



LEADERSHIP  
SUMMIT

# Today's Leader Challenge:

## Teaching “Adulthood”

### Presenter: Shannon Mumblo

# Shannon Mumblo

**PRESIDENT,**  
SHANNON MUMBLO CONSULTING, INC

Shannon is a Registered Nurse, Licensed Independent Clinical Social Worker, and Ordained Minister, bringing 22+ years of combined experience as a loyal and dedicated human services, medical professional, and non-profit leader.



TRANSFORMATIVE CHANGE – SUSTAINABLE RESULTS



# AGENDA

- Defining “Adulthood” in the Workplace
- The “Adulthood” & Job Dissatisfaction Link
- 5 Signs That Job Dissatisfaction Could be Manifesting as “Adulthood” Challenges
- Teaching “Adulthood” – Getting to the Heart of the Matter
- Q&A

## ROLES

Presenter: **Shannon**

AV Guru: **EANE**

Most importantly: ***YOU***



## OUTCOMES

**Next Slide**

## RULES

- Everyone participates
- No one dominates
- Kindness
- Compassion
- All questions matter
- Humor helps



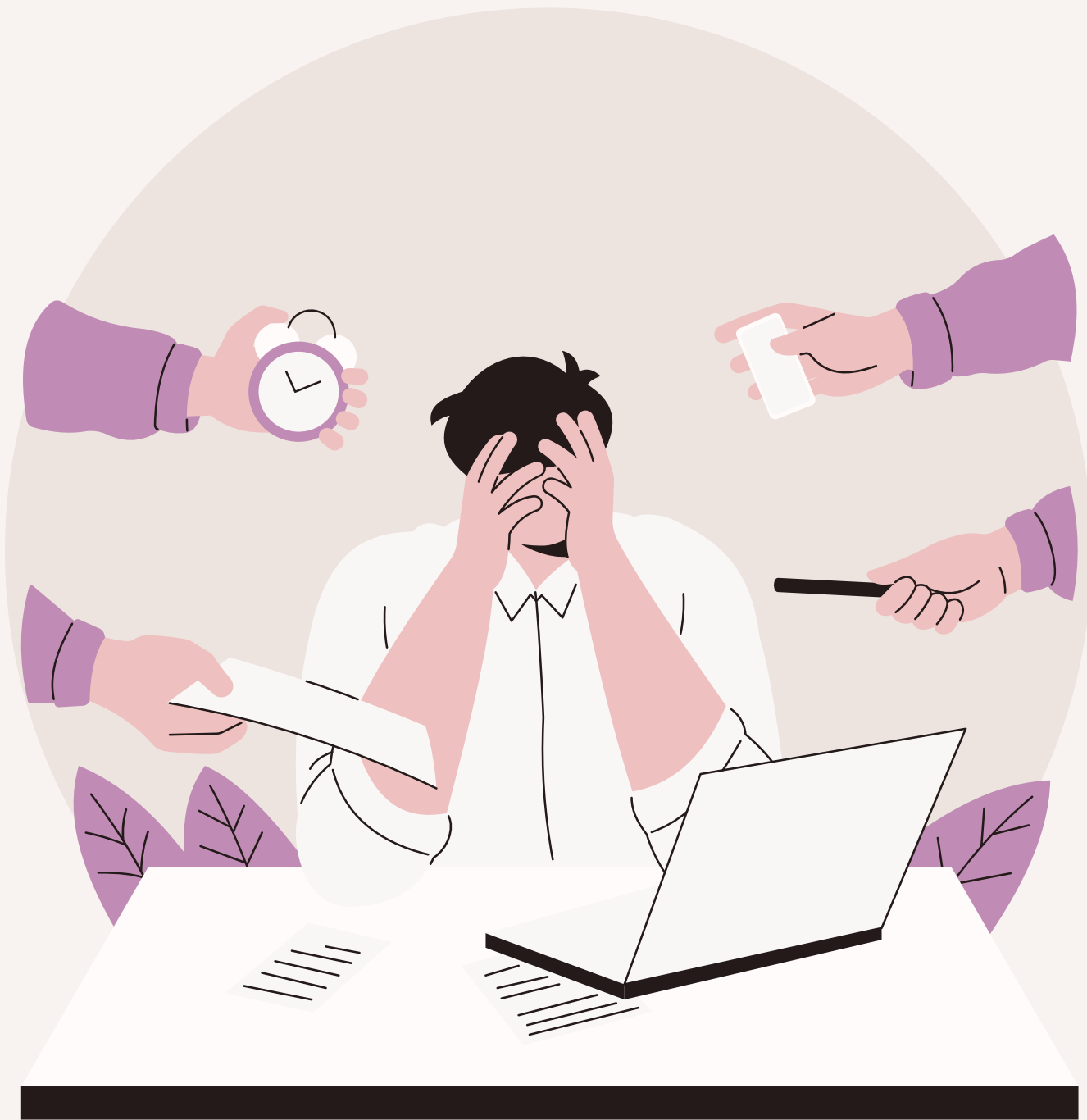
# OUTCOMES

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**Participants will leave today's session able to:**

- Define adulting
- Identify workplace challenges with “adulting”
- Understand how “adulting” challenges can manifest as job dissatisfaction
- Leave with one new tool to help “teach adulting” and address job dissatisfaction





# DEFINING “ADULTING” IN THE WORKPLACE

# “ADULTING”

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“The term “Adulthood” originated in the early 2000’s and gained popularity among Gen Z (people born between the 1997 - 2012) over the years.

Adulthood became a way to acknowledge the difficulties and frustrations of their workplace experiences, while also ***embracing the learning opportunities and personal growth that come with them.***”

-Lark Suite (2024)

# WHAT ARE SOME “ADULTING” CHALLENGES YOU ARE FACING WITH YOUR STAFF?

- Showing up on time
- Following company dress code
- Respecting co-workers
- Complaining or gossiping
- Maintaining a professional demeanor
- Taking initiative and responsibility
- Managing time effectively
- Demonstrating self-awareness
- Being comfortable with feedback

# SOUND FAMILIAR?

- I feel like I am clear about what is expected, but deliverables are still not being met...
- My team starts out motivated but then pulls back and begins to complain...
- They struggle to control their emotions and often have inappropriate outbursts...
- Lack of understanding of what professional attire is, even though its clearly stated in the employee handbook...
- They consistently wait to be told what to do, even when it's obvious what needs to be done...
- I see team members showing up to work late and leaving early...



# The Adulting & Job Dissatisfaction Link



# The Adulting & Job Dissatisfaction Link

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Overall **employee satisfaction** returned to an all-time record low, and employees are seeking **new job opportunities** at the highest level since 2015. - Gallup 2024

Gen Z is the first generation to stop believing in the American Dream - **Cost** of living does not match **wages** earned – UCLA Newsroom 2025

74% of 1500 young adults ages 14-27 said it was harder for their generation to achieve **happiness in general** compared to previous generations. - UCLA Newsroom 2025

# Why are so many employees unhappy in the workplace?



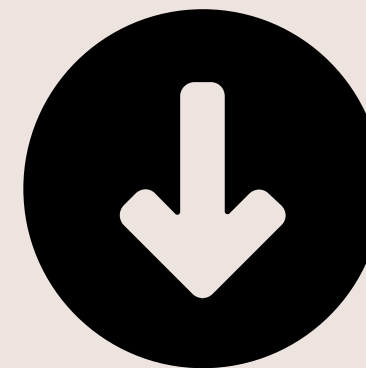
## **Toxic Cultures**

MIT Sloan found that a toxic culture is 10.4x more likely to drive employees out than low pay.



## **No clear path to Growth**

Workers at companies with clear internal mobility pathways stay 2x longer (Gartner, 2024).



## **Feeling Undervalued**

Valuing employees drives well-being, engagement, and productivity, leading to satisfaction, retention, and a positive workplace.

# The Adulting & Job Dissatisfaction Link

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- Work- Life Balance: Work to Live not Live to Work Mentality
- Growth and Development: No clear path to growth = “Quiet Quitting” (e.g., disengagement, shutting down, doing the bare minimum)
- Post Covid Challenges: Anxiety, fear, isolation, desire to continue to work from home
- Communication: Conflict avoidant, not knowing how to communicate needs or ask for help, difficulty disengaging from technology
- Side Hustle: Seeking side jobs or starting their own business to pursue what matters to them because finding jobs they went to school for or find **purpose** in are difficult to find
- Life Skills: Decreased access to opportunities to learn life skills





**5 SIGNS  
THAT JOB  
DISSATISFACTION  
COULD BE  
MANIFESTING AS  
“ADULTING”  
CHALLENGES**

# 1. LACK OF INTEREST

- **Signs:** Distracted behavior (e.g., texting during meetings), daydreaming.
- **Possible Indicator:** Loss of motivation and focus on work tasks.
- **Impact:** Decreased productivity and team engagement, and potential for errors.

# 2. PROCRASTINATION

- **Signs:** Last-minute task completion, excuses, poor planning.
- **Possible Indicator:** Avoidance of work due to disinterest or overwhelm.
- **Impact:** Reduced quality of work, missed deadlines.

Source: <https://www.bamboohr.com/resources/hr-glossary/job-dissatisfaction>

### 3. IRRITABILITY

- **Signs:** Constant stress, negative mood, short temper.
- **Possible Indicator:** High levels of frustration and dissatisfaction, not knowing how to ask for help.
- **Impact:** Negative impact on team morale and workplace atmosphere.

### 4. FREQUENT ABSENCES

- **Signs:** Increased sick days, unexplained absences.
- **Possible Indicator:** Lack of engagement and desire to avoid work.
- **Impact:** Disrupted workflow, increased burden on colleagues.

Source: <https://www.bamboohr.com/resources/hr-glossary/job-dissatisfaction>

## 5. LACK OF EFFORT

- **Signs:** Reduced output, minimal effort, lack of initiative.
- **Possible Indicator:** “Quiet Quitting” withdrawal of expertise and talent due to unhappiness.
- **Impact:** Lower quality work, missed growth opportunities.

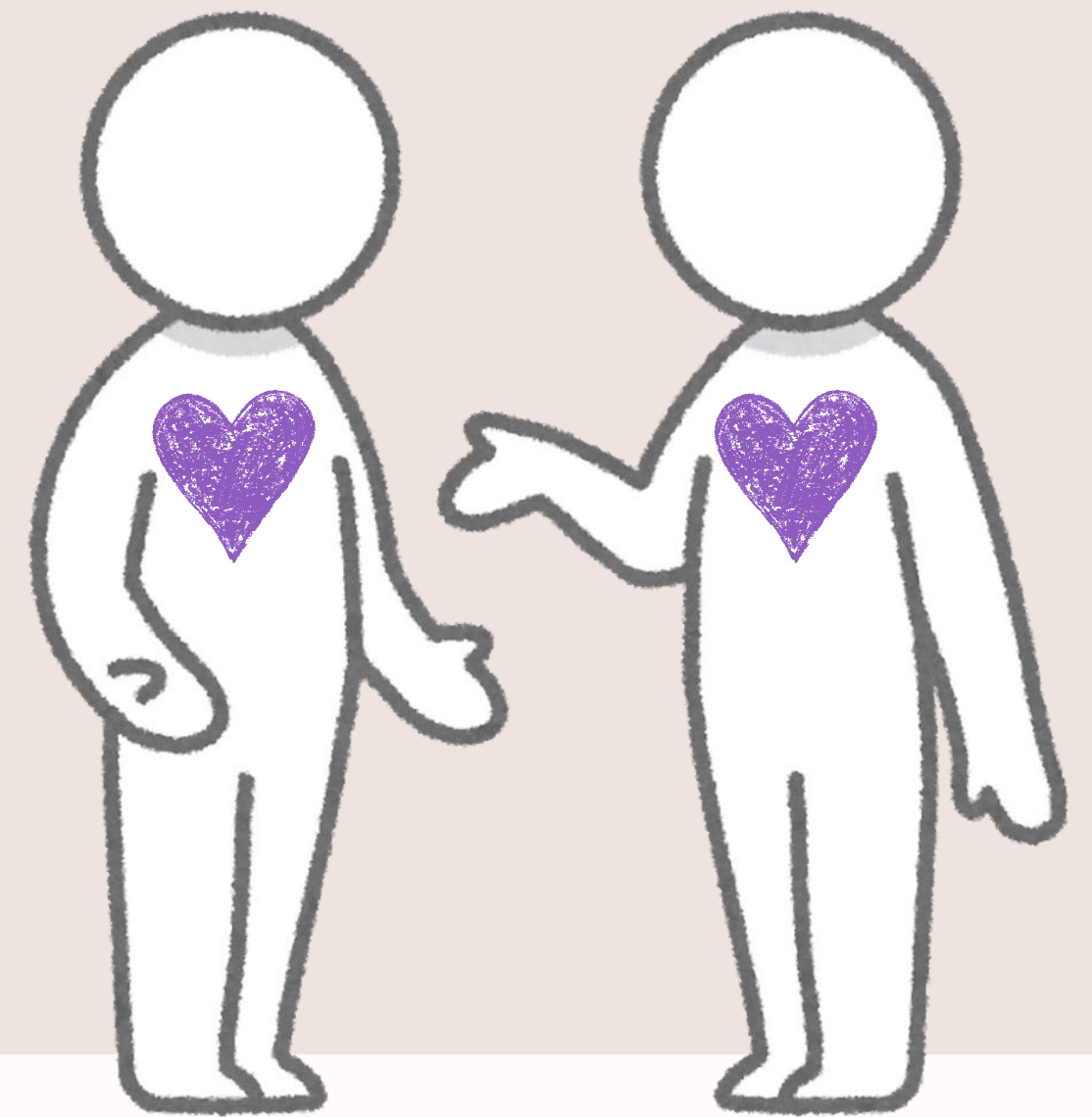
Source: <https://www.bamboohr.com/resources/hr-glossary/job-dissatisfaction>



# Teaching Adulting:

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Getting to the **heart** of the matter to help you understand the needs of your team...



# Teaching Adulting: Getting to the heart of the matter

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Communicate

Understand

Teach and Model “Human Skills” – Simon Sinek

e.g., time management, critical thinking, conflict resolution, adaptability, problem solving, collaboration, decision making

Engage



# 1. COMMUNICATE

- **Needs:** Ability to ask for help, provide and receive feedback effectively and engage in difficult conversations, disengage from technology; ***sometimes people genuinely don't know what they are doing is an issue.***
- **Strategies:** Learn, teach and engage in the skill of "Crucial Conversations," don't wait to communicate, be direct; say what you mean but don't say it mean.

Communication  
is not about saying  
what we think.

Communication  
is about ensuring others  
hear what we mean.

@simonsinek

## 2. UNDERSTANDING GENERATIONAL NEEDS

- **Needs:** Purpose, Safety, Path to Growth, Living Wages, Feeling of Safety and Security.
- **Strategies:** Understand and learn about the generational and individual **values, needs** and **skills** of team members, listen through regular 1:1 supervision sessions, show empathy, engage with **heart** while also setting **clear expectations**, catch people doing something well, don't micromanage, inspire through a clear vision, promote professional growth and development, encourage innovation.



### 3. TEACH AND MODEL “HUMAN SKILLS”

- **Needs:** Staying organized, managing time effectively, being able to collaborate.
- **Strategies:** Perform a skills inventory and/or personality assessment, ask your team what they need help with, offer trainings and team days based on need, use role play in your meetings, provide peer mentorship opportunities.

### 4. ENGAGE

- **Needs:** Living wages, path to growth, setting goals, a vision for the future.
- **Strategies:** 1:1 supervision and coaching that focus on setting SMART goals (mix of personal and professional), peer mentorship, vision casting sessions, be open and honest about growth opportunities.

# 5 STEPS TO HAVING CRUCIAL CONVERSATIONS



## What to do:

- S – Share your facts
- T – Tell your story
- A – Ask for the other's paths/perspective

## How to do it:

- T – Talk tentatively; lead with curiosity
- E – Encourage testing

*Patterson, K., Grenny, J., McMillan, R., & Switzler, A. (2002). Crucial conversations. McGraw-Hill Contemporary.*

	Silent Generation 1928-1945 78+ years old	Baby Boomers 1946-1964 59-77 years old	Generation X 1965-1980 43-58 years old	Millennials 1981-1994 29-42 years old	Generation Z 1995-2009 Oldest are 28 years old
VALUE	<ul style="list-style-type: none"> <li>Traditional values in workplace such as days and hours.</li> <li>Loyalty</li> <li>Strong work ethics</li> <li>Human connections</li> <li>Formality (attitude &amp; environment)</li> </ul>	<ul style="list-style-type: none"> <li>Loyalty</li> <li>Competitive</li> <li>Hard-working individuals</li> <li>Pride themselves in their work</li> <li>Value hierarchy</li> </ul>	<ul style="list-style-type: none"> <li>Pride in entrepreneurial spirit</li> <li>Relax &amp; flexible environment</li> <li>Healthy work-life balance</li> <li>Monetary awards (bonuses)</li> <li>Personal development</li> <li>Autonomy to make choices</li> </ul>	<ul style="list-style-type: none"> <li>Clarity in expectations</li> <li>Feedback</li> <li>Having the tools to be productive</li> <li>Growth in organization</li> <li>Enjoying their work</li> <li>Relaxed work environment</li> </ul>	<ul style="list-style-type: none"> <li>Flexible work environments</li> <li>Clear directions</li> <li>Clear expectations</li> <li>Recognition</li> <li>Value mentors</li> <li>Seeks job security</li> <li>Diversity</li> <li>Social responsibility</li> </ul>
CONTRIBUTION	<ul style="list-style-type: none"> <li>Network</li> <li>Mentors</li> <li>Knowledge</li> <li>Experience</li> </ul>	<ul style="list-style-type: none"> <li>Risk-takers</li> <li>Dedicated to their jobs</li> <li>Help create innovative workplaces</li> <li>Motivated to teach younger generations</li> <li>Inspire teams</li> <li>Good mentors</li> </ul>	<ul style="list-style-type: none"> <li>Efficiency</li> <li>Innovators</li> <li>Strong work ethics</li> <li>Leaders</li> <li>Communicate well with others</li> </ul>	<ul style="list-style-type: none"> <li>Tech savvy</li> <li>Results oriented</li> <li>Seek efficiency</li> <li>Innovative solutions</li> <li>Challenge status quo</li> </ul>	<ul style="list-style-type: none"> <li>Broad and innovative thinking</li> <li>Global mindset</li> <li>Tech savvy</li> <li>Adaptive to change</li> <li>Strong social relationships</li> </ul>
MANAGERS ROLE	Provide offline work opportunities	Approaching retirement age, they will work for a longer time if they are provided with flexible work schedules & chance to work from home.	Flexible schedule that supports their work-life balance. Provide them with challenges and opportunities to innovate.	Mentorship and consistent feedback, they value that. Flexible work schedules & chance to work from home.	Invest in their growth and offer them mentorship, coaching and training.

Source: Parent Institute for Quality Education. (2023, March 22). Generational Differences or Generational Strengths?

# Vision Exchange Exercise

## STEPS

- Have your team member imagine their life 3 years from now, use guided imagery.
- With a partner, they will take 5 minutes to share their vision (in the past tense) as if it were already accomplished.
- The partner listens for the parts that are most compelling and encourages more detail.
- Allow three minutes for the listener to say which parts were most compelling to him or her.
- Reverse the process, encourage use of the past tense.
- Take new partners and repeat full cycle. Get everyone to share some observations between rounds.
- Repeat a third time for depth.
- Lead a general discussion on themes.



# KEY TAKEAWAYS

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- “Adulthood” encompasses the challenges faced by many employees in navigating workplace expectations and responsibilities.
- Job dissatisfaction can mirror “adulthood” challenges and manifest through signs like lack of interest, procrastination, irritability, absenteeism, and lack of effort.
- Leaders can get to the heart of the matter through:
  - **Communicating** and having Crucial Conversations
  - **Understanding** needs
  - **Teaching** Human Skills
  - **Engaging** employees in goal setting and vision casting opportunities.



The background of the slide features a soft-focus photograph of a sunset or sunrise over a body of water. The sky is filled with warm, orange and pinkish hues. In the foreground, there are clusters of small, purple, daisy-like flowers with yellow centers, some of which are in sharp focus while others are blurred. The overall mood is serene and contemplative.

# QUESTIONS?

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# THANK YOU!

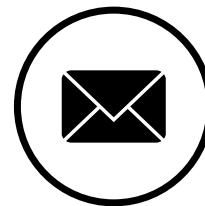


TRANSFORMATIVE CHANGE – SUSTAINABLE RESULTS

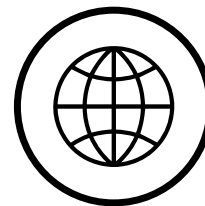
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