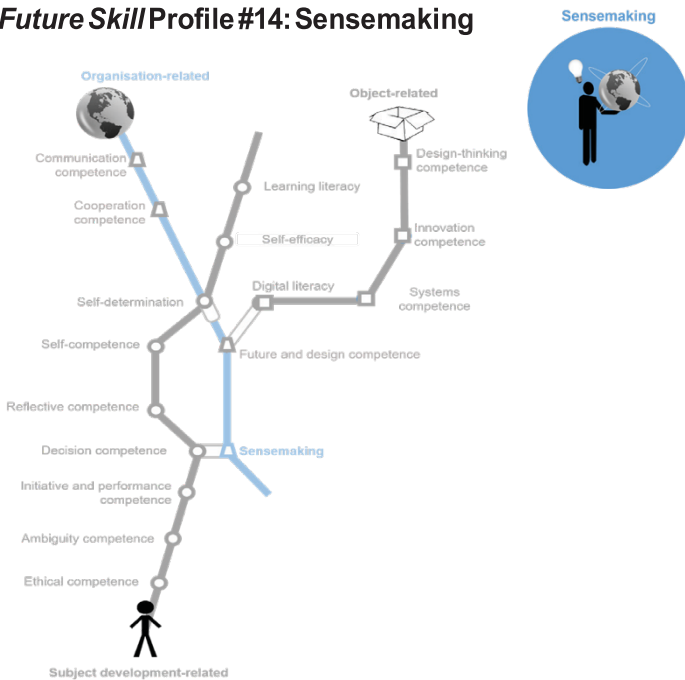


A 3.3.1 **Future Skill Profile #14: Sensemaking**



Definition: The Future Skill Profile Sensemaking comprises the willingness and ability to construct meaning and understanding from the rapidly changing structures of meaning within future work and life contexts, to further develop existing structures of meaning or to promote the creation of new ones where they have been lost. (*mean value: 4.0 of 5, standard deviation: 0.90*)

Reference competences: meaning creation, value orientation

Significance: Sensemaking is important in highly emergent action contexts, as it enables individuals to orient themselves when structures of meaning change rapidly and evolve.

Description: Sensemaking encompasses the creation of meaning and values. Every action and every decision is value-based – also in future agile, networked and unpredictable action contexts. The ability of individuals to realise sensemaking from within themselves is of greater importance in that the action situations diversify and no longer result in lasting constellations of meaning guaranteed from outside by the organisation. The value-bound nature of actions, decisions and interactions must therefore increasingly be assumed by employees in the respective organisational units. Sensemaking describes the process by which people classify the stream of experiences, which is absorbed inarticulately into meaningful units by the senses. Depending on the classification of the experience, a different sense and thus a different explanation for the recorded experiences can result. Sensemaking means especially the ability to recognise structures and values in different organisational contexts on the one hand and to structure experiences and perceptions productively and positively into meaningful meanings on the other hand.