

# CONNECTABLE

How to Move Gen Z (and  
Other Generations) From  
Isolated to All In

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# What if...

**there is something in  
your everyday life  
that can transform the  
whole health  
of you & your team?**







# Connection Recession





Does **social**  
**connection** *really*  
matter?





# Kugluktuk

Pop. 1,491







**Does social connection  
(at work) really matter?**





**Isolation and  
disconnection**  
make your team...

**7x** more likely to  
**disengage.**

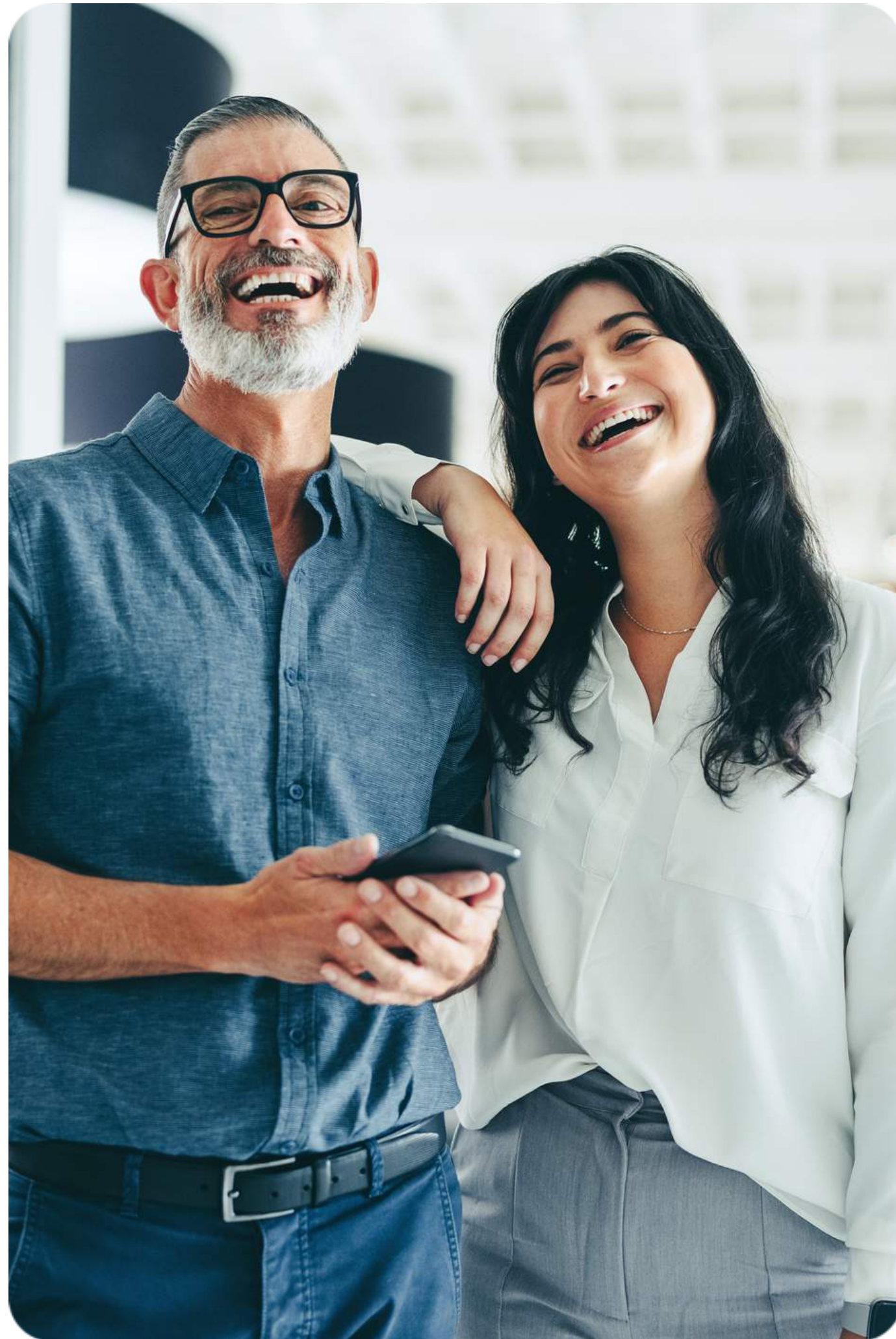
**5x** more likely to  
**miss work.**

**3x** more likely to  
**underperform.**

**3x** more likely to  
**quit.**



# YOU'LL GAIN...



Ability to improve **engagement, retention & performance...**  
via stronger cross-generational  
**team connection.**

Renewed personal **commitment to connect** across generations.







What's the **significance**  
of connection?





The **definitive answer** to a long and healthy life is..  
**Quality Connections with Others**





The **single  
greatest  
predictor** of  
human **health  
& happiness** is  
the...  
quality of  
our **social  
connections.**





# SIGNIFICANCE OF CONNECTION

Y O U R   B R A I N   O N   D I S C O N N E C T I O N



Disconnection  
was **deadly**.

Body went into a  
**protective stress state**.

Brain = heightened  
**threat surveillance**.

Disconnection is  
**disruptive**.



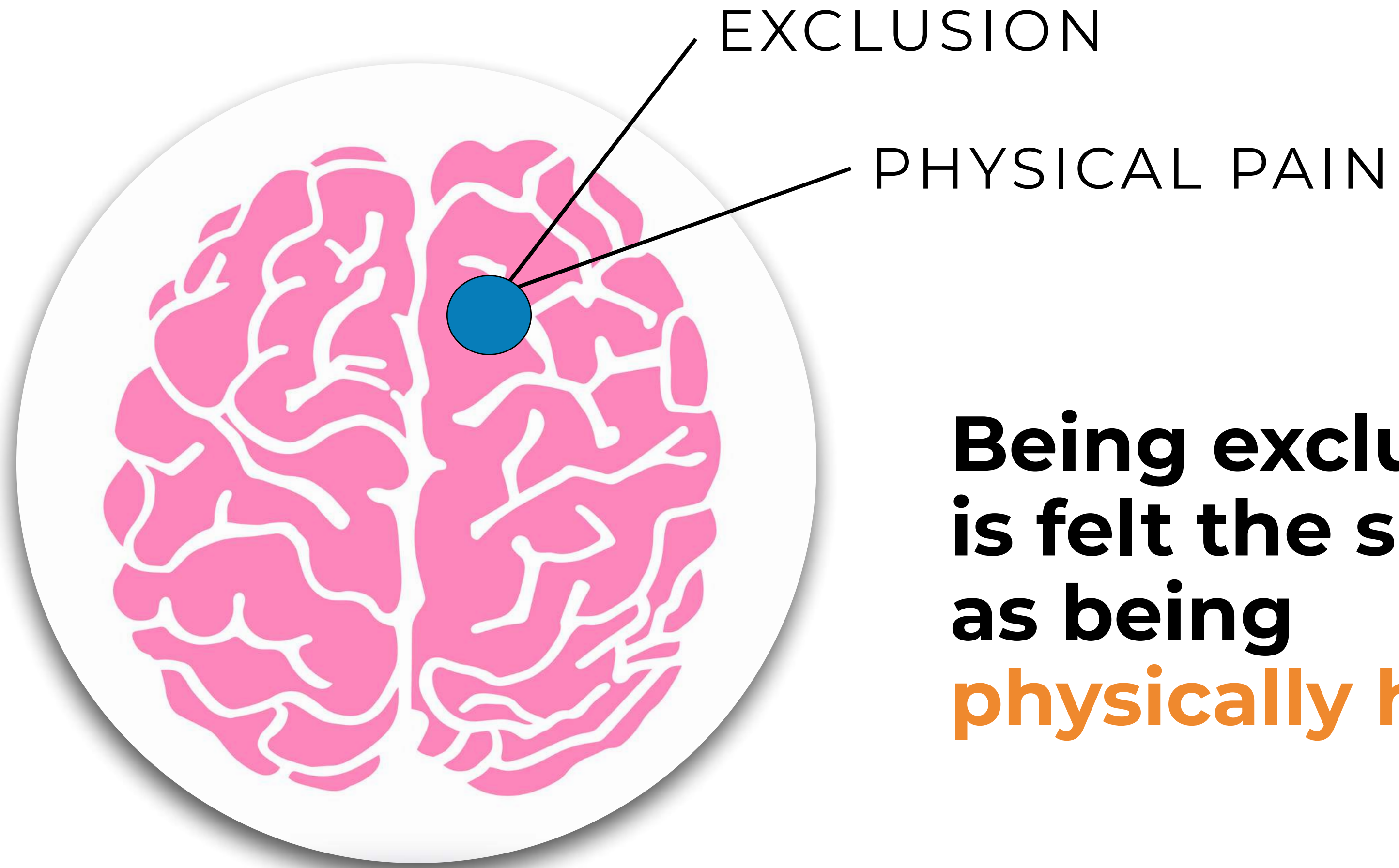
# SIGNIFICANCE OF INCLUSION

E X C L U S I O N = D I S R U P T I V E

People who were put through an **experience of exclusion**.

Their brain **lit up**.

It was the **same part of the brain** that registers **physical pain**.



**Being excluded is felt the same as being physically hit.**



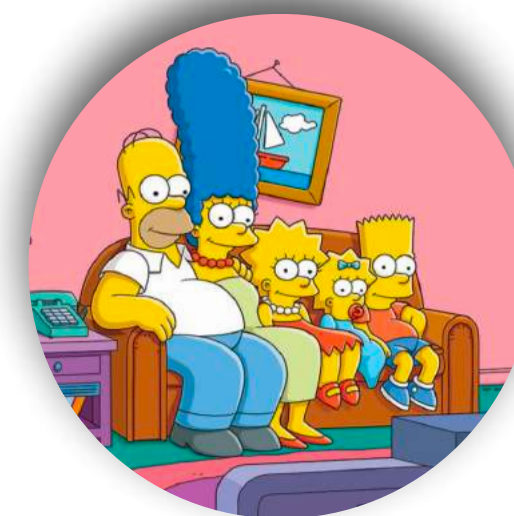


What's the **state** of  
connection?

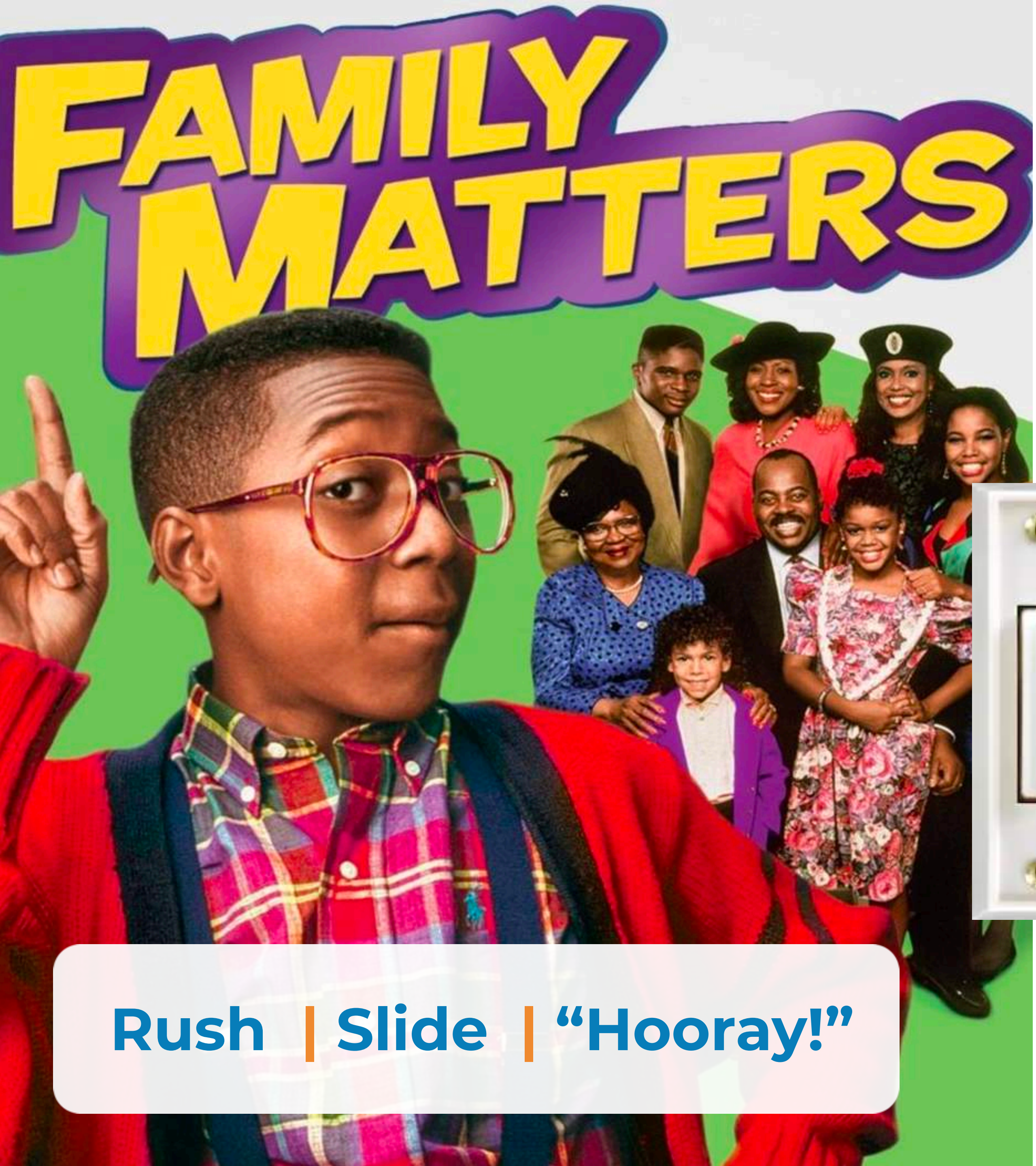




What was your **favorite**  
**TV show** growing up?







Rush | Slide | "Hooray!"



Shush | Hide | Pray



A woman with dark, curly hair is sitting on a light-colored sofa, looking off to the side while using a laptop. She is wearing a white blouse and has a white earbud in her ear. The sofa has several yellow and grey pillows. The background is a bright, airy room with white curtains.

**Connection** is not **static**.  
You're either **drawing**  
**closer** or **apart**.



**Loneliness** is **not** the absence of people.  
It's the absence of **connection**.

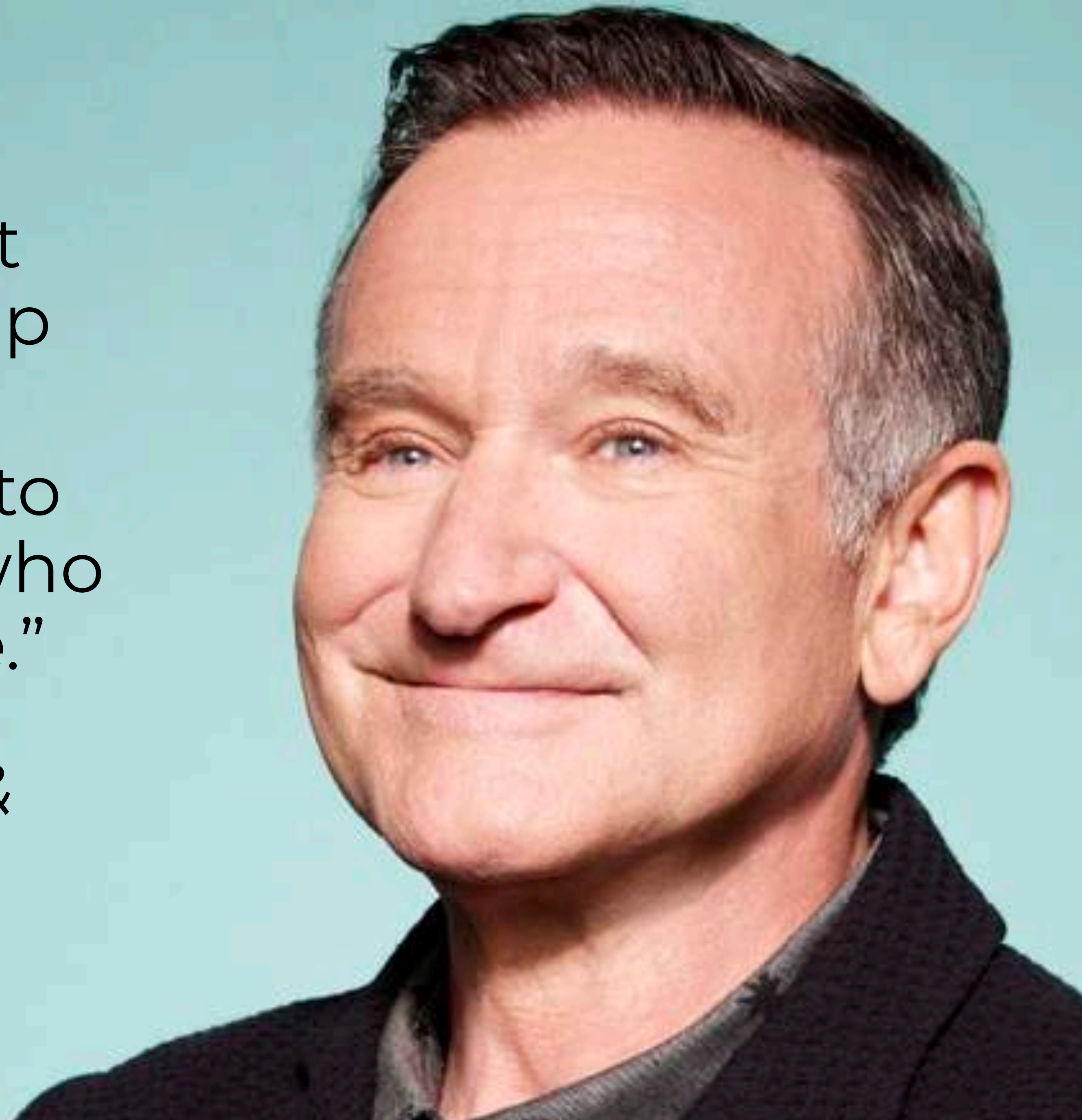




“I used to think the worst thing in life was to end up all **alone**. It’s not.

The worst thing in life is to end up around people who make you...**feel all alone**.”

**-Robin Williams**, actor & comedian



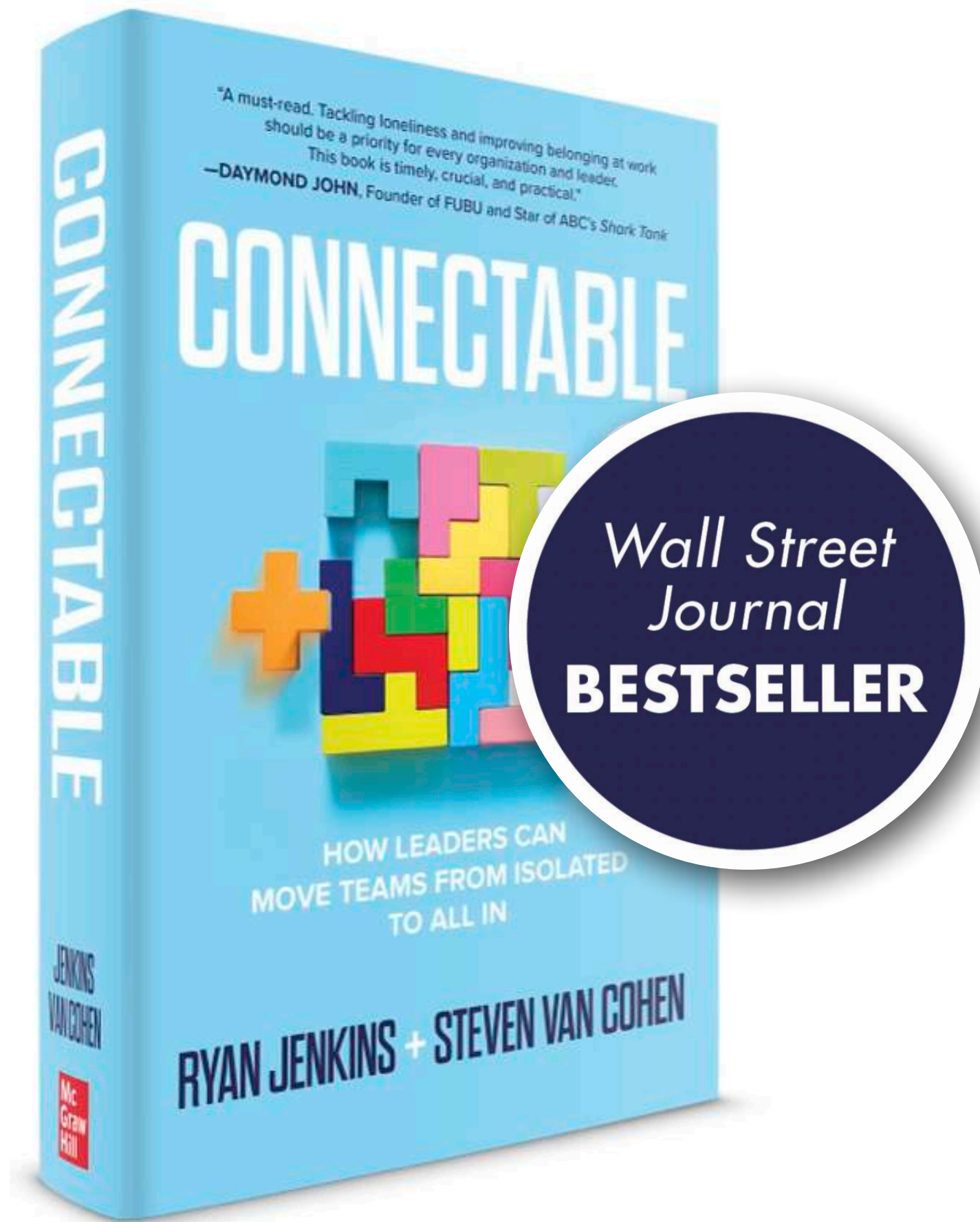


**Never make  
someone feel alone,  
especially when you're  
with them.**



# THE RESEARCH

B E H I N D   T H E   W S J   B E S T S E L L E R



**4+** Years of Research

**2,000** Workers Surveyed

**50** Leaders Interviewed

**100+** Organizations Helped



# STATE OF CONNECTION

W O R L D W I D E



72%

of global workers **feel disconnected at least monthly**; with 55% saying at least weekly.



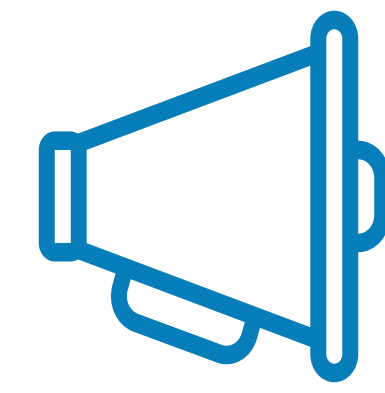
69%

of employees **aren't satisfied** with the **opportunities for connection** in their workplace.



79%

of **Generation Z** report sometimes or always feeling lonely. (**Most of any generation.**)



3 in 5

employees say their **leaders aren't doing a good job** promoting or discussing connection.

**90%** of employees suffering from isolation or disconnection say they **would NOT tell their supervisor.**



# GENERATIONAL DISCONNECTION

I S W I D E N I N G



52%

of workers say they're least likely to get along with someone from **another generation.**

62%

of Generation Z anticipate **challenges working with** Baby Boomers and Gen X, yet **only 5%** anticipate challenges working with Millennials.



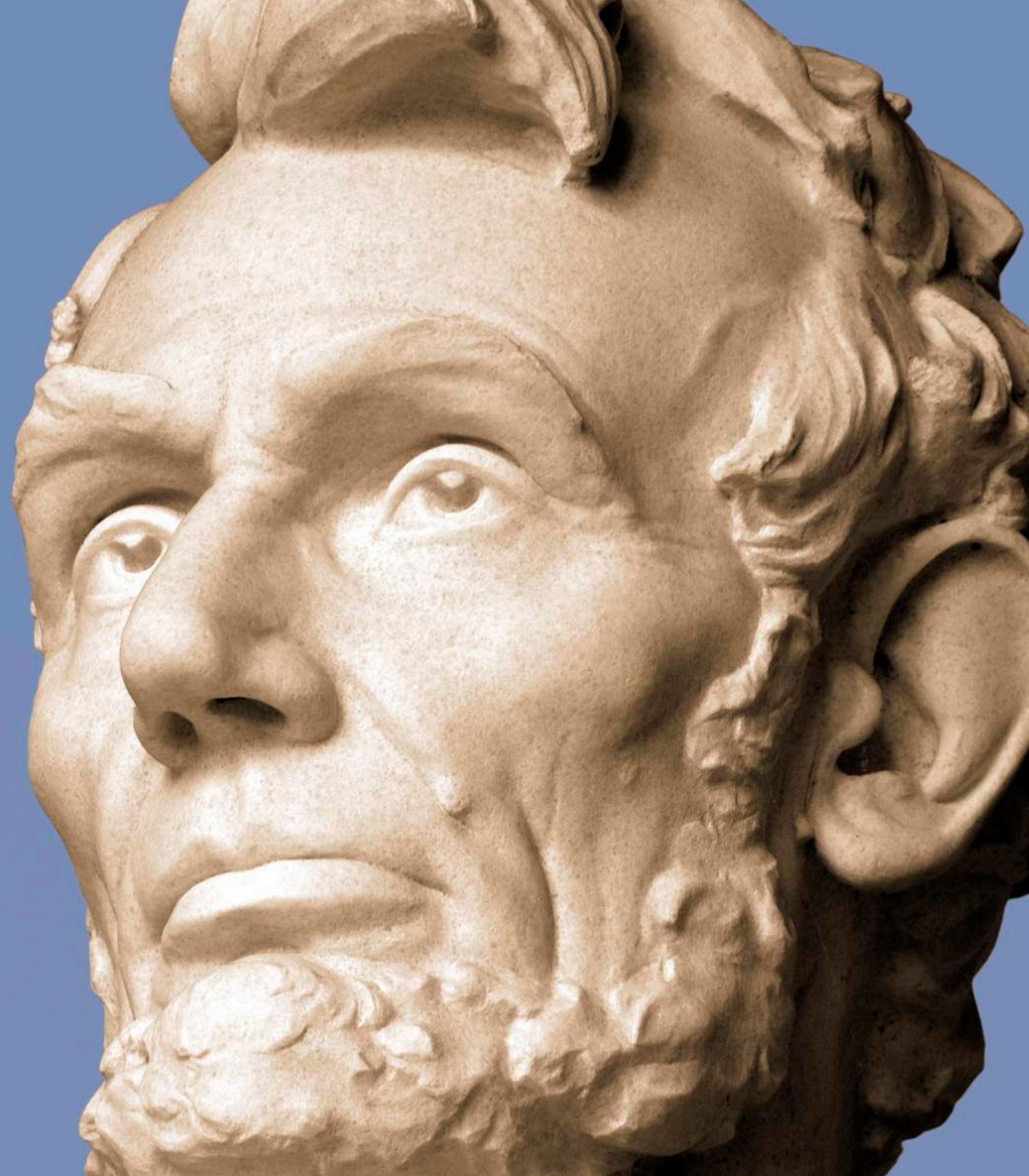
**Disconnection across  
generations will continue  
growing without...  
coordinated effort.**



*“I don't like that  
person. I must **get to  
know them better.**”*

*~Abraham Lincoln*

The **crook of  
connection** isn't  
difference;  
it's **distance.**





**Be more  
curious,  
and less  
certain.  
CONNECT.**







What's at **stake** if  
you don't connect?



**Isolation** can shorten a  
persons life by  
**15 years** which is  
equivalent to smoking  
**15 cigarettes** per day.



# STAKES OF DISCONNECTION

W H E N   T E A M   B E L O N G I N G   I S   H I G H



**RECRUITMENT**



**167%**

More likely to **recommend their employer.**



**PERFORMANCE**



**56%**

Increase in **job performance.**



**ENGAGEMENT**



**75%**

Reduction in **employee sick days.**



**RETENTION**



**313%**

Less intent to **quit their job.**



# IMPROVED RESILIENCE

IS AT STAKE

30%

reduction in the perceived  
**steepness** of the obstacle.







**What is 30% steeper for you  
or your team due to isolation?**





Connection is  
*now* the **most**  
**valuable**  
**workplace**  
**currency.**



# WHAT ARE WE TO DO?

B E C O N N E C T A B L E



**Connectable** means  
to **link together**.

---

**Teachable** = ready and  
willing to be **taught**.

**Connectable** = ready and  
willing to be **connected**.





What's **obstructing**  
your connectability?







**#2 Connection Obstruction**

**Technology  
& Social Media**



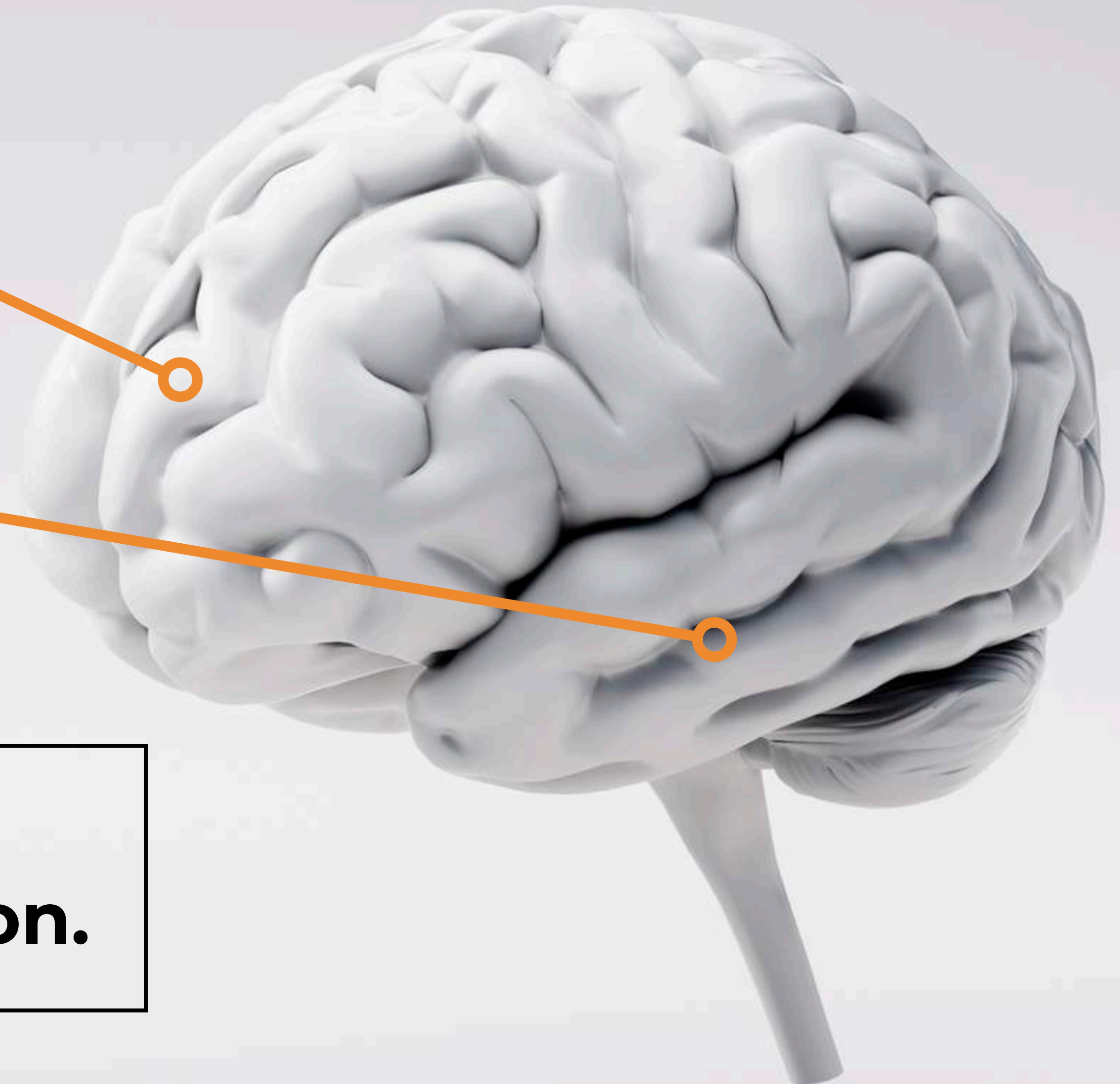
# CONNECTION ILLUSION

M O R E   C O N N E C T E D ?   T H I N K   A G A I N

**Communication** is the **exchanging** of info. It's processed in the **frontal lobe**.

**Connection** is a **feeling of understanding** and ease of communication b/w people. It's processed in the **insular cortex**.

**Technology enables communication, not connection.**





**Communication**  
*is dealt.*  
**Connection**  
*is felt.*







**How can you trade  
communication for  
connection?**



[About](#) [Store](#)

# Google

🔍 how to CEO good

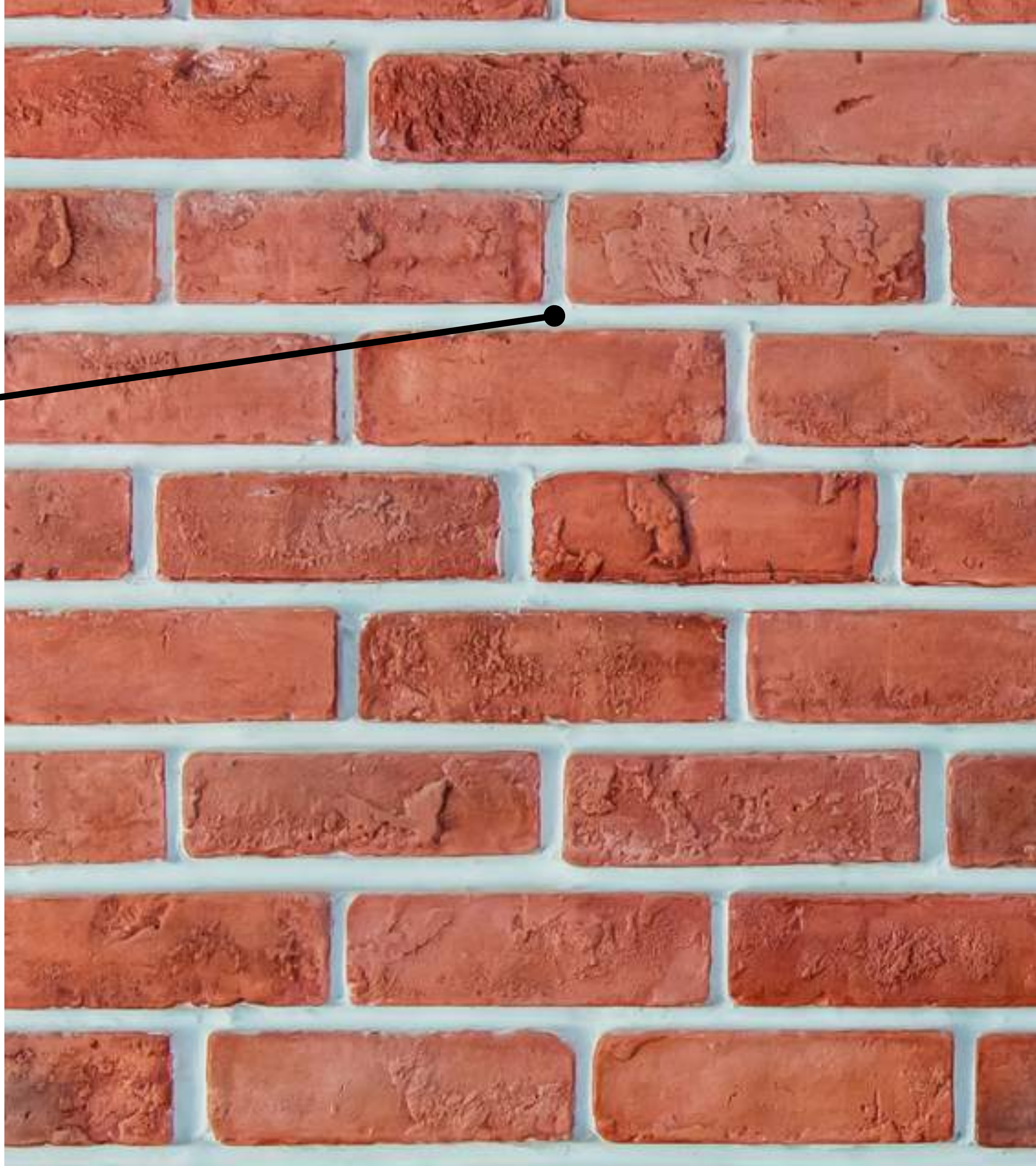


Google Search

I'm Feeling Lucky



The  
**mortar**  
makes  
teams  
**stronger.**





# CROSS-GEN CONNECTION KIT

F R E E   T O O L S   T O   I M P R O V E   C O N N E C T I O N

### The Connection Self-Assessment

If you already took the assessment (online, in the book, etc.) then skip down to "Recommendations to Lessen Loneliness".

How often do you feel the way described below?

Score each statement using the following scale:

Rating: 4=Never | 3=Rarely | 2=Sometimes | 1=Often

1. Not in tune with people around me.	Never	1	2	3	4	Often
2. Lack companionship.	Never	1	2	3	4	Often
3. Don't have anyone to talk to.	Never	1	2	3	4	Often
4. Don't feel part of a group.	Never	1	2	3	4	Often
5. Not understood by others.	Never	1	2	3	4	Often
6. Starved for company.	Never	1	2	3	4	Often
7. Isolated or excluded by others.	Never	1	2	3	4	Often
8. Social relationships are superficial.	Never	1	2	3	4	Often
9. Interests aren't shared by others.	Never	1	2	3	4	Often
10. Unhappy being withdrawn.	Never	1	2	3	4	Often

Add up each of the ten scores to get your total.

Your Total Score

#### Scoring

Total Score	Loneliness Level
10-20	Low Level of Loneliness
21-30	Medium Level of Loneliness
31-40	High Level of Loneliness

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### 10 Signs of a Disconnected Worker

Here are common identifiers of lonely workers. As an exercise, think of someone on your team you suspect might be feeling lonely. Which of the following applies to them?

☐ Sloppy Work

Careless behaviors, a decrease in work quality, or irresponsibility from a usually dependable worker is an indicator of potential loneliness. Sloppy work is a key indicator that someone is working with a lessened sense of connection to either the team or their work.

Examples:

- Missing project deadlines
- Makes uncharacteristic mistakes
- Takes short cuts with clients or customers
- Delivers incomplete assignments

☐ Lack of Learning and Development

Curiosity and a growth mindset are good indicators of employee engagement. When employees are leaning into learning, they show a level of optimism about their future. When they don't, it could be because they are disengaged or disconnected.

Examples:

- Limited participation in training
- Disdain for extracurricular activities
- Doesn't ask questions
- Uninterested in their career progression

☐ Break in Routine

Engaged employees are reliable, with recognizable routines. Reliable employees whose routines change might be an indicator of a growing sense of isolation.

Examples:

- Showing up to work late
- Taking extra-long lunches
- Leaving or logging out early
- Working late nights or weekends

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### CATEGORY #1: YOUR RESULTS

Individual Connection: Am I connected at work?

The questions in this section asked how you honestly and currently felt about your social relationships at work. Not how you wish you felt. Higher scores indicate higher individual connection to your workplace.

	1 Never	2 Rarely	3 Sometimes	4 Often	5 Always	YOUR Score	TEAM Aggregate Score
1. I feel left out at work.*						5	3.6
2. I feel a sense of belonging at work.						2	2.7
3. I feel appreciated at work.						3	3.0
4. I feel valued for who I am at work.						4	3.0
5. I can truly be myself at work.						5	3.1
6. I feel disconnected from others at work.*						5	3.2
7. I feel isolated when I am at work.*						4	3.4

\*Reverse scored: 1=5, 2=4, 3=3, 4=2, 5=1

Represents a concerning discrepancy between the team's scores and the leader's score. Pay closer attention to the areas where this icon is present.

TEAM Average

When it comes to your team's individual connection to work, their connection is **WEAK**. There is an unstable and unreliable connection between your team and the experiences of belonging, appreciation, and community inside the work environment whether in-person or virtual. Because this score indicates a need for improvement, it is recommended that you begin using many of the recommendations in this section.

3.16

YOUR Average

When it comes to your personal connection at work, your connection is **STABLE**. There is a stable connection between you and the experiences of belonging, appreciation, and community inside your work environment whether in-person or virtual. Because this score indicates a room for improvement, it is recommended that you begin using some of the recommendations in this section.

4.00

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The Connection Self-Assessment

10 Signs of a Disconnected Team Checklist

Team Connection Assessment™

ConnectionVault.com



**#1 Connection Obstruction**

**Busyness**



# A SOCIAL EXPERIMENT

W H O   W O U L D   S T O P   T O   H E L P ?

**63%**

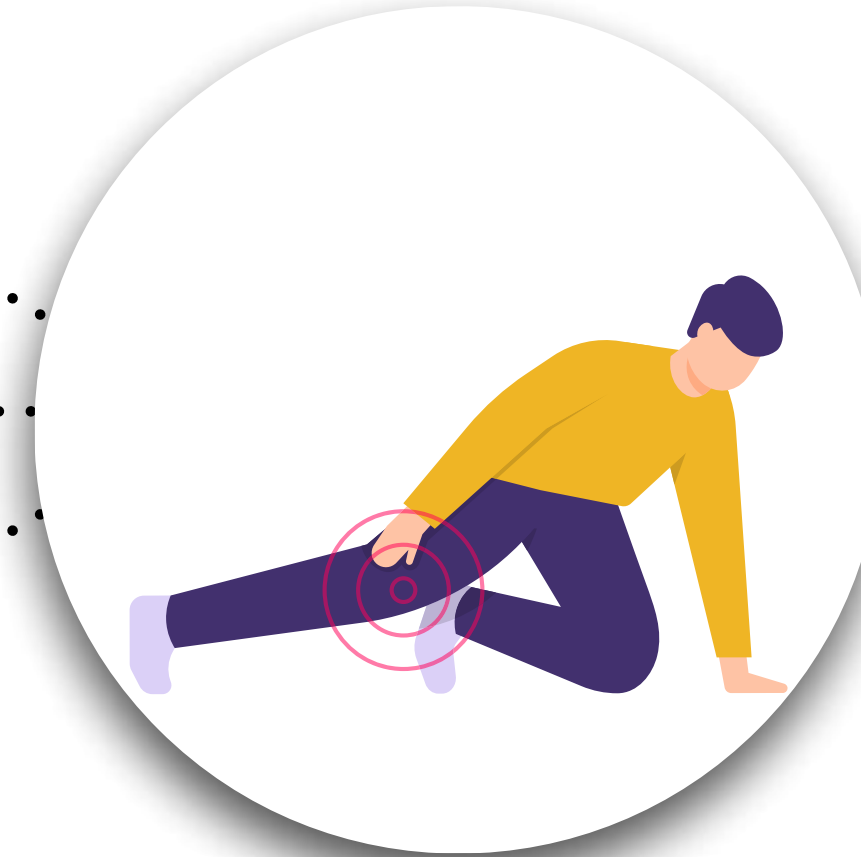
“Plenty of  
Time”

**45%**

“On-Time”

**10%**

“Late”



***Time-constraints severely limit our  
willingness to connect with others.***





**Who are you **stepping**  
**over** while **busy**ing  
about your day?**





**“Connect Five”** 1 person shares 1 **non-work-related picture** for **5 minutes**.





**The something in your  
everyday life  
that can transform the  
whole health  
of you & your team?**

**Connection**



# KEEP CONNECTED

CONNECT  
WITH  
RYAN

**Ryan Jenkins**

WSJ Bestselling Author, Speaker & Consultant

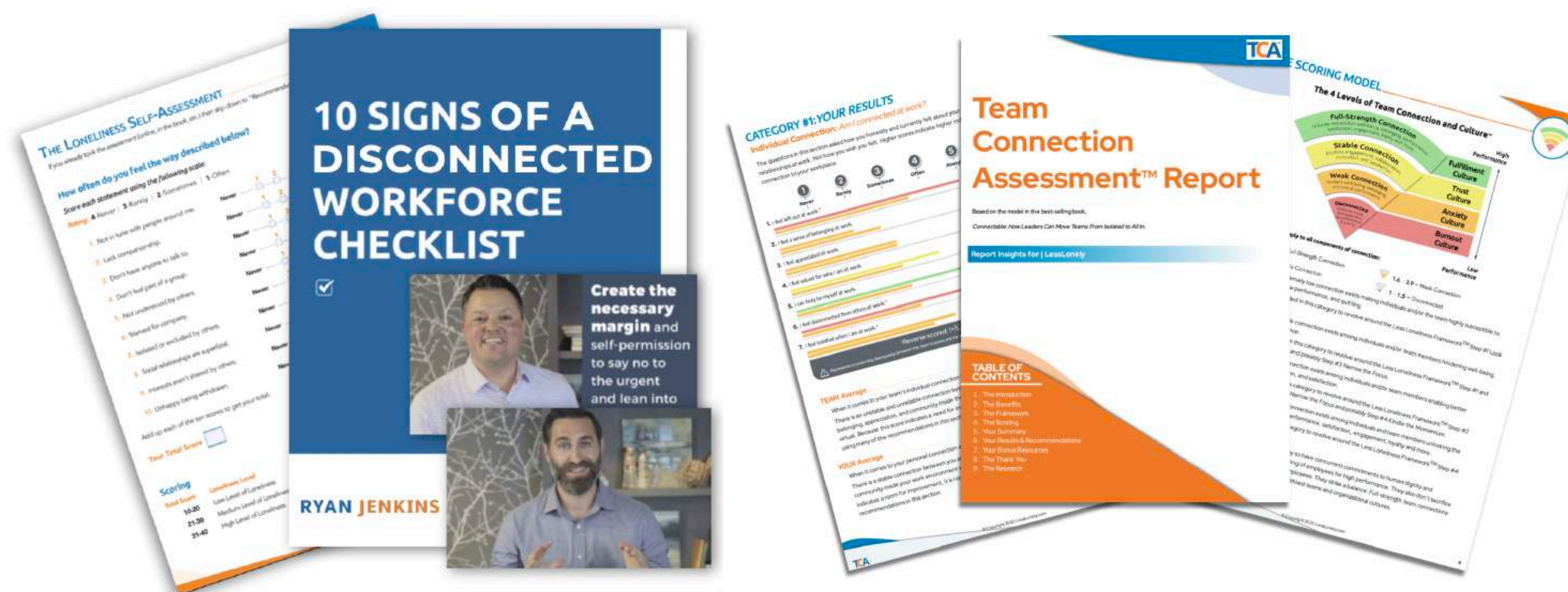
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CONNECTION  
KIT

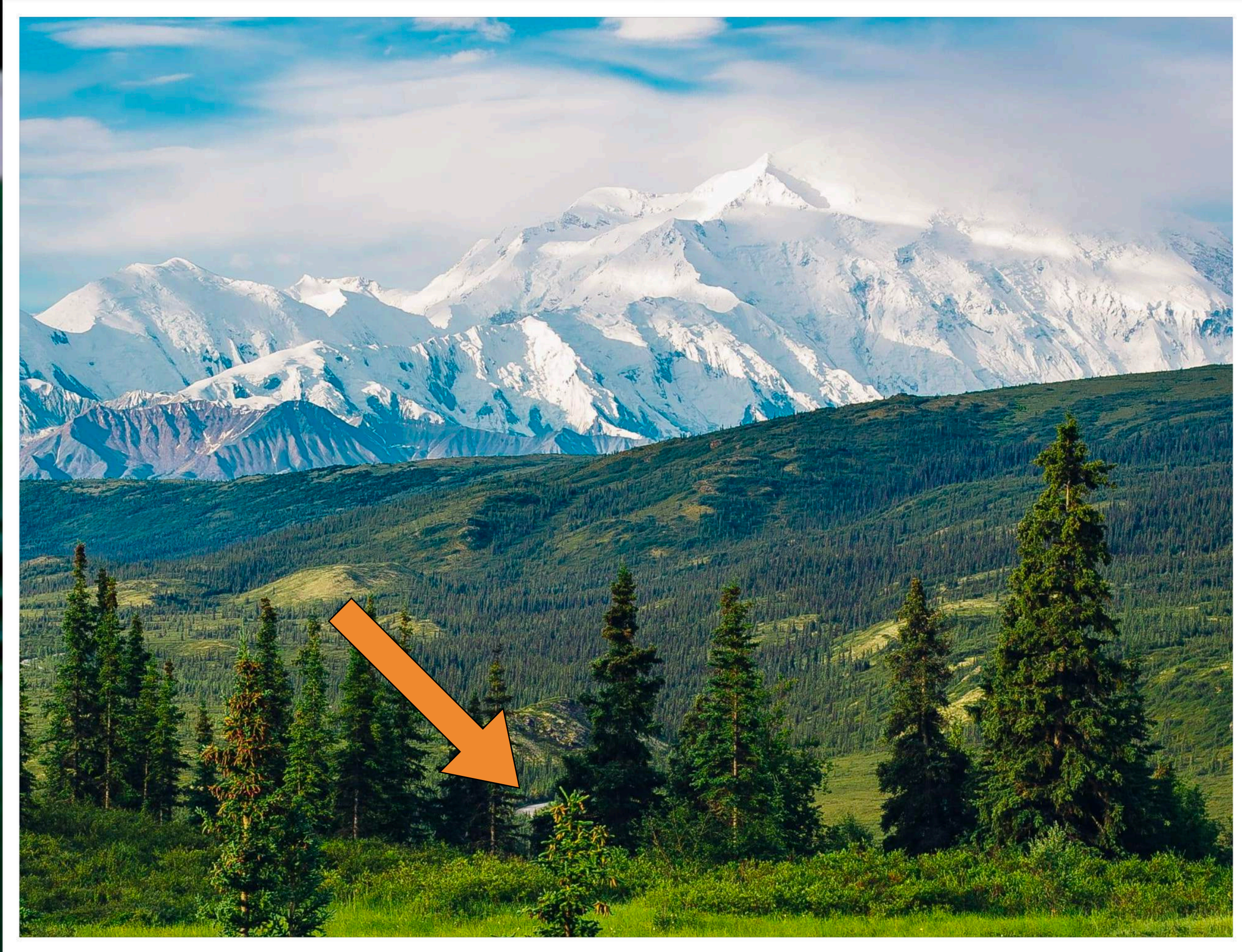


- The Connection Self-Assessment & Improvement Guide (PDF)
- 10 Signs of a Disconnected Workforce Checklist (PDF)
- The 4-Part Video Series
- Team Connection Assessment™



[ConnectionVault.com](https://ConnectionVault.com)





Happiness is only real when... **shared**.



Be  
connectable.



# THANK YOU

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Questions, Connect, or Hire Ryan...  
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# REFERENCES

- Connectable: How Leaders Can Move Teams From Isolated to All In* (McGraw-Hill 2022) by Ryan Jenkins & Steven Van Cohen
- Why Most Employees are Lonely and Underperforming by Ryan Jenkins 2020: <https://www.entrepreneur.com/article/352081>.
- How to Lessen Loneliness and Boost Belonging at Work by Ryan Jenkins 2020: <https://www.entrepreneur.com/article/352081>
- New report finds 60% of women in leadership feel more lonely as their careers progress: <https://www.fastcompany.com/90863592/women-leadership-feel-lonely-isolated>.

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