### Nobody knows "the index"?!

# Always start by asking questions

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# make cone usion a prob em

# and the MOrd Gwith Idex I ASTSO TTOD

# Two types of customers

# Early Adopters

### Late Adopters

### Early Adopters What does it do? Can we try it? How does it work?

# Late Adopters

#### Early Adopters What does it do? Can we try it? How does it work?

### Late Adopters Never heard of it! Who is using it now?

# Characteristics

### Early Adopters Imaginative Price not an issue Something cool for their brand Late Adopters

### Early Adopters Imaginative Price not an issue Something cool for their brand Late Adopters Resist change Want "safe" route

# What you should say

Early Adopters Way ahead of competition Set the trend Ahead of its time Late Adopters

Early Adopters Way ahead of competition Set the trend Ahead of its time Late Adopters You risk nothing Proven performance

# Never mix the two!

# EATVACODIETS are easier to se

# ate aconters are the majority. need ots of proof

# ...and here are the proofs

#### Proof 1

#### Leading companies want soft skills

🗁 🔶 🗙 🖕 cnbc.com/2018/08/16/15-companies-that-no-longer-require-employees-to-have-a-college-degree.html

☆ 8



CAREERS

#### Google, Apple and 12 other companies that no longer require employees to have a college degree

Courtney Connley @CLASSICALYCOURT

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Apple CEO Tim Cook at an event to introduce the new 9.7-inch Apple iPad at Lane Tech College Prep High School on March 27, 2018 in Chicago, Illinois. Scott Olson | Getty Images

Today's tight labor market continues to be a promising landscape for job seekers, with economists even predicting more opportunities for professionals without a degree.

Job-search site Glassdoor compiled a list of top employers who are expanding their talent options by no longer requiring applicants to have a college degree. Companies like Google, Apple and IBM are all in this group.

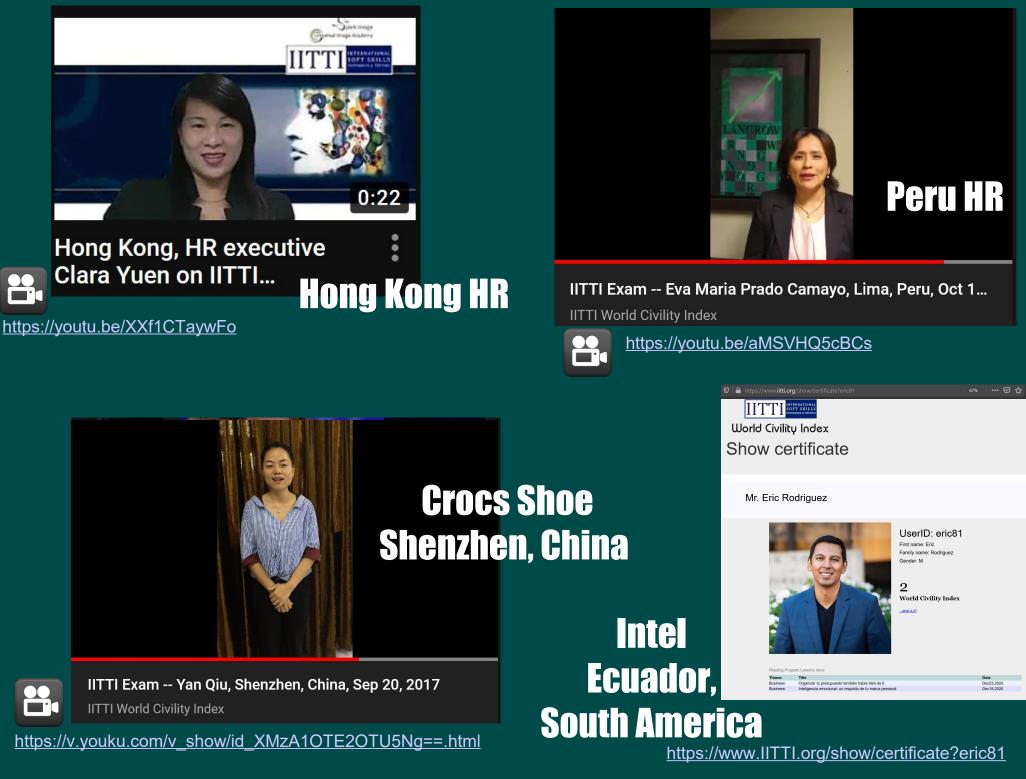
In 2017, IBM's vice president of talent Joanna Daley told CNBC Make It that about 15 percent of her company's U.S. hires don't have a four-year degree. She said that instead of looking exclusively at candidates who went to college. IBM new looks at

https://www.cnbc.com/2018/08/16/15-companies-that-no-longer-require-employees-to-have-a-college-degree.html

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### HR adoption of World Civility Index...

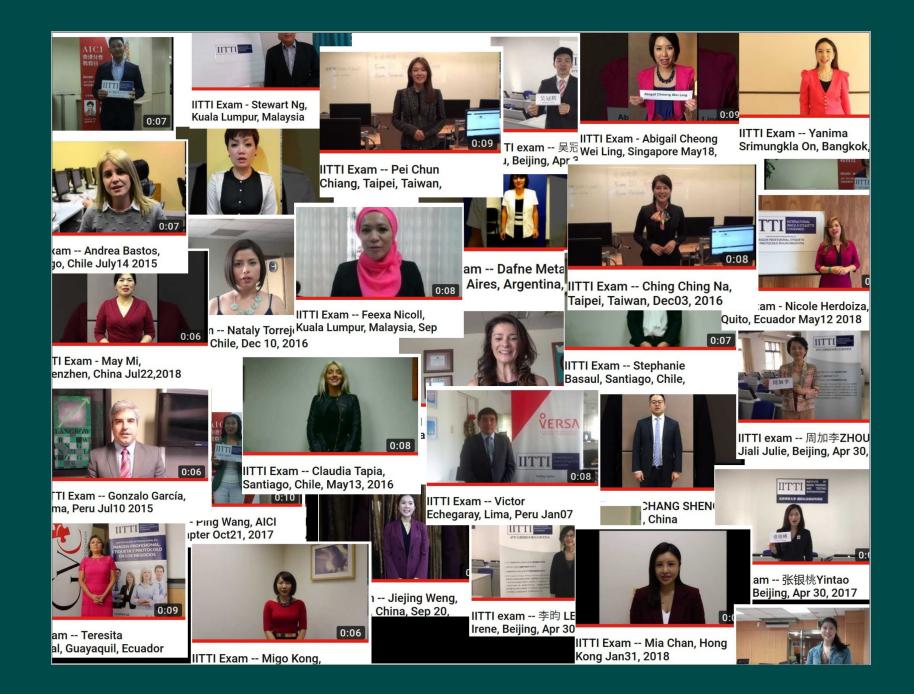


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#### Proof 2a

# Many others in 17 countries...

as of 2020



#### Proof 3

# DescriptionD

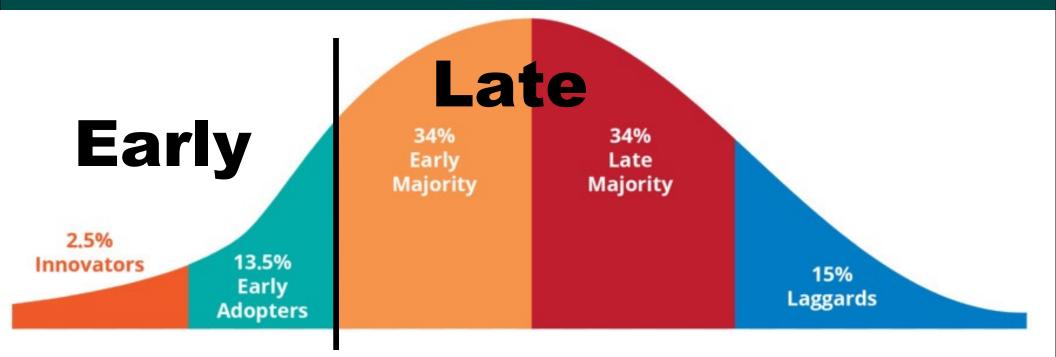
# Google's first page

Search phrase 'Soft skills standard'

Goode

### Details

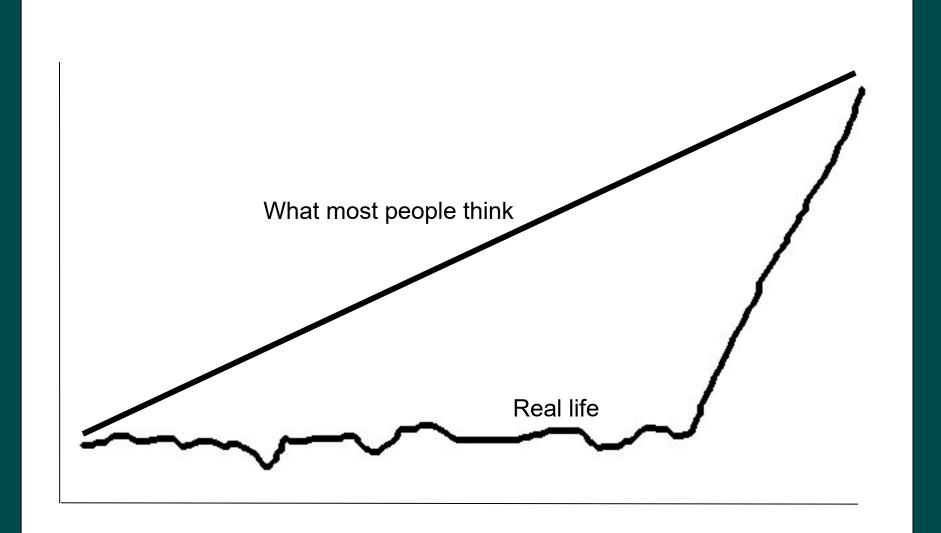
#### **Diffusion of Innovation**



#### How popularity grows

What most people think

#### How popularity grows



"Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has." Margaret Mead, Anthropologist