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A holistic approach to surviving and thriving in the changing world of work.  
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# Feel Like You Don't Fit In? The Future of Work Will Change That.

Published on December 3, 2019



**Sue Bhatia**  
Founder and Chairwoman

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When I first came to the United States, I always felt like my viewpoint was different. I felt that the people from the United States expressed themselves through a layer of security and safety that I simply didn't possess. In India at that time, career dynamics took a "survival of the fittest" mindset. The stakes were so high that you had to work hard every day and nothing could be taken for granted. I did not have the luxury of following my dreams there because the pressure of getting a decent job after graduation was paramount to survival.

I tried to fit in and be just like everybody else at my American workplace, changing my British-Indian vocabulary to fit in with my new American colleagues. After all, in America I had to say I wore "shorts" as opposed to "half-pants" and said I took a shower as opposed to a bath, or else I was the recipient of strange looks.

Over time, I slowly started to embrace what made me different, and accepted that I was an outlier. I was surprised and delighted to find my commitment to authenticity had a positive impact on the workplace. My American colleagues learned from my viewpoint and I learned from theirs. It was a process of humbling one another, and creating dynamic solutions that ended up fostering immense creativity.

Over the past few years, [companies have tried to hire for "culture fit" which has led to managers hiring people they would want to be friends with.](#) The problem with that strategy is that often people want to be friends with people who have similar backgrounds and

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there is less opportunity for innovative thinking because everybody is looking at it from the same unconscious bias.

The contingent workforce has avoided possibilities of toxic homogenous culture by focusing on skills. [The gender gap in the contingent workforce has nearly been eliminated](#), as men and women are equally likely to be a contingent worker. When I read this Bureau of Labor Statistics report, I wonder why the contingent workforce is ahead of the traditional workforce in these matters. I've come to the conclusion that the contingent workforce is based on culture fit, it is about hiring for skill set. [A workforce with people of different perspectives, working styles, and niche skill sets tend to approach problem solving in innovative ways](#) and secure greater trust from their client base.

The workplace of the future will mimic trends in the contingent work industry. There is a call for more flexible schedules and recruiters will hire for skills as opposed to culture fit which will create more diverse and dynamic workplaces. This development will set individuals up for career success. [A study by MIT engineers found that successful teams that listen to one another, are sensitive towards one another even in "awkward" situations they included more women. Additionally, these diverse teams outperform homogenous teams by 35%.](#)

Diversity of thought has become important to employers as well. [HR professionals from Patagonia look for candidates with interests outside of work to make sure that they're hiring people who are, first and foremost, passionate and driven.](#) In fact, they look for candidates with a variety of different hobbies so they can make sure to hire people from all walks of life, and not end up with a workforce full of the same viewpoints, hobbies, and attitudes.

Culture fit is no longer a priority for companies because they realize that differing viewpoints create fresh ideas, creativity, and innovation. Rose International makes a point to hire people from all walks of life. Sixty-three percent of the employees we hire are women and 50% of our hires are minorities. Additionally, we have placed over 1,000 veterans in high-quality positions all over the country!

Diversity and inclusion positively impact not only how teams perform, but also our communities at large. When I founded Rose, it was important to me to create a workplace that fostered and valued different perspectives, like my immigrant mindset, because this is an issue that is bigger than the workplace.

### What I'm Thinking About This Week:

The future of work brings with it significant changes in the workplace and the educational system that trains talent for that workplace. The educational models of accumulating knowledge are outdated and do not prepare the younger generations for the realities of the workplace. The gap between higher education and the changing workplace needs to be addressed to best serve our rising leaders. [[Society for Human Resource Management](#)]

Bernard J Tyson left a large legacy that we need to protect. His visionary leadership and passion for diversity and inclusion inspired me in my own leadership at Rose International. We must honor him by carrying on his legacy. [[Making It Happen](#)]

...can't wait they often put off work that could be done immediately. ...the right way  
you can overcome avoidance and move the procrastination roadblocks out of your way. [Making It Happen]

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*Sue Bhatia founded Rose International in the early 1990s from the basement of her home after realizing early-on in her career that if she stayed on her professional path as a systems analyst, it would take her 30 years to achieve her goals. Rose has since become one of the nation's largest minority- and women-owned Total Talent Solutions companies, and now services clients in all 50 US states with offices and development centers in 20+ U.S. cities and New Delhi, India. Recently, Glassdoor named Rose a Best Place to Work, and the San Francisco Business Times recognized Rose as a top company for supplier diversity in the Bay Area.*

Published by

**Sue Bhatia**  
Founder and Chairwoman  
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#Diversity is naturally built into the #contingent workforce. Check out my #LinkedInblog to find out why focusing on #skills rather than culture fit is the future of work. #recruiting #staffing #culturefit

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