



## **Freedom, Fulfillment, and Flexibility: Reimagining Work and Life for Sustainable Impact**

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### **The Rise of a New Work Ethic**

For generations, people have worked for many reasons — to put food on the table, to provide for their families, to sustain themselves, to upgrade their standard of living, to acquire comforts or luxuries, and to secure the future of their loved ones. Work has always been central to human life, but the purpose behind why people work has shifted significantly across time.

If we pause and ask ourselves: *Why do I do what I do? Does this truly fulfill me?* The answers today often extend beyond survival or status. The rise of the start-up culture is an important marker of this shift. Where once innovation was centred on industrialization, infrastructure, and material security, today's ventures often emerge from a higher calling — rebuilding nature, supporting marginalized communities, protecting animals, or creating experiences that add joy and meaning.

This evolution reflects a movement up the hierarchy of needs: from sustenance and security, to self-expression, and now, toward the ability to own their own time, own energies and their own purpose — towards Fulfillment, freedom and flexibility.

### **Generational Shifts and Riffs in Work Expectations**

Each generation has approached work with its own set of priorities, shaped by the times they grew up in, **for Traditionalists and Baby Boomers** A “good job” was one you held for decades, **Generation X** prized independence, championing work life balance, **Millennials** looking for value alignment and balance and then came **Gen Z** who expect authenticity, inclusivity, and constant evolution.

Today's workforce is therefore a mosaic of expectations. In any given organization, you may have Baby Boomers leading with a lens of stability, Gen X seeking independence, Millennials striving for purpose, and Gen Z demanding authenticity. This mix is powerful, but it also produces **riffs**.

Generation	What They Seek from Work	What They Expect from Culture	Potential Riff
<b>Traditionalists / Baby Boomers</b>	Stability, financial security, loyalty, long-term contribution	Hierarchy, respect for experience, structured systems	See younger expectations as impatient or unrealistic
<b>Generation X</b>	Independence, self-reliance, balance, career mobility	Flexibility in approach, less micromanagement	Feel caught between old structures and new demands
<b>Millennials</b>	Purpose-driven growth, impact, values-alignment	Collaborative, transparent, empowering cultures	Seen as entitled or “job hoppers” by older leaders
<b>Gen Z</b>	Authenticity, inclusivity, adaptability, identity alignment	Fluid structures, digital-first, openness to change	Perceived as too fluid or lacking discipline by older generations

Many younger professionals find themselves at odds with senior leaders. They want purpose, voice, and freedom, but often encounter structures built on loyalty and hierarchy. Leaders shaped by older paradigms may interpret this as impatience or lack of discipline. Meanwhile, emerging leaders feel constrained by “the way things have always been done.”

This is not simply a clash of generations; it is a **clash of worldviews** — between sustaining what worked in the past and designing for what is emerging now. Left unresolved, this gap widens into disengagement, frustration, or missed opportunities. Addressed consciously, it becomes fertile ground for **reimagining culture and leadership**.

### The Triple F Framework

This is where the **Triple F Framework** comes in. It is not just a model, but a bridge. It offers a shared language for different generations to realign what work means, and how organizations can thrive.

**Freedom** is the autonomy to choose how you spend your time, energy and focus. For younger generations, this may mean flexible work arrangements or creative projects. For older generations, it may mean the dignity of trusted leadership. At its heart, Freedom is about ownership and authorship of one’s life and work.

Fulfilment is a sense of meaning, joy, and contribution that comes from using your strengths in service of something you care about. Millennials and Gen Z seek fulfilment as much as compensation, but even Baby Boomers, in reflection, acknowledge that what made

their careers worthwhile was impact and purpose. Fulfillment makes transaction to transformation.

**Flexibility** is the ability to adapt plans without losing momentum or well-being. In a fast- changing world, rigid systems no longer sustain. Gen Z expects fluid careers, Millennials design hybrid lives, Gen X adapts to shifting structures, and Boomers increasingly value adaptability in later stages of work. Flexibility is the glue that makes Freedom and Fulfillment sustainable.



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These three pillars are **mutually reinforcing**. Freedom without Fulfillment can feel like empty space. Fulfillment without Freedom can feel like being trapped. Freedom and Fulfillment without Flexibility can collapse. But when the three come together, individuals feel purposeful and spacious, and organizations become resilient and human centered.

### **Disruption, Complexity & The Human Cost**

The world of work has always evolved with technology, culture, and society, but the last few years have accelerated that evolution in unprecedented ways. The pandemic became a defining moment: it collapsed boundaries between work and home, blurred routines, and forced a reckoning with what truly matters.

COVID-19 brought us face to face with our reality. Suddenly, dining tables turned into workstations, bedrooms into boardrooms, and daily rhythms into a continuous stream of tasks. With no physical divide, the line between “work” and “life” dissolved. For many, this was not just an inconvenience but a profound reawakening.

It became clear that every hour mattered and if half of our waking hours were devoted to work, then that work had to count. It had to align with who we are, make us feel alive, and allow space for the people and pursuits we love.

This reflection sparked a global shift: some chose to leave roles that no longer resonated with their values, others embraced hybrid models, seeking balance between productivity and presence, many began questioning not just *how* they work, but *why* they work.

The “Great Resignation,” “quiet quitting,” and even the surge of entrepreneurial ventures all trace back to this realization: people are unwilling to return to work as usual if it comes at the cost of well-being or meaning.

### **Mental Health, Burnout & Boundaries**

The pandemic also laid bare the human cost of outdated systems.

Burnout — once whispered about — became a mainstream reality. The WHO formally recognized it as an occupational phenomenon, and studies highlighted its dramatic rise, especially among Millennials and Gen Z.

For younger generations, speaking about mental health became natural; older generations, they quietly, internally lifted the taboo.

Yet one truth became clear: **well-being is not optional**.

Without healthy boundaries, both individuals and organizations falter.

Personally, I felt this shift deeply. Making my work resonate with what made me happy became the key to my existence. I realized that if I was spending half my waking hours working, those hours must be devoted to my calling. When I mixed **Fulfillment with Freedom and Flexibility**, work no longer felt like “work” at all. It became an extension of joy and purpose.

### **From Loyalty to Alignment – The New Contract**

Work cultures used to operate on a simple psychological contract: *“You give loyalty, we give stability.”* Stability is no longer guaranteed, and loyalty is no longer unconditional. The new deal is one of **alignment**: *“You give value, and in return, you receive purpose, growth, and space to live as a whole human being.”*



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People no longer leave jobs just for higher pay; they leave when cultures fail to align with their values.

Careers are no longer linear; portfolio careers and side hustles reflect a hunger for diversity and adaptability.

Organizations that cling to control-based, legacy structures risk losing talent to those that embrace flexibility and authenticity.

The stakes are high. Gallup estimates disengagement costs the global economy billions of dollars annually. But disengagement is rarely about incompetence; it is about **misalignment**. When people cannot see purpose in what they do, or when they are denied freedom or flexibility, motivation erodes, and creativity shrinks.

The paradox is striking even as technology advances at lightning speed, what people crave most is not faster tools, but **human-centred leadership** — leadership that values well-being, meaning, and adaptability as much as performance.

**This disruption has not only reshaped how we work; it has reshaped why we work.** This cultural shift is the fertile ground from which the Triple F Framework emerges — a model designed to bridge the gap between what organizations expect and what people truly need to thrive.

### **Pillar 1 - Freedom: The Autonomy to Choose & Lead from Within**

Freedom is more than just flexibility or independence. It is the ability to author your own life and work in ways that honor your values, energy, and priorities. As humans who have embraced being alive and living fully, we will inevitably go through ups and downs. True freedom is the ability to take care of ourselves in the ways we feel most valued, to recharge when needed, and to bounce back stronger. It is the spaciousness that allows us to live and work not just for survival, but for expression, joy, and resilience.

#### **Dimensions of Freedom**

Freedom shows up in multiple, tangible dimensions:

**Time Autonomy** — the ability to control your schedule, create deep-work blocks, and decide when and how to focus.

**Boundaries** — having the confidence and systems to say “no” kindly, protect personal priorities, and avoid energy leaks.

**Financial Buffer** — when feeding yourself or securing basic needs is not a struggle, the energy you bring to work is entirely different. Financial stability creates the calm that enables creativity and risk-taking.

**Creative Latitude** — the space to explore ideas, innovate, and make decisions without micromanagement.

Freedom is also interpreted differently across generations:

**Baby Boomers** often see freedom as the dignity of stability and the security of contribution.

**Gen X** interprets it as independence — the ability to chart their own path.

**Millennials** seek freedom in voice, growth, and autonomy within collaborative structures.



**Gen Z** defines freedom as inclusivity, self-expression, and the ability to work fluidly, without being boxed into rigid systems.

Research in **Self-Determination Theory (Deci & Ryan)** highlights autonomy as one of the three core psychological needs for motivation and well-being. When people experience choice and authorship, their energy and performance rise.

The pandemic accelerated this realization. COVID-19, in many ways, forced us to pause, face reality, and fine-tune schedules around what really mattered. For me, it became a moment of clarity: aligning work with purpose and making space for what kept me sane and joyful gave me a renewed sense of Freedom.

Financial freedom was equally transformative. Once survival stopped being a daily struggle, my efforts and energy began to show up differently. I could create from a place of calm, not fear.

This reinforced that **Freedom is not indulgence — it is the foundation of thriving.**

Freedom becomes real when individuals and organizations actively design for it:

Leaders shifting from control-based structures to trust-based leadership.

Organizations allowing outcome-based work rather than rigid hours.

Teams creating “focus days” or no-meeting zones to protect deep work.

Individuals designing their mornings or routines to prioritize meaningful work before distractions take over.

Freedom is not about absence of structure — it is about **choice within structure**, where people feel both guided and empowered.

### **Micro-Habits: Freedom**

Schedule two 90-minute deep-work blocks before noon.

Create a weekly “Not Now” list to protect focus.

Set two default no-meeting windows each week.

Pre-decide a polite “no + alternative” script for misaligned requests.

Identify and work on automating or delegating one routine task per week.

### **Pillar 2 — Fulfillment: Drive Toward Meaning**

Fulfillment is not just about success or achievement — it is about feeling that your time and energy truly mattered. For me, every time I complete a day, I can tell the difference between days that simply “got done” and days that left me with the deep sense that I added value — to others, to myself, and to my vision for the future.

That is the essence of fulfillment: the glow of meaning and contribution that makes work worth showing up for.

### **Dimensions of Fulfillment**

Fulfillment is multi-layered and can be experienced in several ways:

**Purpose Alignment** — knowing how your work connects to your “why.”

**Strengths & Mastery** — using your natural talents often and growing them.



**Impact & Contribution** — seeing that your work makes a difference to others.

**Relationships & Belonging** — feeling part of a team, community, or cause.

**Energy & Flow** — losing yourself in work that absorbs you and leaves you energized.

Positive psychology offers helpful insights into why fulfillment matters. In *Flourish*, Martin Seligman describes well-being as a mix of Positive emotions, Engagement, Relationships, Meaning, and Accomplishment (the PERMA model). This reminds us that fulfillment comes when we experience a blend of joy, connection, and purpose — not just external success. The book is a simple reminder that *meaning and relationships are as important as achievement*.

When we feel fulfilled, we think more creatively, build stronger connections, and grow resilience.

But research only confirms what real-life experience shows. As a startup mentor, I spend time talking with entrepreneurs who share their ideas and journeys. Over the years, I've noticed a spark in those whose ideas are fueled not only by profit but by purpose. Whether it's rebuilding nature, solving community problems, or creating something that genuinely excites them, there's a distinct light in their eyes and energy in their voice. That spark is fulfillment made visible — passion powered by purpose.

Leaders I've spoken to often echo the same truth. What truly fulfilled them was not titles or paychecks, but moments of mentoring, seeing a team succeed, or knowing their work mattered to someone else. Fulfillment, across ages and roles, is the quiet fire that keeps people going even when challenges are tough.

### **Micro-Habits: Fulfillment**

Start the day with a 1-sentence intention naming why today matters.

Log one "strengths-in-use" moment daily.

Capture one impact story weekly (something you contributed to).

Design one "joy spark" into your week (a creative hobby, meaningful conversation).

End the day with a 3-line win note (progress + gratitude).

These are small, repeatable actions. Over time, they rewire how we notice meaning and build fulfillment into our routine.

Fulfillment is the heartbeat of meaningful work, turning effort into energy, challenges into growth, and careers into legacies. It reminds us that the measure of a good day is not how busy we were, but how much meaning we created in the process.

### **Pillar 3 - Flexibility: Space to Grow & Breathe**

Life never comes with a script. Curveballs arrive unannounced, and the way we respond defines our ability to thrive. Flexibility is not chaos or lack of structure - it is the space to adapt, to reorient, and to continue moving forward when things shift unexpectedly. It is about staying

agile in the face of everyday changes and designing a rhythm that lets us grow and breathe at the same time.

### **Dimensions of Flexibility**

Flexibility shows up in a few critical dimensions:



**Adaptability** - the capacity to pivot quickly when circumstances change.

**Optionality** - keeping more than one pathway open so progress is never blocked.

**Experimentation** - the courage to test, learn, and refine without fear of failure.

**Recovery & Reset** - the ability to pause, recharge, and rebuild resilience after setbacks. Perhaps the most important of these is recovery. Flexibility is what enables us to bounce back from disruptions - it is the foundation of resilience. Without it, even the strongest routines eventually collapse.

Flexibility is supported by a growing body of research. Steven Hayes, through **Acceptance and Commitment Therapy (ACT)**, describes *psychological flexibility* as the ability to stay open to experiences, remain present, and still act according to your values even in the face of challenge. It predicts resilience, well-being, and effective decision-making under stress. It emphasizes that **being flexible doesn't mean being weak — it means being value-driven even when life is unpredictable**. Positive emotions help us broaden our perspective and create more options. This means that staying open, curious, and adaptive actually builds resources over time.

For me, flexibility has been more than theory — it is a lifeline. As a single mother, every day feels different. Mental health needs, self-care, burnout, and my daughter's daily rhythms all shift constantly. There are days I need more energy for her, days I need more space for myself, and days I need to stretch into my work fully. The ability to make those adjustments without guilt is what allows me to sustain both my work and my well-being. Flexibility, is not optional; it is the breathing room that makes everything else possible.

### **In organizations and careers:**

Non-linear career paths are becoming the norm, with professionals moving across industries, skills, and roles.

Adaptive leadership is increasingly valued — leaders who can adjust strategy in response to disruption outperform those who cling to rigid plans.

Teams are experimenting with fluid structures, cross-functional projects, and hybrid schedules that allow adaptation.

Flexibility, whether personal or organizational, is what allows momentum to continue even when the world shifts.

### **Micro-Habits: Flexibility**

Run one micro-experiment each month (test an idea/approach).

Maintain a "Three Options" list for key goals.

Hold a 15-minute weekly re-plan to adjust schedules/goals.

Keep one buffer day every two weeks (for rest/reset).

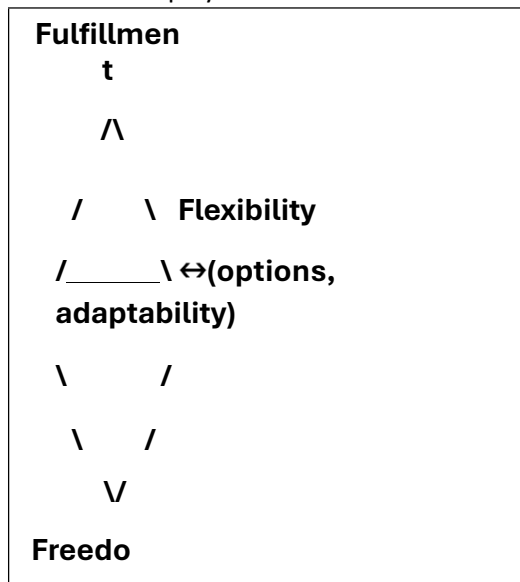
Practice a 3-minute reset daily (breath, movement, or reframing exercise).

**In essence, Flexibility is the invisible glue of the Triple F Framework.** Without it, Freedom and Fulfillment remain fragile. With it, they become sustainable. Flexibility is what allows us to bend without breaking, adapt without losing ourselves, and grow while still breathing.



## Integrating Triple F: A Model for Sustainable Culture

The Triple F Framework is most powerful when its three elements are viewed not in isolation, but as a dynamic system. **Freedom** provides autonomy and self-direction; **Fulfillment** provides meaning and contribution; and **Flexibility** provides adaptability and resilience. Each is valuable independently, yet it is their interplay that creates sustainable cultural outcomes.



When applied together, the three reinforce each other: autonomy without meaning risks becoming hollow, purpose without freedom risks becoming constrained, and growth without flexibility risks becoming fragile. A culture that deliberately cultivates all three simultaneously nurtures individuals and organizations that are both high-performing and sustainable over time.

Each corner of the triangle represents one pillar - Freedom, Fulfillment, and Flexibility. At the center is the **sweet spot** where all three intersect. This is the zone of *sustainable culture* — where individuals thrive, teams collaborate with meaning, and organizations remain resilient against disruption.

Imbalances in the three corners often explain friction within organizations:

**Freedom without Fulfillment or Flexibility** can manifest as disengagement or individualism without cohesion.

**Fulfillment without Freedom or Flexibility** can lead to frustration and eventual burnout, as individuals feel “trapped” in meaningful work without agency or adaptability.

**Flexibility without Freedom or Fulfillment** risks instability, with teams pivoting often but without direction or shared purpose.

Only when all three are actively embedded does the system achieve equilibrium: **self-driven, purposeful, and resilient cultures**.

### Practices to Embed Triple F

Leadership is the primary channel through which culture is shaped. To embed the Triple F Framework, leaders must:

**Model desired behaviors:** Visibly set and respect boundaries, articulate their own purpose, and demonstrate adaptability in response to change.





**Cultivate trust-based autonomy:** Shift from control and micromanagement to outcome- based accountability.

**Engage in purpose-driven storytelling:** Consistently connect daily tasks to broader organizational vision and societal impact.

**Normalize agility:** Frame re-planning, experimentation, and learning from failure as signs of growth rather than weakness.

**Support holistic well-being:** Recognize personal needs for recovery, belonging, and psychological safety as legitimate drivers of sustained performance.

Embedding the Triple F Framework also requires structural alignment. Key design principles include:

**Autonomy in systems:** Flexible scheduling, project choice, and hybrid work arrangements to honor individual agency.

**Purpose in goals:** Ensuring that team objectives are explicitly connected to organizational mission and individual strengths.

**Optionality in skills:** Encouraging cross-functional exposure and diverse skill development so that teams can pivot effectively when conditions shift.

**Psychological safety:** Designing norms and structures where experimentation and failure are treated as opportunities for learning.

**Meaningful metrics:** Tracking indicators drawn from each pillar — e.g., time spent on priority work (Freedom), hours in flow (Fulfillment), and re-plan cycle times (Flexibility) — at both the individual and collective level.

In summary, the integration of Freedom, Fulfillment, and Flexibility offers more than a theoretical model. It provides a practical blueprint for sustainable cultures — ones where individuals flourish, teams remain cohesive, and organizations adapt and thrive in a changing world.

### **The Triple F Pulse Self-Assessment**

While models and theory are essential, sustainable culture emerges when individuals can translate concepts into self-awareness and action. To operationalize the Triple F Framework, we introduce the Triple F Pulse Self-Assessment - a 15-item tool designed to help individuals and teams measure where they stand on Freedom, Fulfillment, and Flexibility.

The Pulse is not a test of capability or personality; it is a snapshot of alignment. Its purpose is to offer clarity on current strengths, highlight areas for focus, and enable a simple monthly check-in to track progress. In doing so, it transforms the Triple F from an abstract idea into a living practice.

### **How to Use the Triple F Pulse**

Respond to each statement on a scale of 1–5: 1 = Hardly true for me

3 = Sometimes true

5 = Very true for me consistently



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Take the assessment at the start of a month, then re-take at the end of each month to track shifts over time.

Use results for self-reflection, 1:1 coaching conversation, or even team health diagnostics.

**Self-Assessment**

Freedom		Rating (1 to 5)
1	I control meaningful blocks of my day.	
2	I can decline or renegotiate low-priority asks.	
3	My financial buffers let me choose calmly, not fearfully.	
4	I have room to create and ship ideas I care about.	
5	My schedule reflects my top three priorities	
	Total	
Fulfillment		
6	My daily tasks clearly serve what matters to me.	
7	I often use my natural strengths.	
8	I end most weeks feeling proud of my contribution.	
9	I experience flow or joyful absorption weekly.	
10	My relationships energize and support me.	
	Total	
Flexibility		
11	I can adapt plans quickly without losing momentum.	
12	I keep multiple options or paths open.	
13	I run small experiments to learn before I commit.	
14	I have simple reset rituals that restore me fast.	
15	I have a Plan B or C for key goals.	
	Total	

Add up the responses within each pillar (range = 5–25).



Overall Triple F Index: Average of the three pillar scores, offering view of overall alignment.

### Interpretation of Each Pillar

**20–25 (Strong):** This area is a strength. You are consistently experiencing this pillar in daily life. Maintain and share practices that work.

**14–19 (Solid with Room):** You are reasonably aligned but with opportunities for refinement. Focus on 1–2 micro-habits to strengthen.

**5–13 (Focus Area):** This pillar is underdeveloped. It may be a source of friction or stress. Prioritize small shifts here before expanding further.

### Overall Interpretation

**20+ above average:** You are thriving across all three domains — sustainable culture is evident in your personal rhythm.

**15–19 average:** You are functional but may feel strain during disruption; targeted adjustments can unlock resilience.

- <15 average: Signs of fragility. Misalignment may cause disengagement, burnout, or difficulty adapting. This is a call to action.

In summary, the Pulse acts as both a mirror and a compass, it reflects current alignment across Freedom, Fulfillment, and Flexibility and it guides where to focus next — offering clear, actionable signals for growth. Over time, tracking the Pulse can build a habit of self-awareness, adaptability, and sustainable performance.

### Case Vignette

Before Covid, my schedule looked full and accomplished on the surface, but inside it often felt fragmented. My days were a blur of back-to-back commitments, endless task lists, and very little room to pause.

**Freedom:** I had little autonomy over my calendar. Even though I enjoyed the work, there were too many moments when my day was dictated by others' needs. (*Pulse Score: 11/25*)

**Fulfillment:** I did feel connected to my purpose and loved coaching, but the way I was working sometimes diluted that joy. (*Pulse Score: 14/25*)

**Flexibility:** This was the weakest area. When plans changed — whether due to client demands or home responsibilities — I often felt thrown off balance. (*Pulse Score: 9/25*)

**My Triple F Index averaged 11.3**, signaling fragility. I was doing meaningful work but in ways that risked burnout, leaving me with little breathing room.

Covid, in many ways, became a disguised blessing — it pushed me to re-examine what really mattered. With no separation between work and home, I had to ask myself: *if half of my waking hours are spent working, how do I ensure those hours keep me sane, happy, and true to my calling?*

I began small, embedding **one or two micro-habits per pillar**:

**Freedom:** I started protecting mornings for deep work, blocking time before noon for what mattered most. I also learned to politely renegotiate low-priority requests instead of saying yes automatically.

**Fulfillment:** I built a ritual of ending each day with a quick reflection — one way I had added value to myself, to others, or to my future vision. That reminder rekindled my joy and sense of contribution.

**Flexibility:** I added reset rituals — short pauses of breathwork or walks — that allowed me to bounce back. I kept buffer time in my week for my daughter’s changing needs and my own well-being.

These shifts were not grand or overnight. They were small, consistent choices that allowed me to reclaim authorship of my time, energy, and resilience.

Over the following months, the change was noticeable. I felt calmer, more intentional, and surprisingly more productive. Work no longer felt like a grind but like a natural extension of who I was and what I cared about.

My updated scores reflected this transformation, It **jumped from 11.3 to 18.3**, a shift from fragility to strength.

Pillar	Baseline Score	After Score
Freedom	11	18
Fulfillment	14	20
Flexibility	9	17
<b>Triple F Index</b>	<b>11.3</b>	<b>18.3</b>

### Practical Improvements included

**Behavioral:** I controlled my calendar instead of being controlled by it.

**Emotional:** I carried less guilt and felt more energized at the end of the day.

**Relational:** I showed up more present for my daughter and for my clients.

**Organizational:** My programs and sessions became sharper because they were designed from a place of clarity, not exhaustion.

By embedding small habits, measuring progress through the Pulse, and interpreting results with honesty, it is possible to redesign life and work into something sustainable, joyful, and deeply meaningful.

### Reimagining Success: A New Workplace Narrative

For much of modern history, workplace success was defined in extractive terms. Organizations sought to maximize productivity by drawing as much time, energy, and output from individuals as possible. This model, while efficient in the short term, has consistently generated long-term costs in the form of burnout, disengagement, and high attrition.

A regenerative approach, by contrast, seeks to design work systems that restore energy, creativity, and well-being while simultaneously driving performance. To function less like factories and more like ecosystems or gardens: to cultivate their people, rather than consume them. Within this paradigm, individuals do not emerge depleted but renewed — able to sustain both their work and their lives.

The Triple F Framework offers a pathway to this regenerative model. By embedding Freedom, Fulfillment, and Flexibility into cultural norms, organizations shift from extraction to restoration, creating environments where performance and well-being coexist.

While generational differences exist in how work is approached, the core drivers of the Triple F model are not limited to any age group.

**Baby Boomers** often seek dignity, agency, and legacy - tied to Freedom and Fulfillment.

**Generation X** values independence and balance, resonating with Flexibility.

**Millennials** are motivated by purpose and meaning, reflecting Fulfillment.

**Generation Z** emphasizes authenticity and adaptability, aligning with both Flexibility and Freedom.

Thus, Triple F is a **human framework**, where autonomy, meaning, and adaptability are universal needs that transcend age, role, and geography. They are the building blocks of thriving for any individual in any context.

In essence, the Triple F Framework offers more than tools for individuals; it offers a cultural blueprint for reimagining success itself. It points toward a future where organizations are not extractive machines but regenerative ecosystems, designed to sustain both performance and people for the long term.

### **The Way Forward**

The path forward is promising. Several avenues of exploration can extend the reach and depth of Triple F:

**Validation studies** that empirically connect Triple F practices with measurable outcomes.

**Leadership programs** that weave the framework into mentoring, executive education, and organizational transformation journeys.

**Cultural adaptations** that tailor the language and practices of Triple F to fit diverse contexts, from startups to corporates, and across regions.

**Technology integration**, where digital dashboards or tools allow individuals and organizations to monitor their Pulse scores in real-time and use data to guide well-being and performance decisions.

At its heart, the Triple F Framework is not only about work. It is about life. Too often, we divide our existence into “work life” and “personal life,” as though they are separate stories, separate lives and people living it. In truth, there is only **one life**. And the quality of that life depends on whether we can integrate autonomy, meaning, and adaptability into the way we spend our days.

When we protect our Freedom, we reclaim authorship of our time and energy. When we nurture Fulfillment, we remind ourselves that our efforts matter — to us, to others, and to something larger. When we practice Flexibility, we find resilience to bend without breaking, to grow while still breathing. Together, these pillars allow us to live not just efficiently, but abundantly.

The invitation is simple. Begin small. Take one step per pillar every week. Protect one meaningful block of time (Freedom). Capture one moment of impact (Fulfillment). Try one

small reset or experiment (Flexibility). These may seem like tiny shifts, but over time they compound into sustainable change.

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