

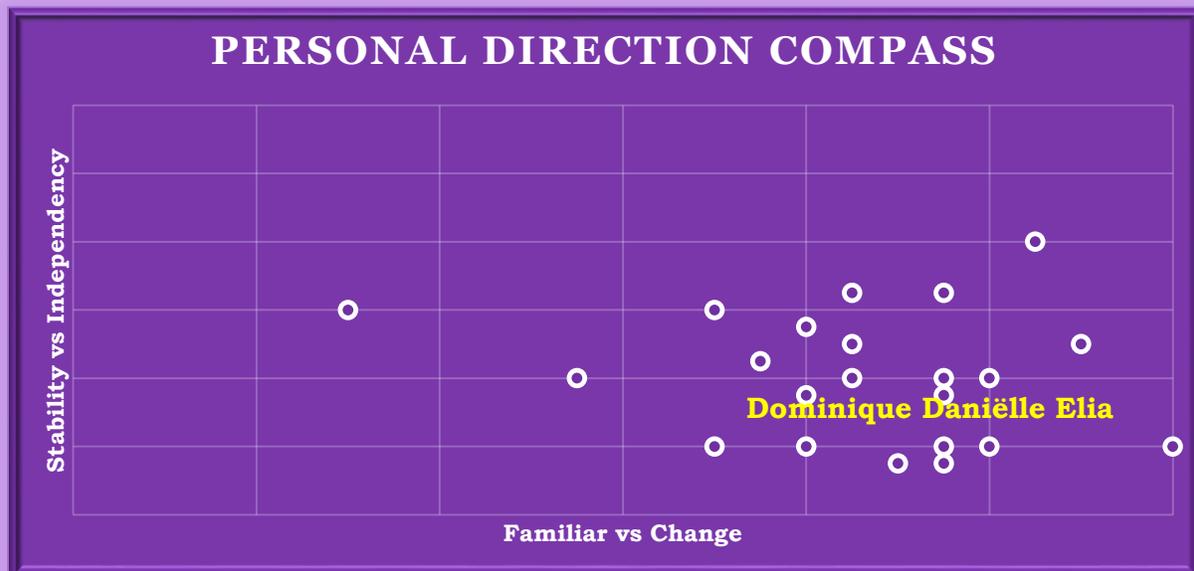
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# Ready for Change?

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## Evolving Individualism in the 9 – 5 Economy Part 2, Addendum to Phase 7 @ An Alternative Centralized Policy to Fight COVID-19 and its Side-effects

*This essay contains the data analysis of the case study about Evolving Individualism in the 9 – 5 Economy, conducted in September 2019. Its outcome here now also serves as a defense for D.O.C.I.S. International its policy to fight COVID-19.*



## INTRODUCTION

On the 13th of September in 2019, I was given the great opportunity to conduct a case study at the headquarters of Grand Vision, located in Amsterdam, in the Netherlands. For the occasion, I wrote the essay titled *Evolving Individualism in the 9 – 5 Economy*<sup>1</sup>, about learning what direction people are evolving in individually and studying the aggregate thereof. This is interesting for me, because I have big plans in regard to being an employer, and want to know more about special preferences of employees.

Meanwhile, the world is in a pandemic crisis right now, of which the end seems far from in sight. It is uncertain if the routine of life can be restored to the way before the crisis, after the crisis is over. In my *An Alternative Centralized Policy to Fight COVID-19 and its Side-effects*<sup>2</sup>, breaking down my alternative strategy for a full lockdown, I say that we should not even try to go back to the previous routine of life, by the end this crisis is over.

The data collected from the case study had been catching some dust – 6 months have passed – but right now is a great time to process the data and reflect it to the context of this pandemic and the policy used to fight it. Do people fear change? (Would they fear a D.O.C.I.S.-style full lockdown?) Should the routine of life be restored to exactly what it was before the pandemic, or should we live more independently?

I hypothesize that most people want their lives to change to something more independent, instead of keeping up a 9 – 5 routine.

## DATA ANALYSIS

22 of the participants had given me their answer sheet with the consent to use it for my research. They are from at least 11 different countries (Afghanistan, Mexico, Italy, ...), 8 different departments (HR, IT, finance, ...), and are between 23 and 47 years old. (Gender I have not asked, because I consider the concept of gender something extremely irrelevant. We are (or should always be) all equal.) The roles they have in the departments vary, from intern to director.

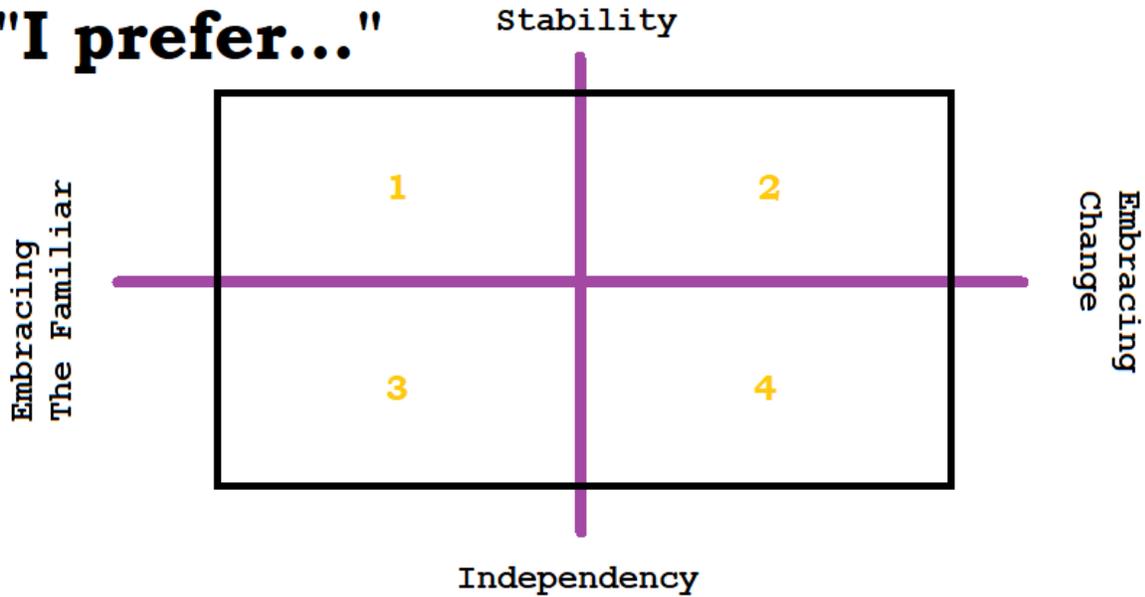
Abstractly said, “What is individualism evolving towards?” could be considered the main research question of this case study. To answer that question, I designed what I called “The Compass of Personal Evolutionary Direction”.

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<sup>1</sup> (Fangs, 2019)

<sup>2</sup> (Fangs, 2020)

# "I prefer..."



The personal evolutionary direction of an individual, thus what he/she is working towards (before retirement), can be summarized as a dot in this “compass”. It is divided into 4 possible directions. (I assume that I do not have to explain the details of that...) What individualism is evolving towards as a whole, is the direction society is evolving towards. The study of the aggregate.

*Mini disclaimer: the compass was made intuitively. Whether, for example, stability and independency are each other's true antonyms, could be debated. Though I try to settle that debate in *Evolving Individualism in the 9 – 5 Economy*.*

In 12 statements, the individual's location in the compass is decided. 6 questions for every axis. The score of every answer has a maximum of 10 and a minimum of -10. 60 is the one extreme of the compass its axis and -60 is the other. Whether “strongly agree” is valued -10 or 10 varies per question.

Questions 1 to 6 cover the y-axis. The positive side of the axis means preferring stability, the negative side preferring independency. (Not as connotation. Solely mathematically/statistically.)

Questions 7 to 12 cover the x-axis. If the subject scores between -60 and 0, he or she prefers to embrace the familiar. Scoring between 0 and 60 means embracing change.<sup>3</sup>

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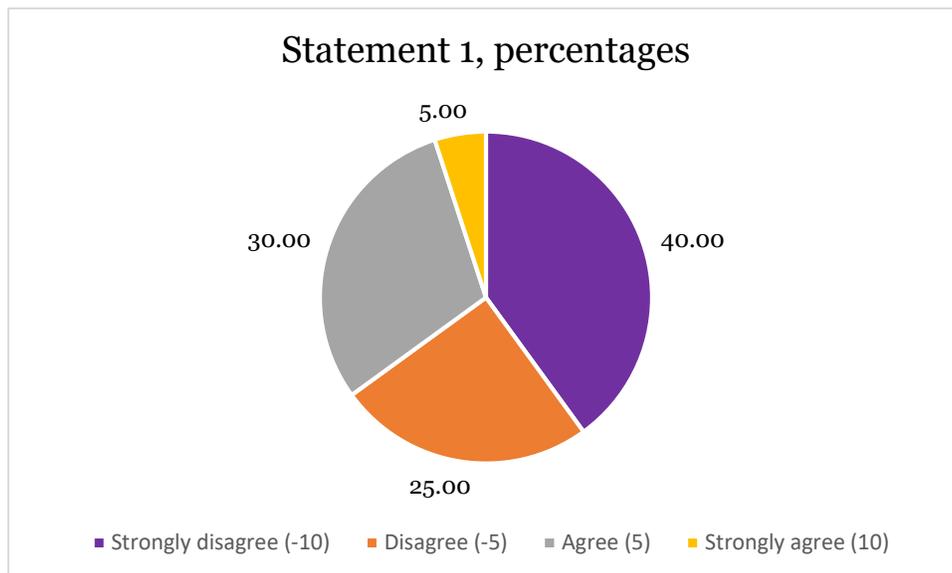
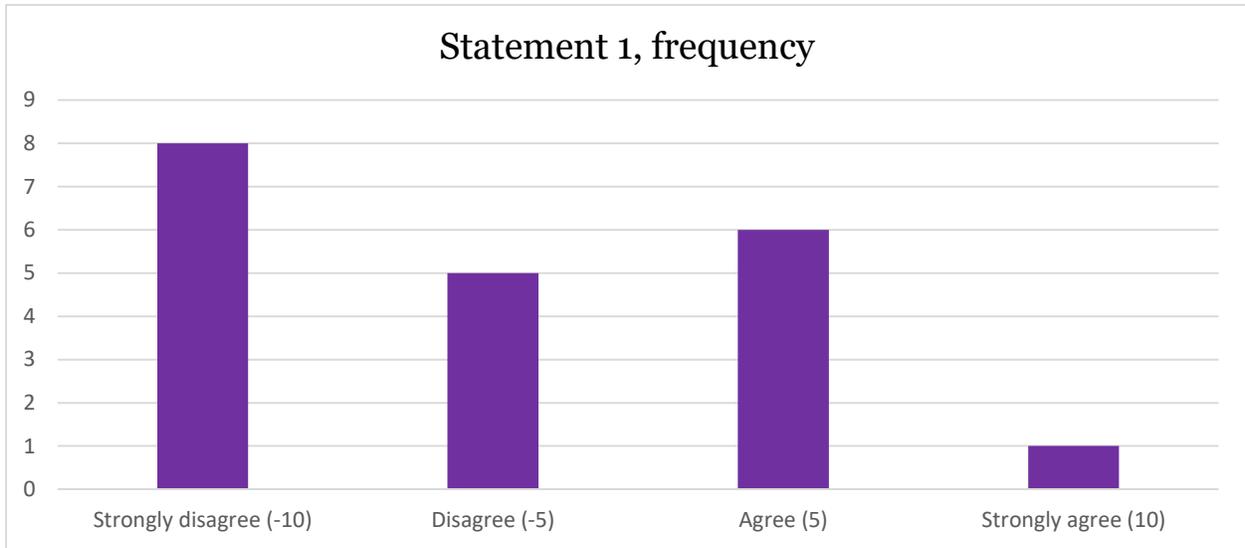
<sup>3</sup> If the total a subject ended up exactly in the middle of an axis, I let him/her choose a side of the compass him/herself. Neutral answers have not been counted.

Not only the location in the compass gives us interesting information. The responses to each individual statement teach us a lot as well. So before I dash to the conclusion, I will first go over the 12 statements.

The opinions of 22 people might not be enough to speak for the entire world population, but it does show that the overall attitude towards working 9 – 5 is not what the media proclaim as “public opinion”. This may be good food for thought in making policy decisions in the fight against the corona virus pandemic.

**Statement 1: “I would rather have a fixed weekly work schedule, than craft my own schedule with a variable amount of work hours each week.”**

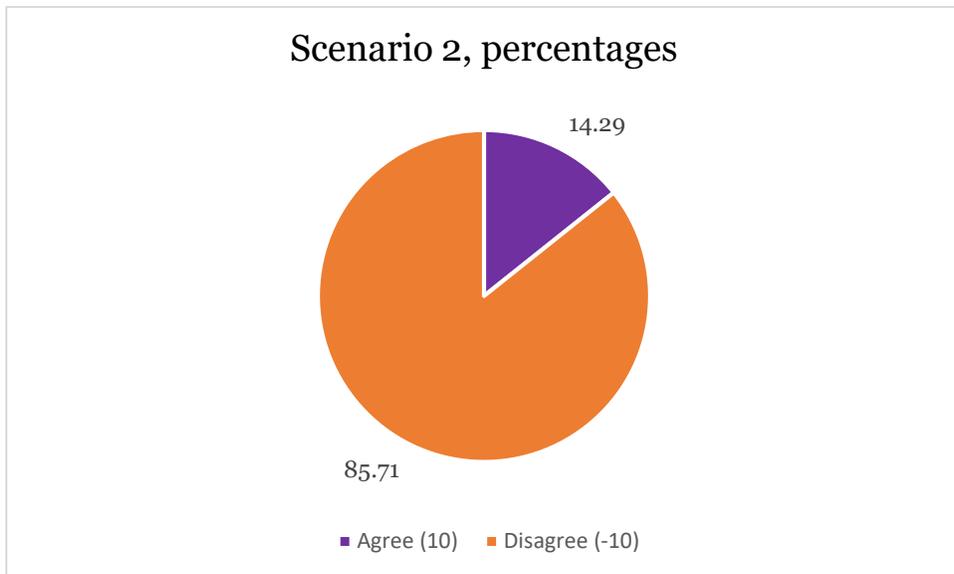
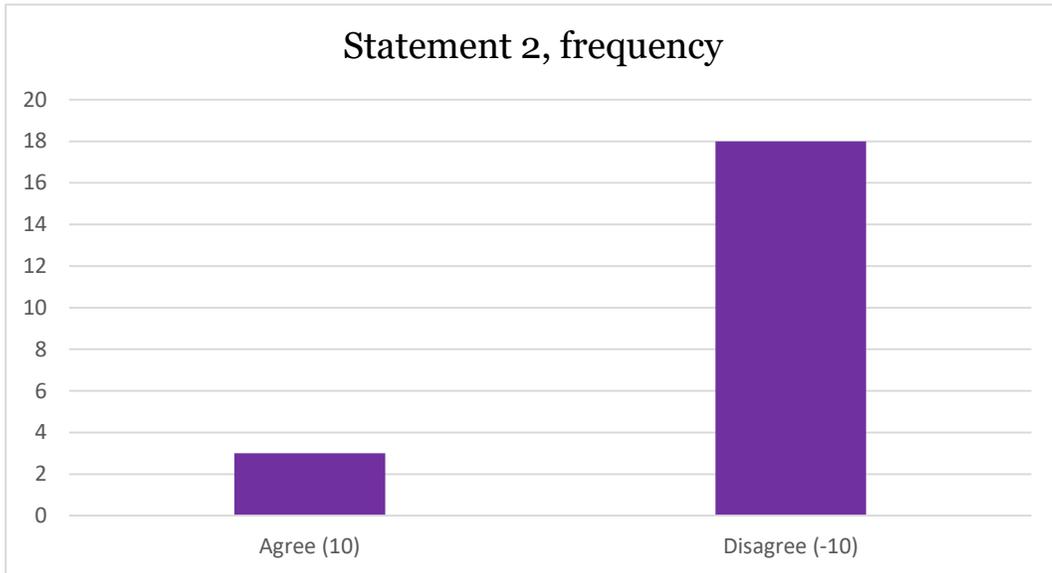
If in phase 7 everyone is working for a sub-component of D.O.C.I.S. International, employees will have the freedom to create their own weekly schedule. This statement indirectly asked the subjects their perspectives on that. (One could choose to make the same schedule every week, if he or she does not prefer the freedom.)



It seems like a great majority of people are not enthusiasts of a 9 – 5 schedule. Switching to a D.O.C.I.S.-style schedule could thus be good and received well in/after phase 7 (and throughout the entire policy fighting COVID-19).

**Statement 2: “I would rather have my employer invest in my retirement, than have the responsibility over that myself.”**

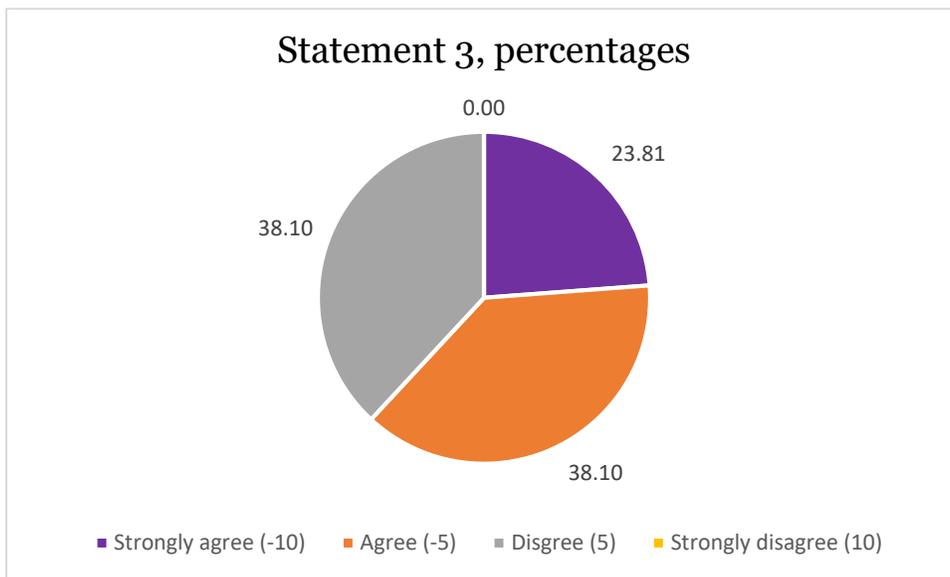
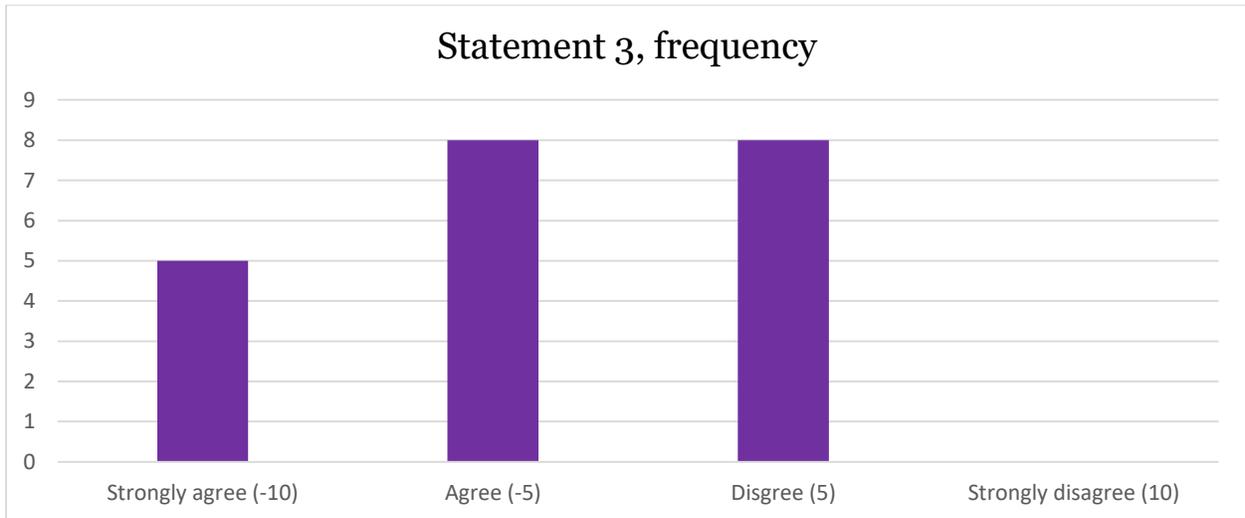
At D.O.C.I.S. International, the employee decides how great a percentage of his/her income is saved for retirement.



It is remarkable that right now, in the Netherlands as well as in many other countries, retirements are the responsibility of employers and the government, while the surveyed employees here would prefer more independency.

**Statement 3: “I would rather be fully responsible for myself and my co-workers than work under the authority of someone else.”**

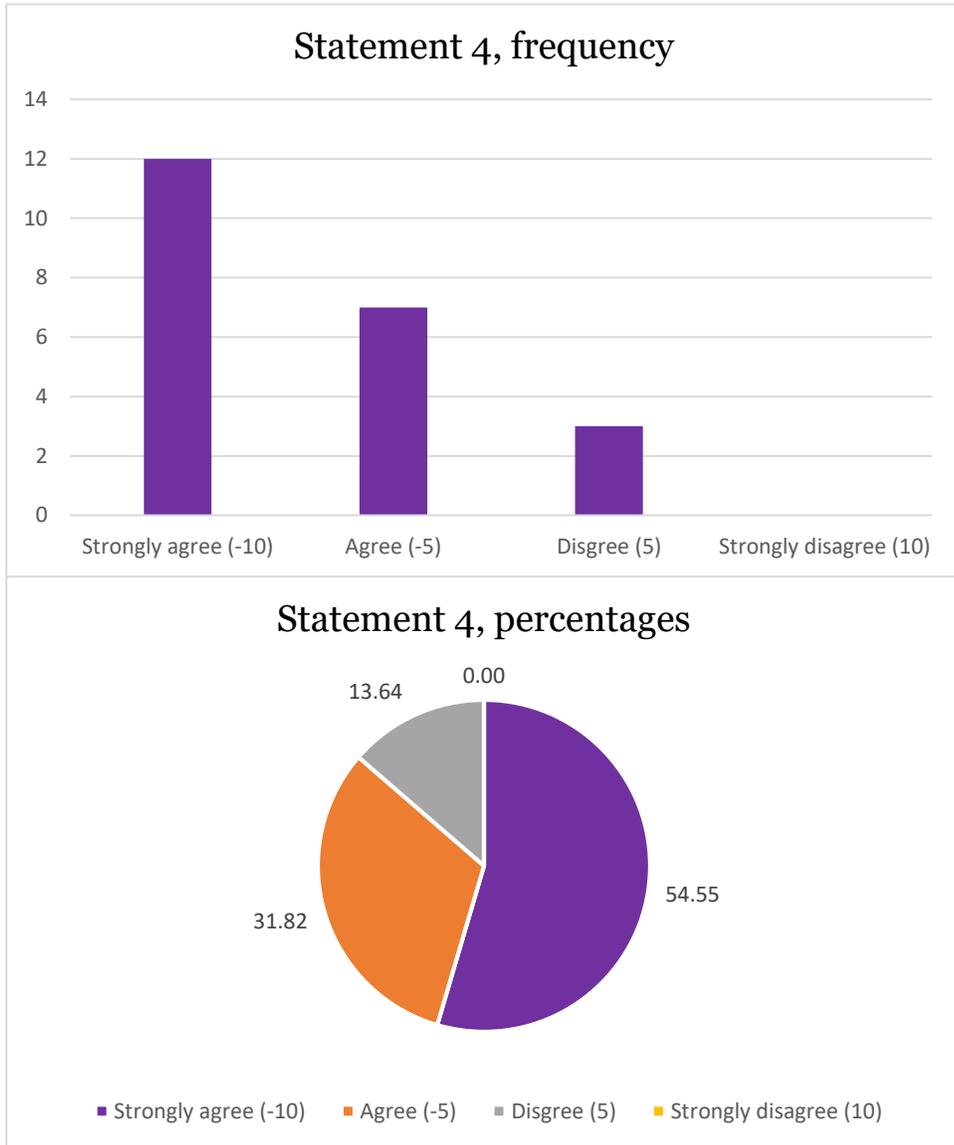
This questions leadership mentality in the context of independency versus stability.



In the sub-component businesses of D.O.C.I.S. International, I want to use a bottom-up management (free) system. The statistics here show that that may be appreciated. It also shows that plenty people may not be happy having a department supervisor above them.

**Statement 4: “I would rather be an all-round employee than be employed for one fixed business task.”**

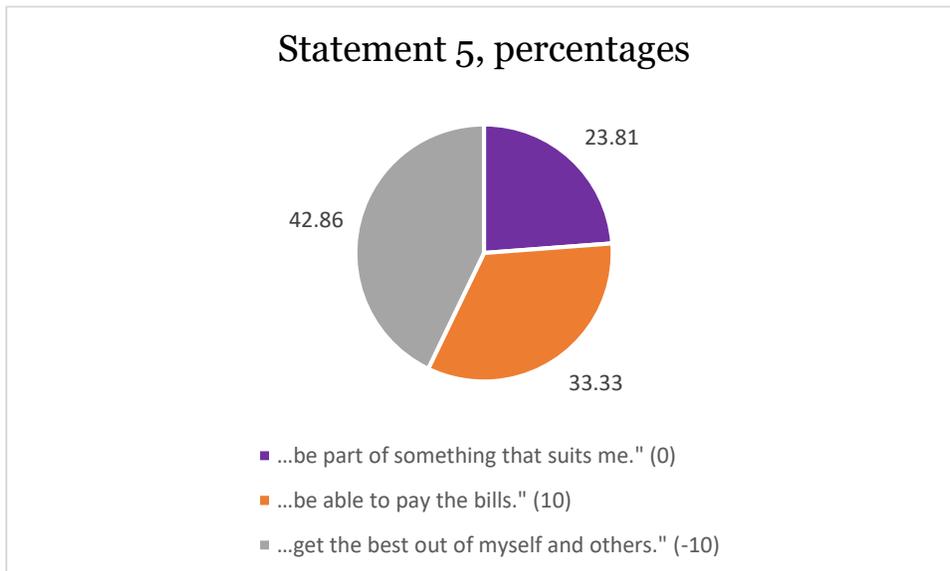
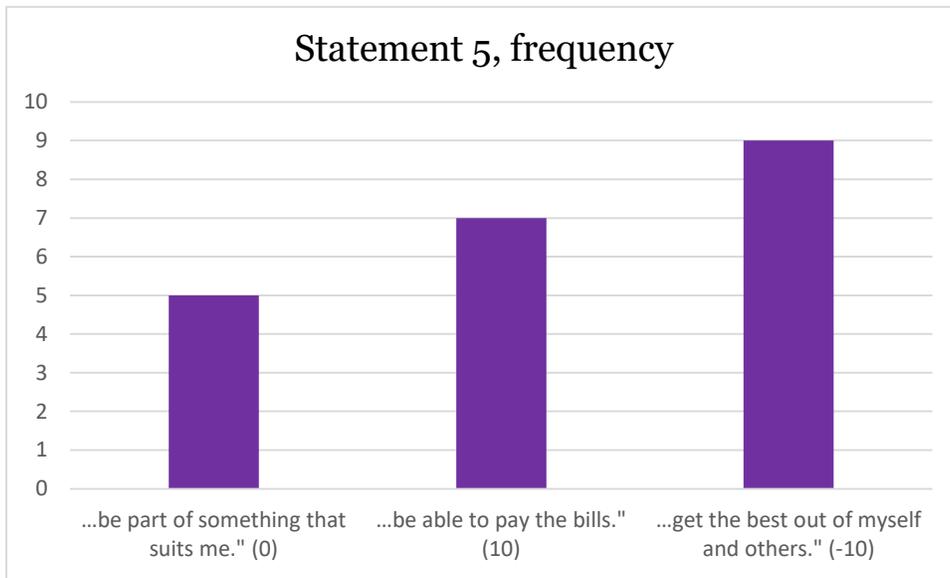
In D.O.C.I.S. International, there are fixed departments, but the tasks one has in the department is not fixed. Would the participants like that?



Yes. ☺

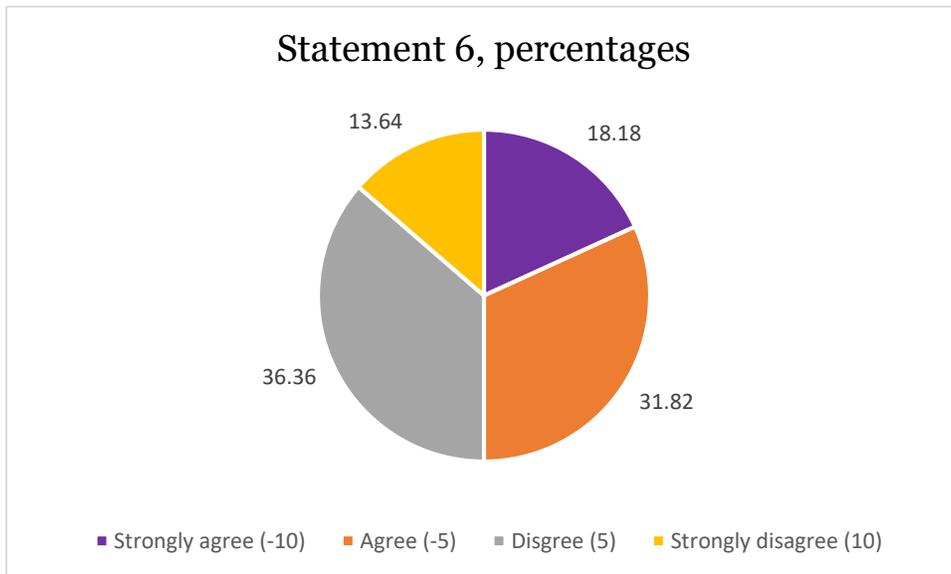
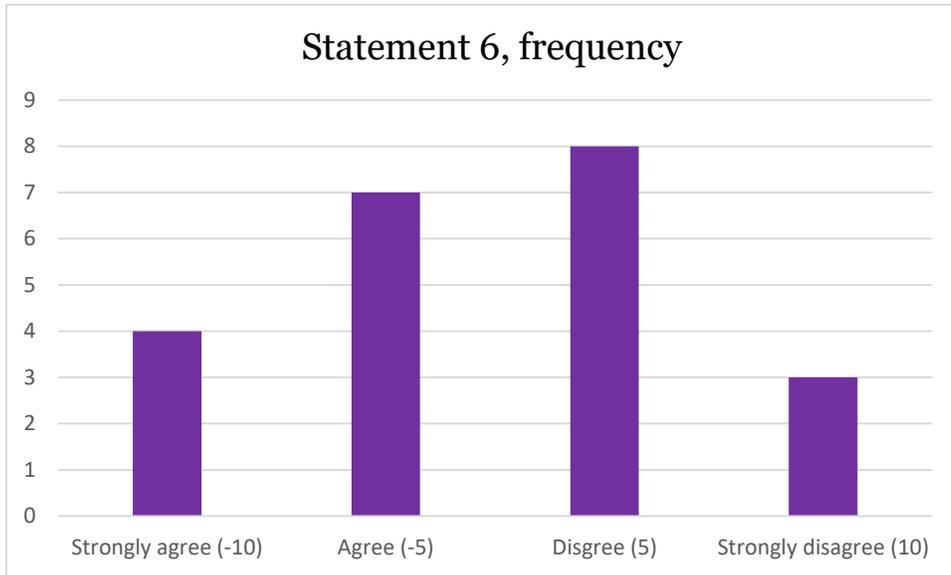
### Statement 5: “The main reason I work here is because I want to...

Passion is important for D.O.C.I.S. International. But not being passionate about any 9 – 5 routine, I can understand extremely well. This question is asked to understand why people (choose to) work (at an office). I am not very experienced in doing that myself (and my motivations were money and a (little) challenge to keep myself occupied with), so the selectable options for this questions are based on what I think are motivations behind working. The motivations behind the chosen answers can vary greatly. Such as working to pay the bills because the subject finds that fun work does not exist. Or working to pay the bills because the subject is still in search of what he/she really wants to do. (Or even both.) But the answers do give a little insight in whether the person prefers stability or independency as general concepts.



## Statement 6: “The government has too much influence in the way I live my life.”

Independency in the context of politics. The participants are from many different countries. (I will not share answer per country.) The motivation behind their answer can, again, be anything.

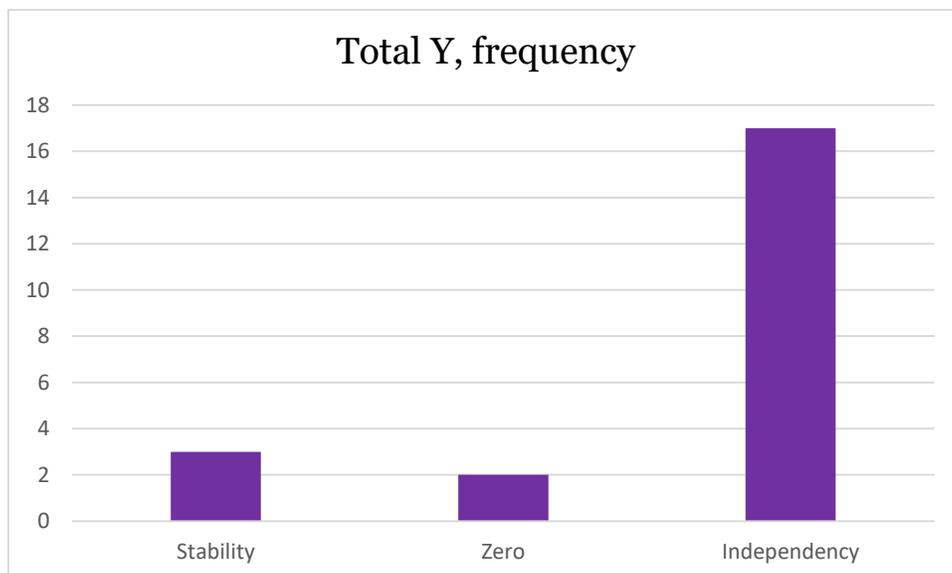
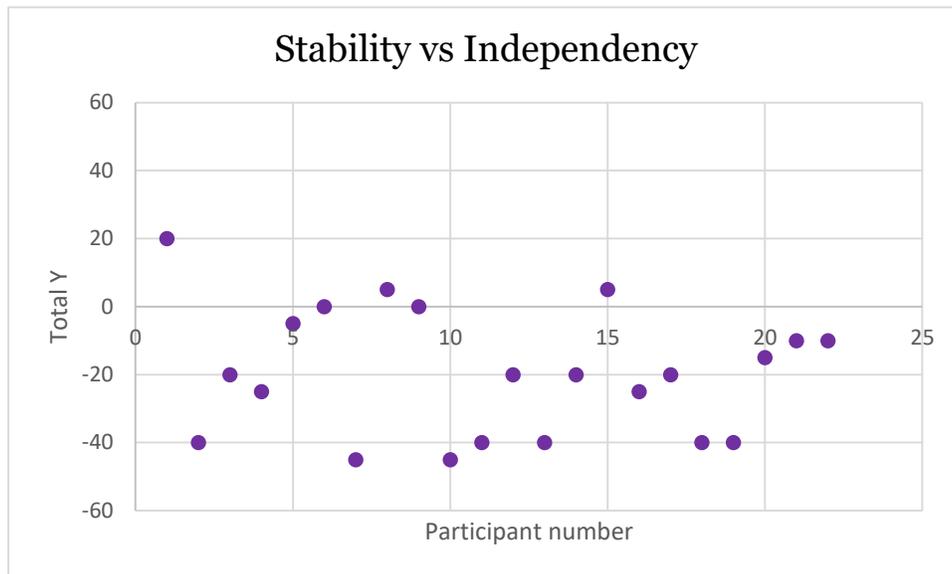


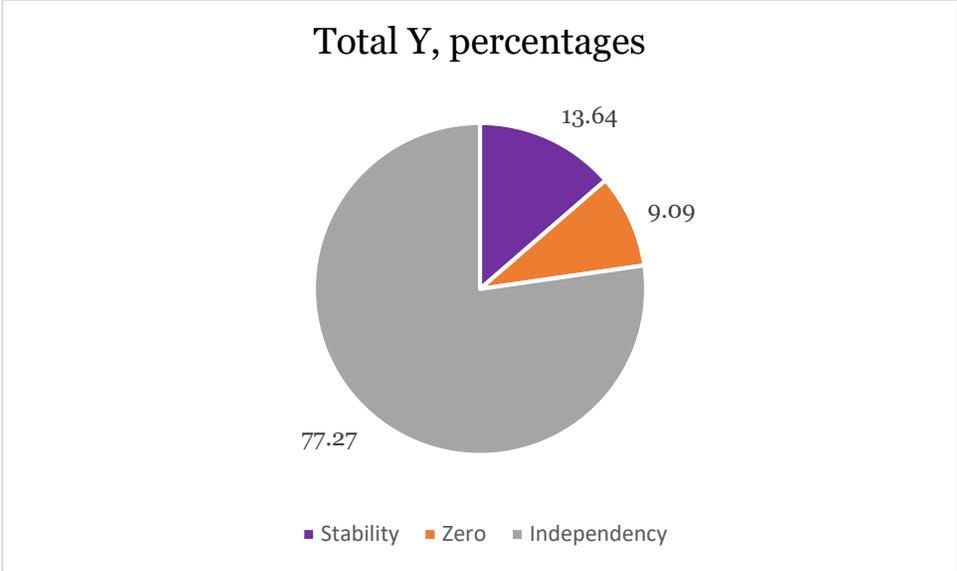
There is much diversity in answers here.

## Reflecting on the y-axis

Positive y-values here mean preferring stability. Negative values mean preferring independency. Most participants prefer independency over stability. A lot of them are, here, outspokenly preferring independency (closer towards -60 than 0).

Two people here ended up exactly in the middle. I would like to point out that one of them works in IT and ended up choosing independency. The other has not given more information about his/her occupation and I unfortunately do not remember which side he/she had chosen with certainty, but I believe she chose independency instead of stability as well.

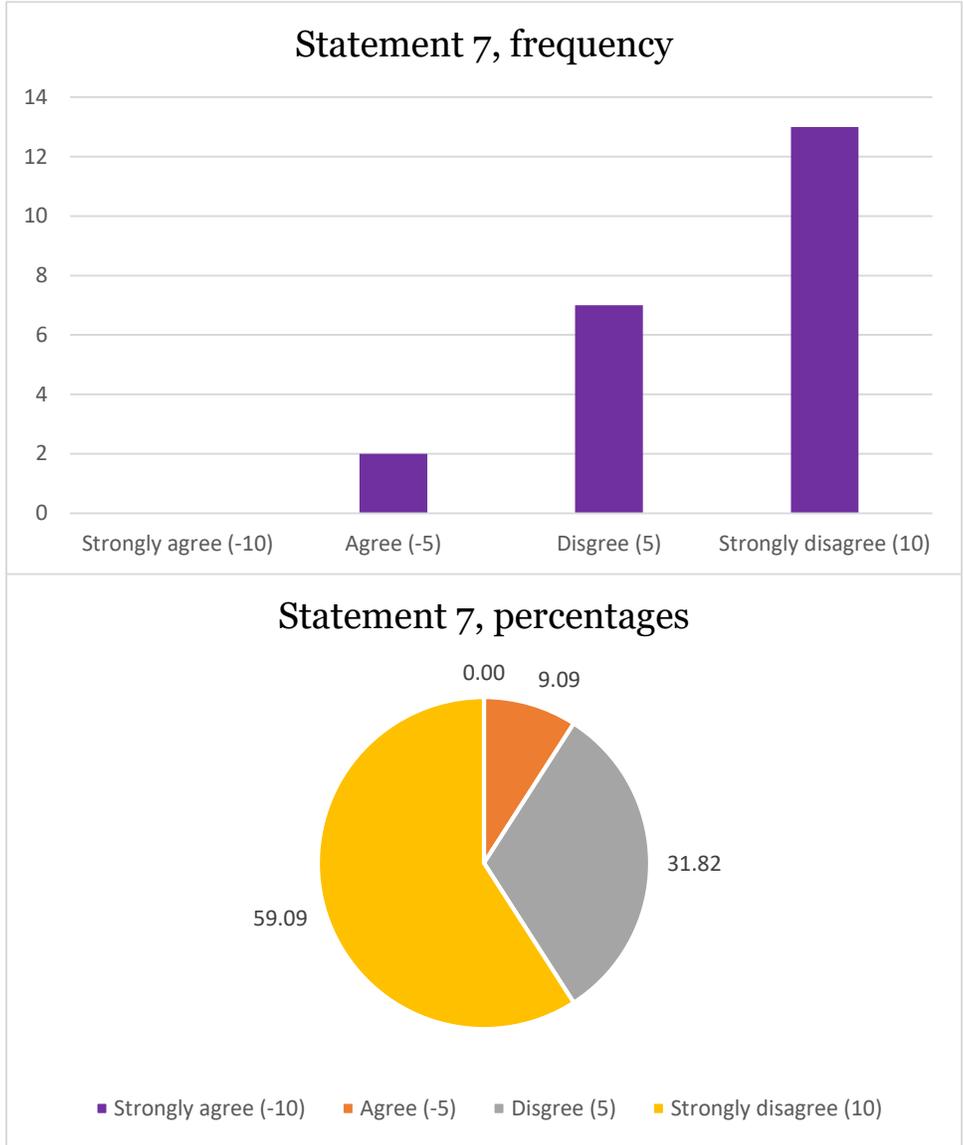




Over 77% of my participants prefers independency over stability. From this I interpret that the classic stable 9 – 5 may be a thing of the past. D.O.C.I.S. International will grant you a basic income. What you earn on top of that is up to you.

**Statement 7: “The work I am currently doing is what I want to be doing until I retire.”**

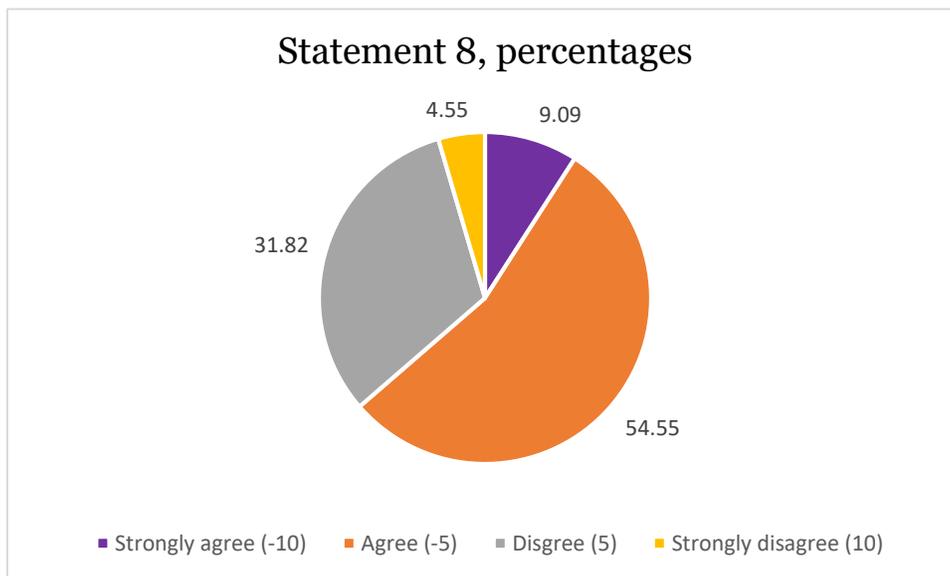
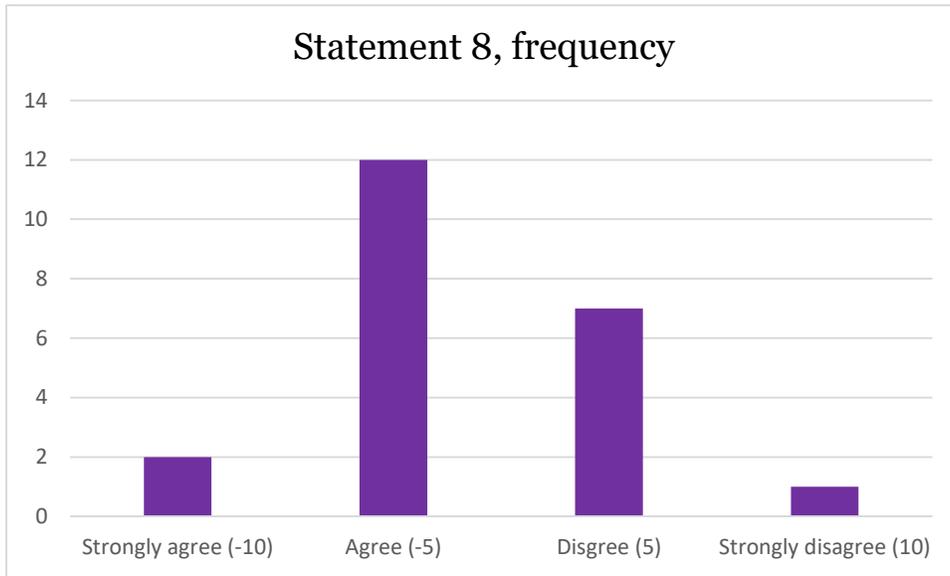
Could my participants voluntarily make the switch to working to D.O.C.I.S. International?



Yes. ☺ The strong disagreement is very remarkable. (Especially in the context of role within the company.)

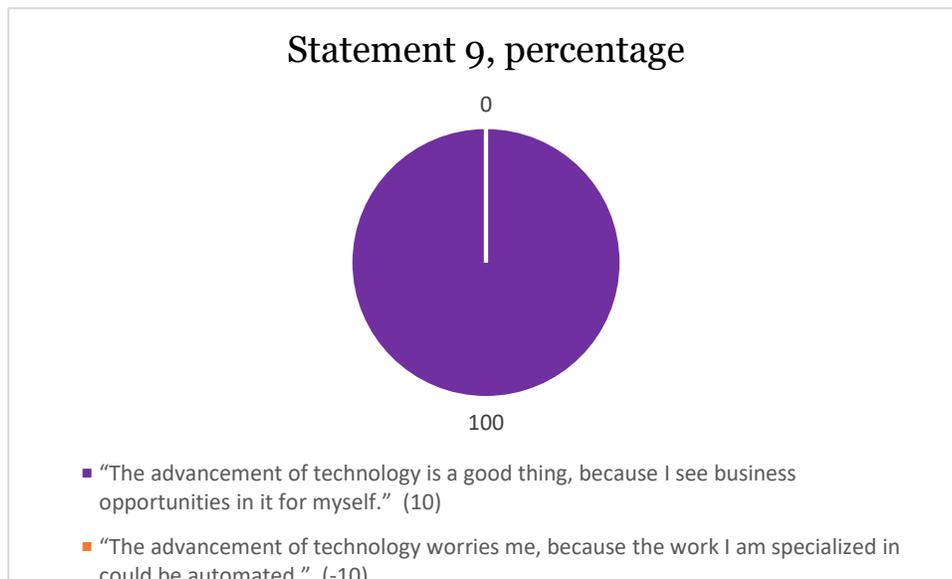
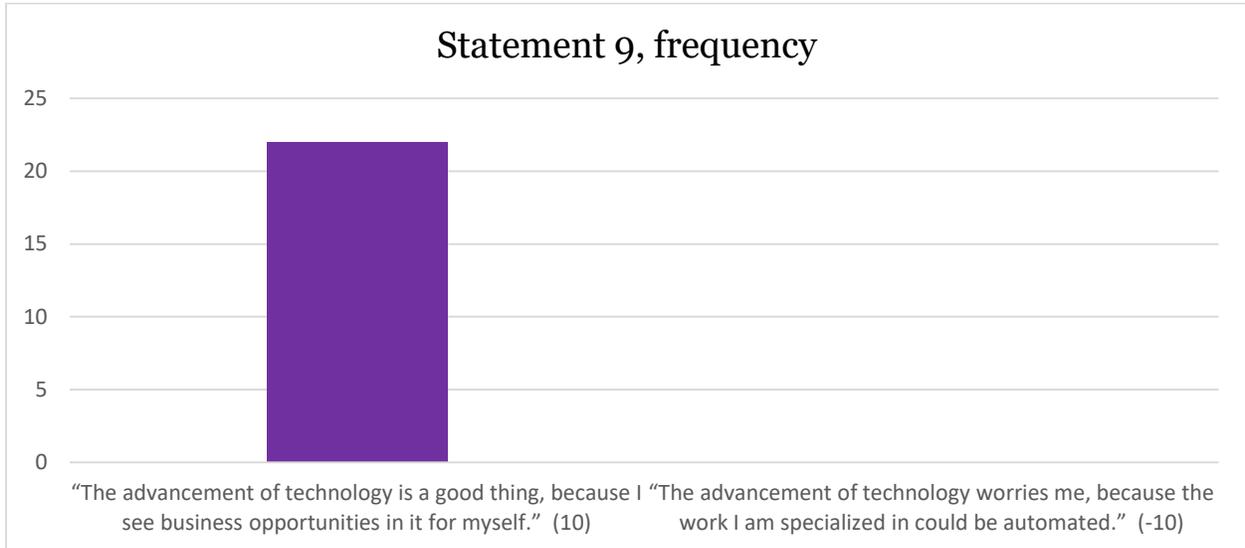
### Statement 8: “The work I currently do allows me to use my talents enough to be satisfied by it.”

This says something about satisfaction in the context of workload for either embracing the familiar or embracing change. It also gives a little insight in what kind of workload would be good for a D.O.C.I.S. International employee, in comparison to the average workload per company role in this context.



## Statement 9: What statement is more relatable to you?

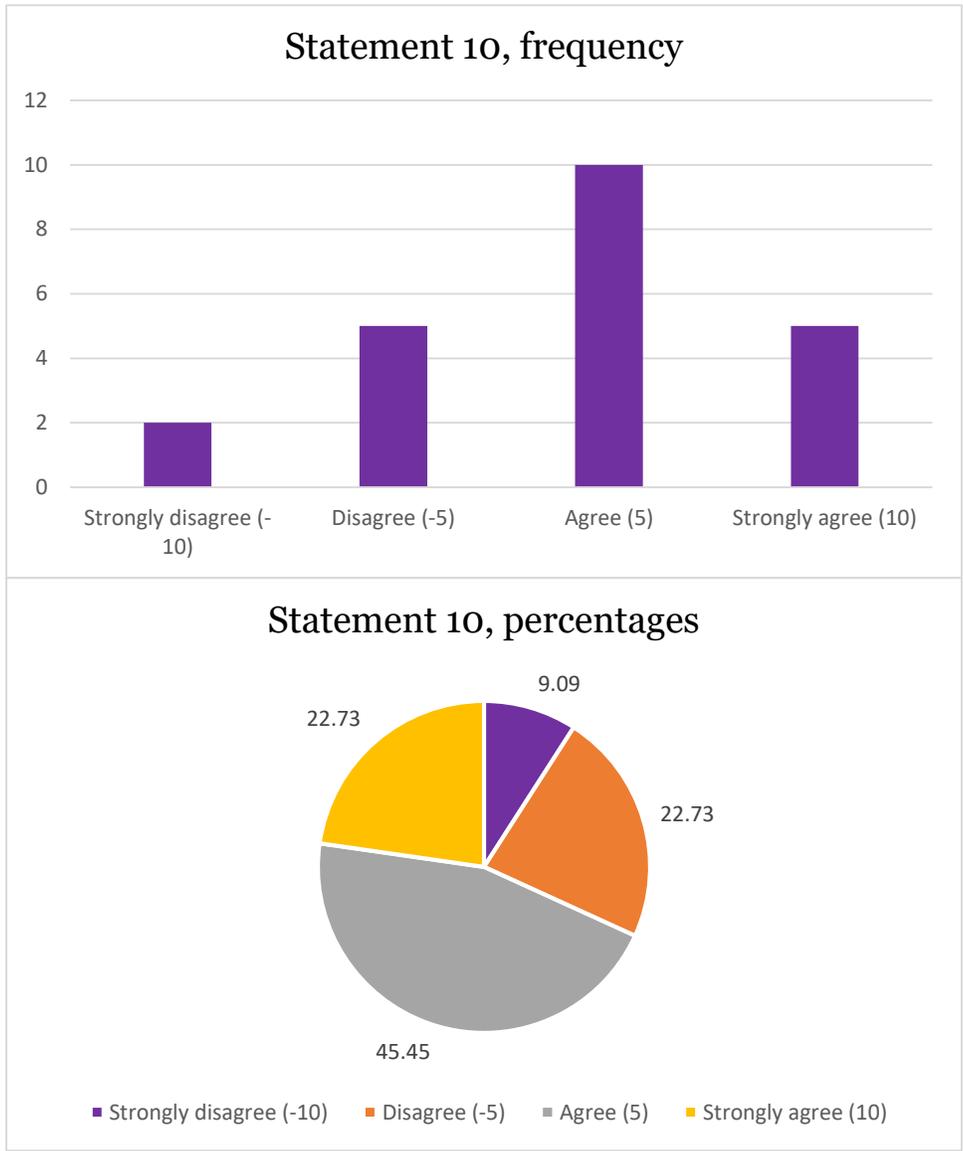
D.O.C.I.S. International is a great enthusiast of using as much technology as possible. A lot of jobs known today will be replaced by artificial intelligence. Does that scare my participants?



A unanimous "technological advancement does not worry my participants at all". 😊  
Adaptability to technological advancement is of great importance to my business.

**Statement 10: “The idea of leaving my current life behind in exchange for my dream occupation does not worry me at all.”**

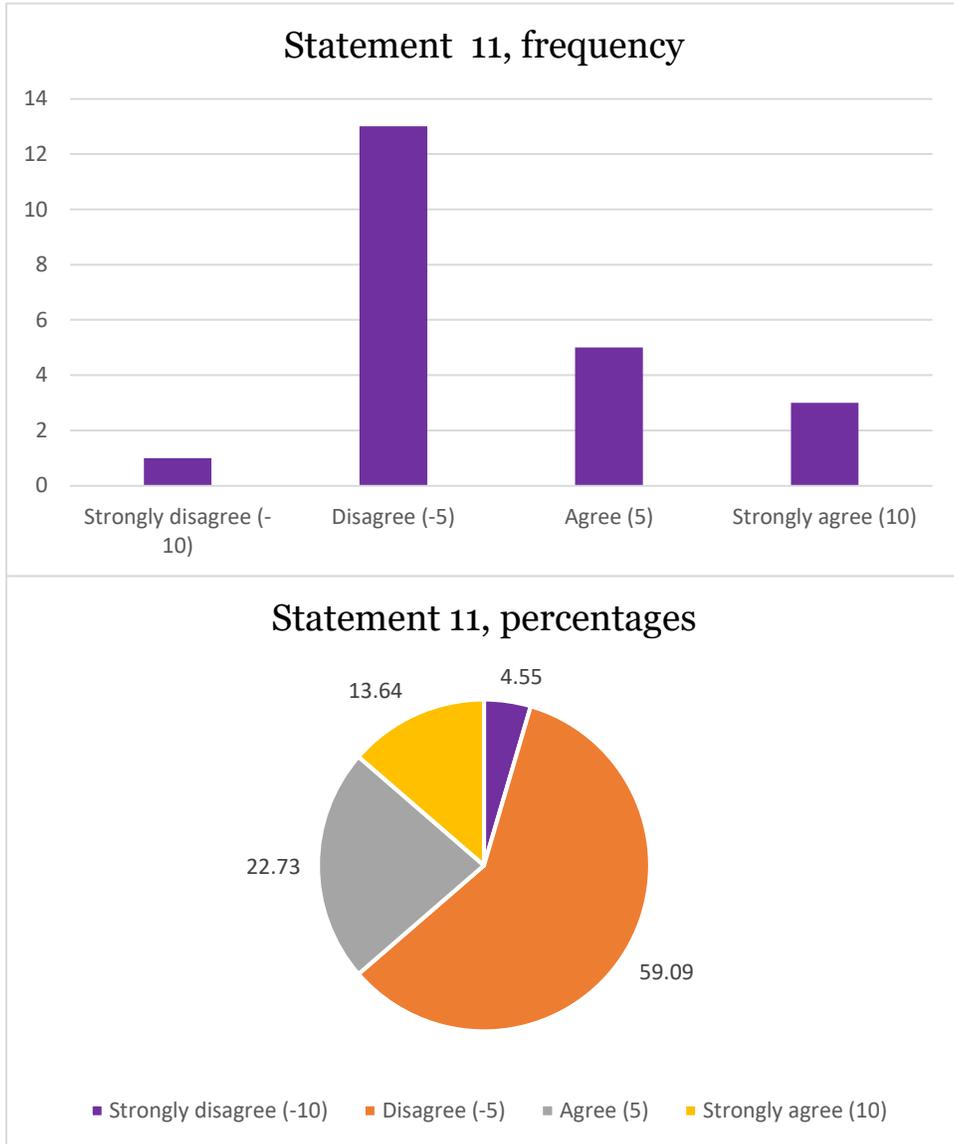
This can tell us about the stability that comes with a role, which might be hard to replace when taking the big step of leaving a present life behind. (Though now in this pandemic there is not much of a choice left.) It may also give insight in how radical or indie someone’s dream occupation may be.



There is quite some worry here.

### Statement 11: “To be able to do what makes me happier, I need a different job.”

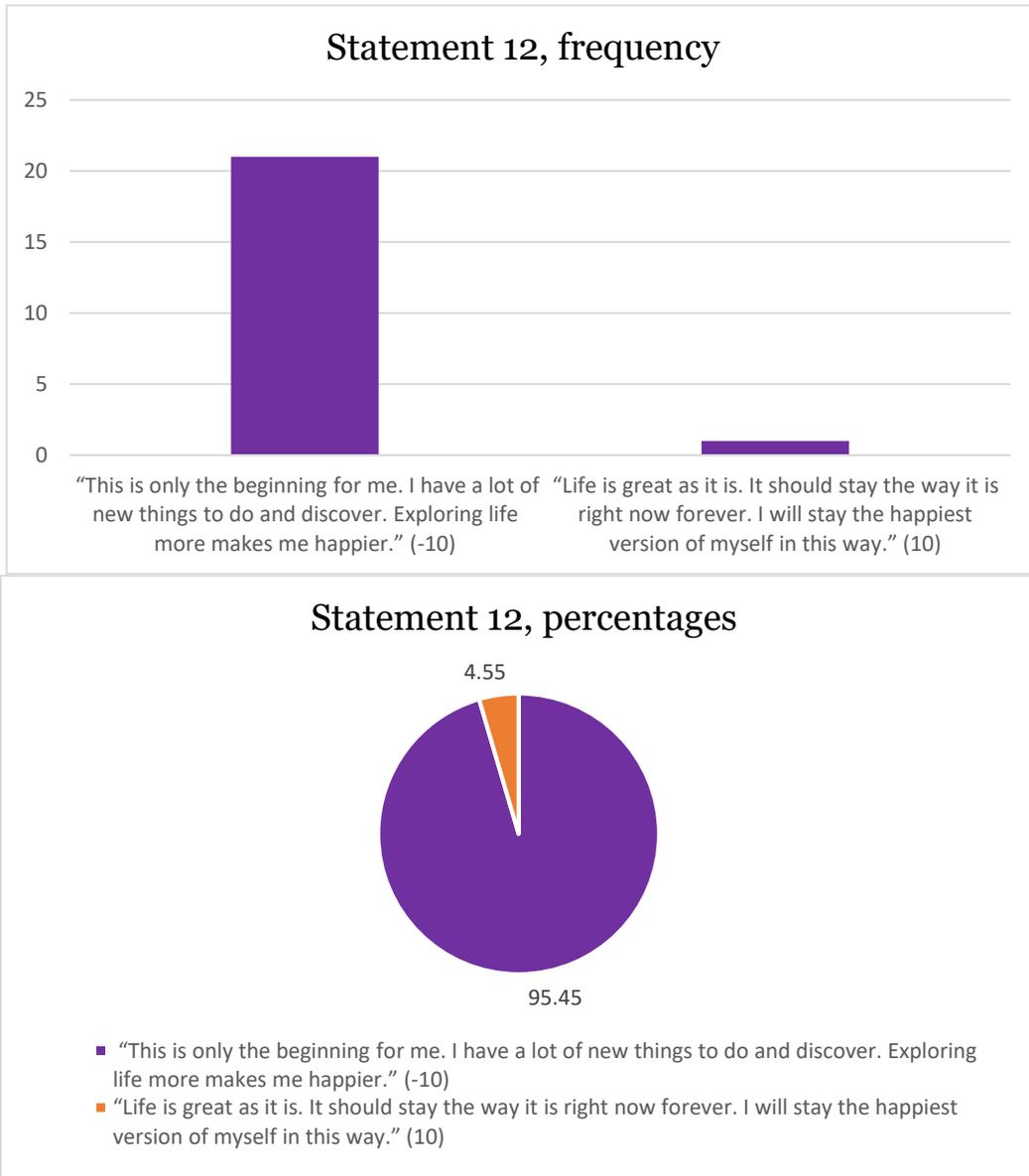
Asked to see if in that very moment, the participants were embracing the familiar or embracing change in their present state of individualism in the 9 – 5 economy. What makes a person happy does absolutely not have to be work related. Is change in work routine a necessity for someone to become happier?



No. Only in about 18% of the cases.

## Statement 12: If you compare your present to your desired future, what statement is more relatable to you?

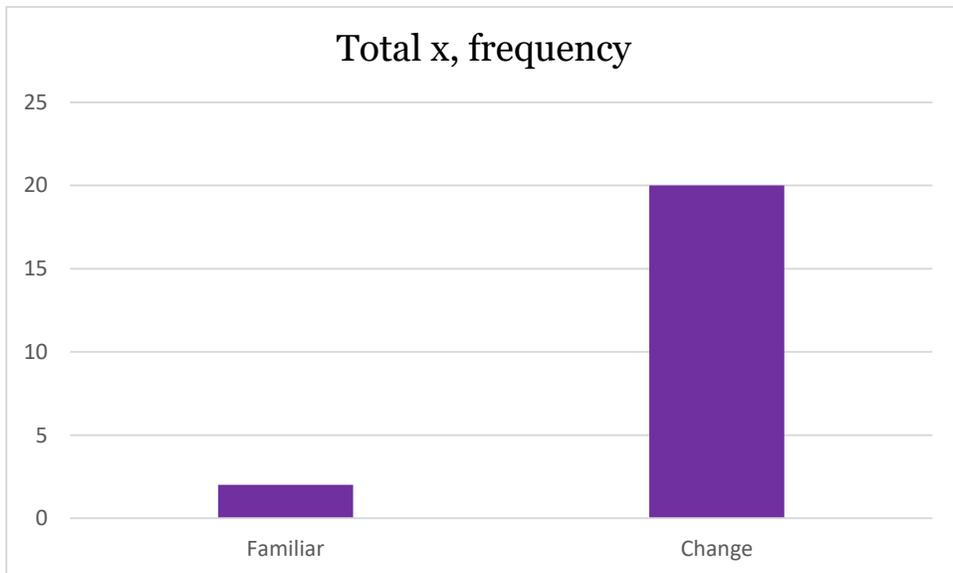
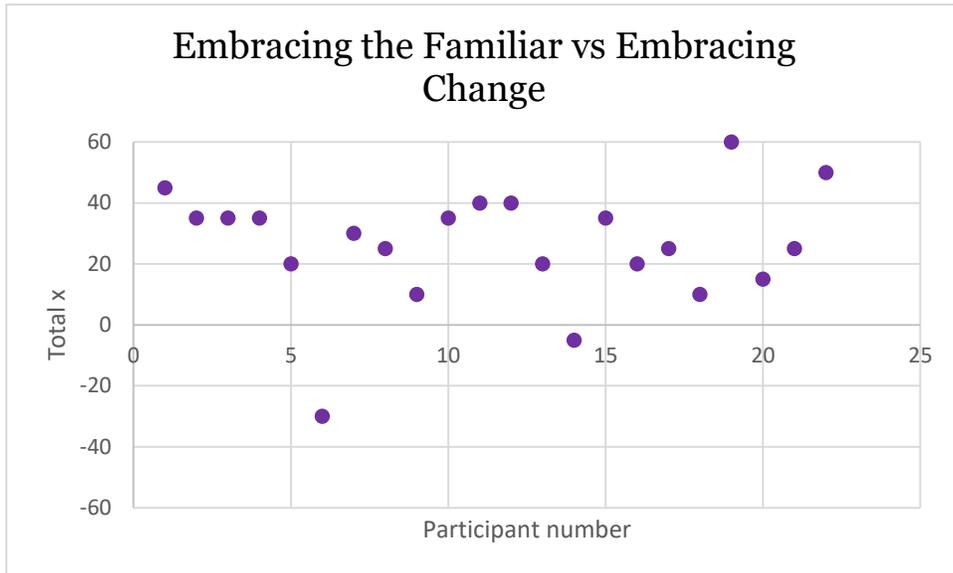
Especially now in this global crisis, this is a very important question to ask. The response here is not unanimous, but it does give me a form of reassurance about people not being that concerned with how life will resume after COVID-19 has been exterminated.

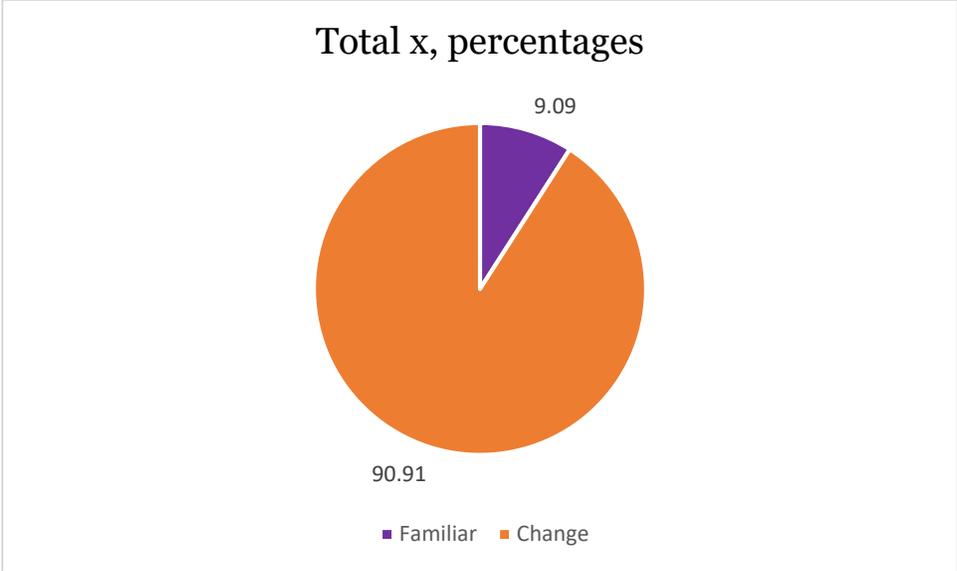


Joining D.O.C.I.S. International means an incomparably new chapter in one's life. In that regard, it is nice that many participants are open to the kind of exploration of life that comes with that.

## Reflecting on the x-axis

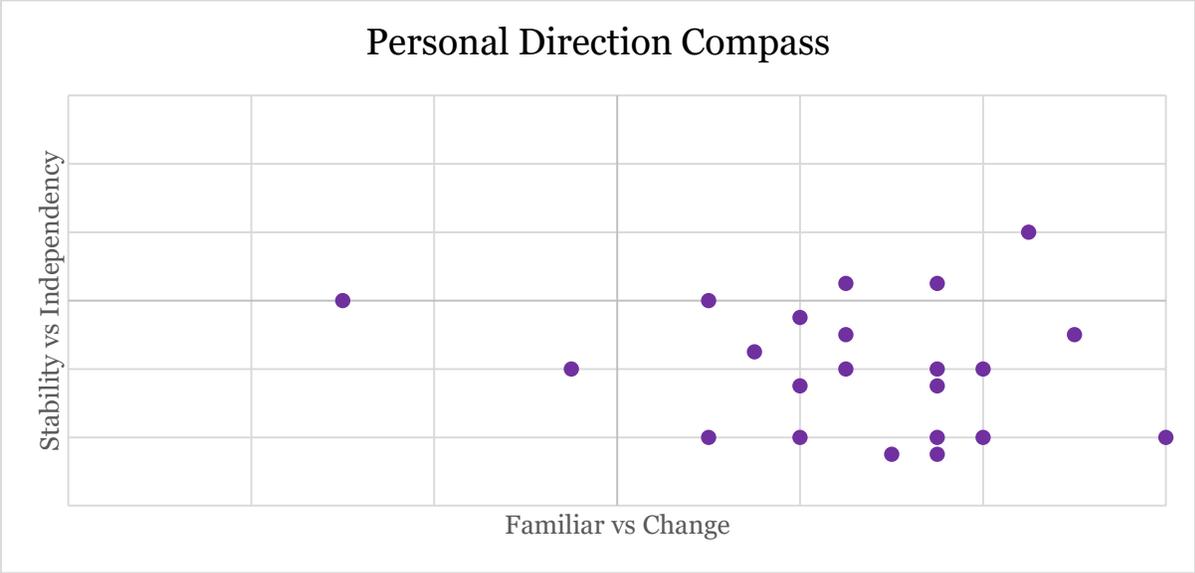
A negative total of  $x$  means that the participant prefers to embrace the familiar. A positive total of  $x$  means preferring to embrace change. Nearly all participants prefer to embrace change. Those who do have scores closer to 0 than to -60. There were no participants having 0 as their score here.



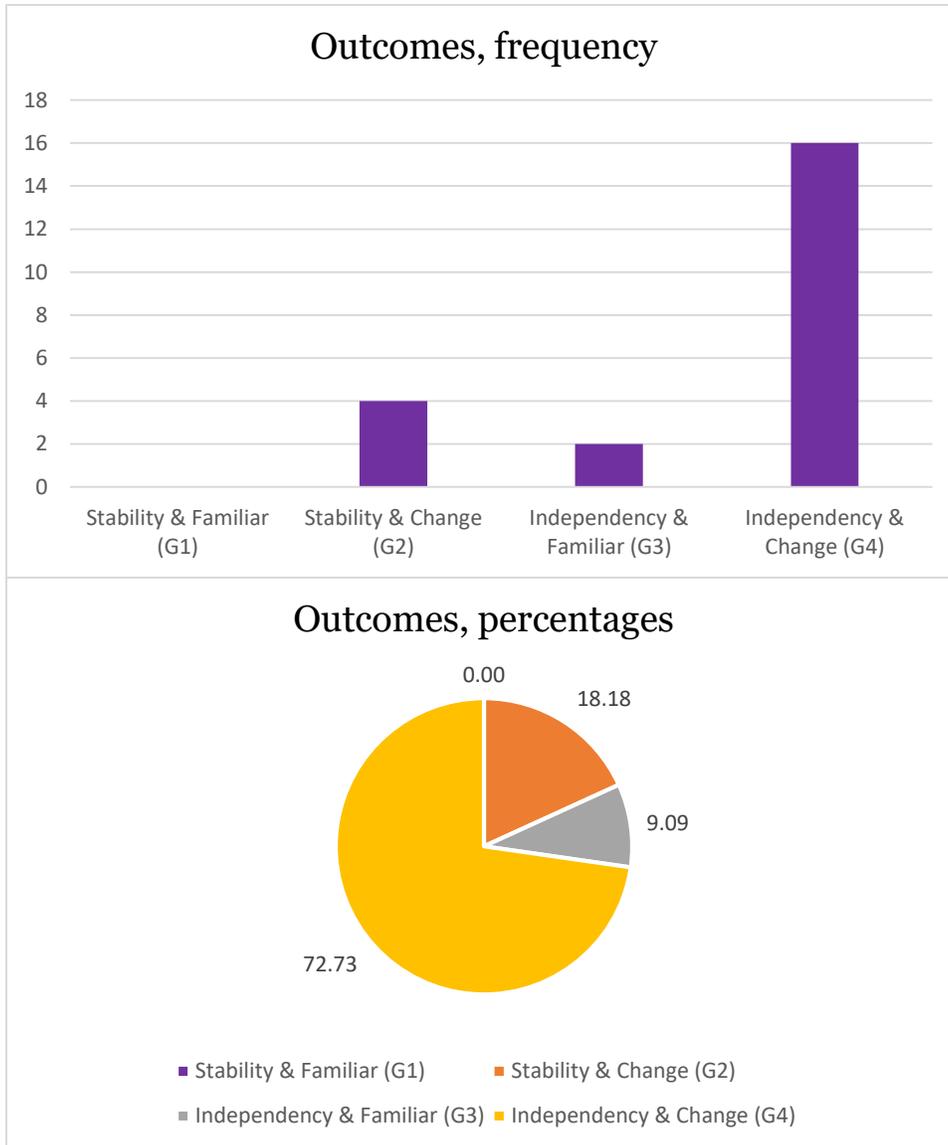


Over 90% of participants prefers embracing change over embracing the familiar. (So hopefully there is not too much worry about the future after this pandemic.)

### The Aggregated Compass



Most participants prefer change towards more independency. A lot have outcomes not near the axes.



The combination of stability and embracing the familiar used to be portrayed as the greatest good. (In many cultures people still teach each other to settle for a stable job, a consensual marriage and an entire life paying off a mortgage.) This case study shows that the exact opposite is what most people actually want. They prefer more freedom in how they earn their money and spend their time. 2 participants are already there (G3).

18.18% of participants prefers to change their lives towards something that grants them stability. In comparison to the 72.73% of group 4, they are less open to taking risk when it comes to having a stable income.

### IN THE CONTEXT OF THIS PANDEMIC CRISIS

The corona virus crisis has, straight from one day to the other, changed the routine of life as we have known it for decades. Having analyzed the numbers in this essay/addendum, I think a lot of people are able to adapt to the sudden change they have to conform themselves to.

Having their grant for food supply fully in the hands of D.O.C.I.S. International might also not be a concern, given their adaptability towards both general change and further technological advancement.

Hoping that the people in charge of pandemic related policy right now will make the rightful decision of choosing D.O.C.I.S. International its alternative policy, the recruitment process, having voting rights in the business its think tank and its employment in general, may be considered very positive in the eyes of many. Especially since after this crisis thousands of businesses will have gone bankrupt, by the time we reach Phase 7, it could be considered best to have every country in the world fully shift to D.O.C.I.S. International its Fangyist system, indirectly described in the data analysis of this essay. This is impactful, but most people are embracing change over embracing the familiar.

### CONCLUSION

A case study conducted on sample group of 23 very diverse subjects may not officially be enough to speak for the entire world population, but it does teach us insights that are the exact opposite from the “get a stable routinous job you will be able to do for the rest of your life, get a mortgage et cetera” idea people are taught to live by. Most people would rather see their lives change towards a more independent life, instead of having a stable and stagnate career.

The international COVID-19 crisis has influenced the routines of life of many. If D.O.C.I.S. International were to become policymaker, the routines will change even more. This study shows that that may not be considered a bad thing. On the contrary. It may be appreciated.

After Phase 7 of the alternative policy, when the pandemic crisis is over, it is better to not restore the routine of life to what it was before the crisis. Instead, making the international economy fully shift to the Fangyist system could overall be considered more positive.

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