

# CAREER MINIMALISM: THE NEW RULES OF WORK

Sufficiency, Stability, and Work-Life Boundaries Over Relentless Advancement

## UNDERSTANDING CAREER MINIMALISM

**SUFFICIENCY  
& STABILITY**  
**MAXIMIZATION  
& STATUS**

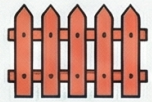


A deliberate career approach focusing on stability, boundaries, and personal fulfillment.

### 4 Core Principles



**SECURITY  
OVER STATUS**



**STRONG  
BOUNDARIES**



**STRATEGIC  
ENERGY USE**



**VALUES  
ALIGNMENT**

### Top 3 Drivers Fueling the Trend



**WIDESPREAD  
BURNOUT**



**ECONOMIC  
VOLATILITY**



**SHIFTING GENERATIONAL  
VALUES**

## HOW ORGANIZATIONS CAN ADAPT



### SET CLEAR & TRANSPARENT EXPECTATIONS

Explicitly define workloads, advancement paths, and after-hours communication norms to build trust.

### EVALUATE OUTCOMES, NOT "FACE TIME"

Shift performance metrics to focus on tangible results and contributions, not hours worked.



### DESIGN FOR FLEXIBILITY & RECOVERY

Right-size roles for standard workweeks and actively protect employee recovery time to prevent burnout.

