- Experience with large, small, and mid-size firms on a local, regional, and international scale



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## Introduction – Anthony Fasano, PE

- B.S. & M.S. in Civil Engineering
- PE license in NY and NJ
- Found success at a reputable firm at a very young age
- Attended iPEC – the top ranked executive coaching school in the world
- Wrote the best-selling book **Engineer Your Own Success** and started providing career coaching and speaking services to engineers



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## Outline and Agenda

- Background and basis
- Results
- Digging in
  - The great resignation
  - Commit to training and development
  - People-centric & data driven approach
  - Flexible future of work
- Next steps
- Questions and discussion

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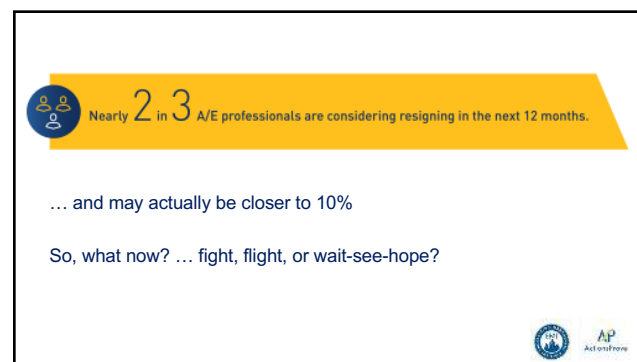
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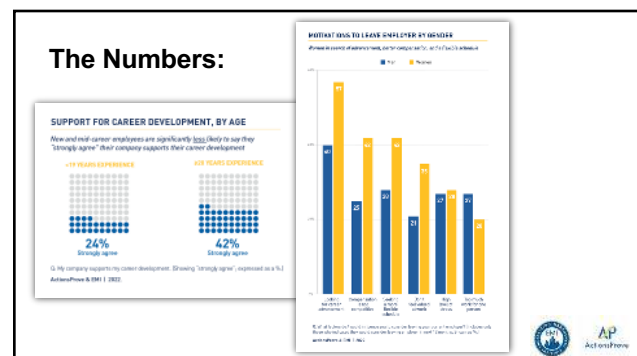
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The share of engineers and architects who agree "stress at work is affecting my physical and/or mental health" jumped 33% between 2021 and 2022.

65% said "yes" in 2022

What do you think? ... realistic, acceptable?  
Should work part of the solution... or be on the sidelines... or worse?

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### What About Burnout?

**BURNOUT AMONG A/E PROFESSIONALS AT WORK**

Frequency	Percentage
Always/often	32%
Sometimes	47%
Rarely/never	21%

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- What do you think? ... surprising?
- What will do? ... anything?
- Does this help make us attractive or sustainable?

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### How Can We Begin to Become More People-Centric?

- "People management & leadership" training is a great start... and being asked for

**74%** Professionals at people-first companies say they feel a sense of belonging at work.

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### "People-First" Organizations

- Highly competitive at attracting and retaining talent
  - More opportunities for advancement and learning
    - Employees 1.6x more likely to say that their company supports their career development
    - 2x more likely to say they see a path for career advancement at their firms
  - Create a strong sense of community at work
    - 74% of employees say they feel a sense of belonging at work
    - Employees 3x more likely to say company's mission and vision is reflected in its work
    - Employees 2x more likely to say they feel connected to the firm's mission
  - Have much lower turnover
    - Just 23% of employees say they are "strongly considering" leaving their jobs versus 44% at companies "not very competitive" at attracting and retaining talent

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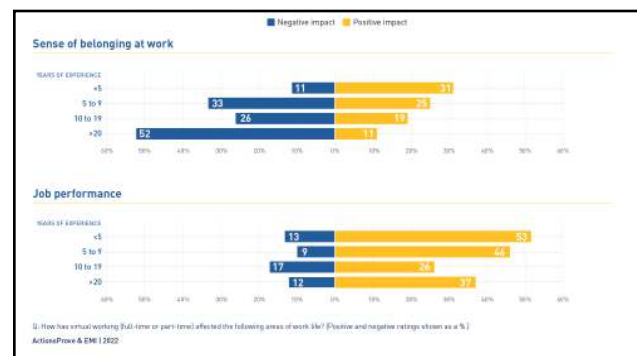
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## Flexible Future of Work

2022  
Present and Future of Work in Engineering and Architecture

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Reshaping how and where work gets done and giving employees more agency to find the right formula.

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Rethinking the role work plays in an employee's life, and supporting quality-of-life improvements, whether in-office or outside the office.

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Redefining workplace culture for engineers and architects — pushing back on long hours, high stress, in-person-only salaried employment.

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## Key Take-Away: The Redefinition of Winning

“

We're witnessing a radical shift in career expectations: People want to win at both work and life — and do so while making a difference and having impact. This has fundamentally changed how we need to lead and develop our teams and organizations.”

Peter C. Atherton, P.E. | ActionsProve

How can we create more win-wins at work?

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## Next Steps

- Get the report
  - Email us directly or message us through LinkedIn
- Think differently
  - New era
  - “Reflective” versus “reflexive”
- Take new action
  - The “Directives” +

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**Questions?**  
We appreciate your feedback!  
<https://www.surveymonkey.com/r/FOW102722>

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