

# Boundaryless and Protean Careers for employability

**By: M.M. Sefotho - 12 Nov 2021**

**ASSAf Science for Society webinar series -**

**Future careers: developing skills for the job market and job creation**



UNIVERSITY  
OF  
JOHANNESBURG



An aerial photograph of a city skyline, likely New York City, featuring numerous skyscrapers. The image is slightly hazy, suggesting a distant or elevated perspective. A semi-transparent dark grey rectangular box is centered over the image, containing the title text in a bold, black, sans-serif font.

# **Jobs of the Future**

## **Top Careers in 2050**

# Careers in AI – driven labour market

The term AI was coined by John McCarthy,  
an American computer scientist in 1956.



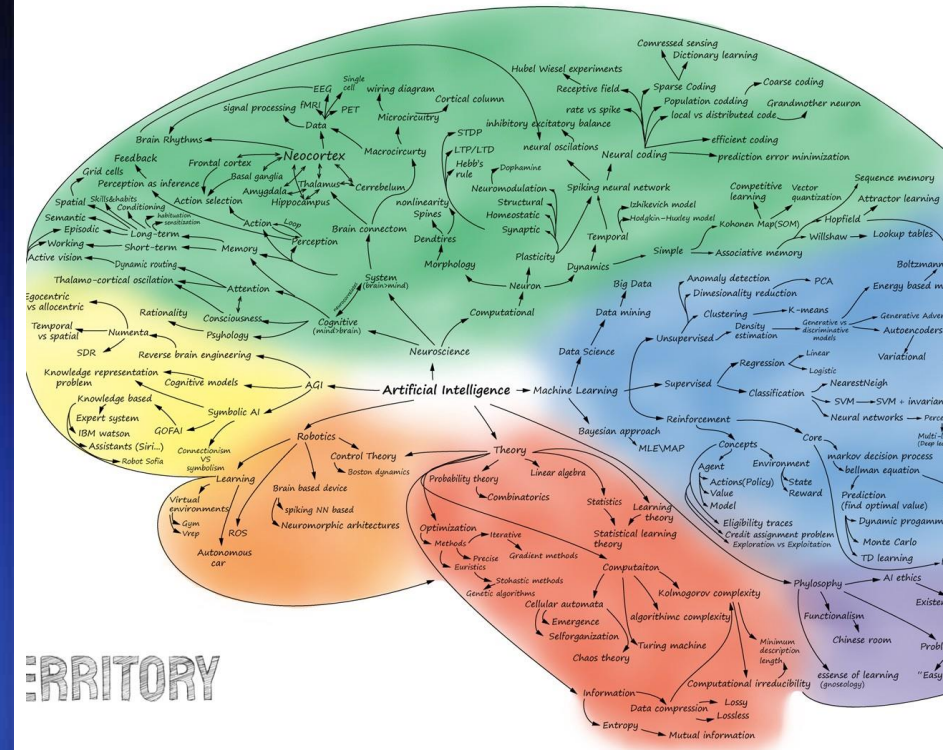




Human intellect is  
incurably abstract.

C. S. Lewis





Understanding the human mind paves ways to artificial intelligence



# The mind

“A special non-physical entity in virtue of which we are aware” (Mandik, 2010).



# What is AI?



## Artificial Intelligence



(AI) is a popular branch of computer science that concerns with building “intelligent” smart machines capable of performing intelligent tasks.



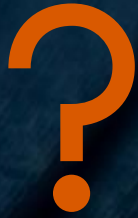
With rapid advancements in deep learning and machine learning, the tech industry is transforming radically.

This slide is 100% editable. Adapt it to your needs and capture your audience's attention.





# Artificial intelligence is a program that



Reason



Act/Adapt



Sense



# Protean Careers

---



# Proteus

In Greek mythology, **Proteus** (/ˈproʊtiəs, -tʃuːs/<sup>[1]</sup> Ancient Greek: Πρωτεύς, *Prōteus*) is an early prophetic sea-god or god of rivers and oceanic bodies of water, one of several deities whom Homer calls the "Old Man of the Sea" (*halios gerôn*).<sup>[2]</sup> Some who ascribe a specific domain to Proteus call him the god of "elusive sea change", which suggests the constantly changing nature of the sea or the liquid quality of water. He can foretell the future, but, in a mytheme familiar to several cultures, will change his shape to avoid doing so; he answers only to those who are capable of capturing him. From this feature of Proteus comes the adjective **protean**, meaning "**versatile**", "**mutable**", or "**capable of assuming many forms**". "Protean" has positive connotations of **flexibility**, **versatility** and **adaptability**.





# Protean Careers of the 21st Century - Douglas T. Hall (1996, p. 8)

- Protean careers. The career of the 21st century will be protean, a career that is driven by the person, not the organization, and that will be reinvented by the person from time to time, as the person and the environment change.



# Features of Protean Careers

Mutable

Flexible

Adaptable

Versatile



# Boundaryless Careers

---





# Boundaryless careers

Arthur and Rousseau (1996) describe boundaryless careers as not bounded, not tied to a single organization, not represented by an orderly sequence, marked by less vertical coordination and stability “Put simply, boundaryless careers are the opposite of “organizational careers”—careers conceived to unfold in a single employment setting (1996: 5).



# **Boundaryless careers – An Oxymoron**

**Intraorganisational and interorganizational**

**Network-based and self-organised**



# **The Boundaryless Career: A Competency-Based Perspective**





## Concept of competency

**The word competency is derived from Latin word 'competere' which means 'to be suitable.'**

**A competency can be defined as the entirety of knowledge, abilities, skills and attitudes, which are necessary for an individual to work effectively in particular working environment.**



# Components of competency



**Skills:** capabilities acquired through practice.



**Knowledge:** understanding acquired through learning.



**Personal attributes:** inherent characteristics which brought to the job.



**Behavior:** the observable demonstration of some competency.







# Employability skills: what makes us employable?



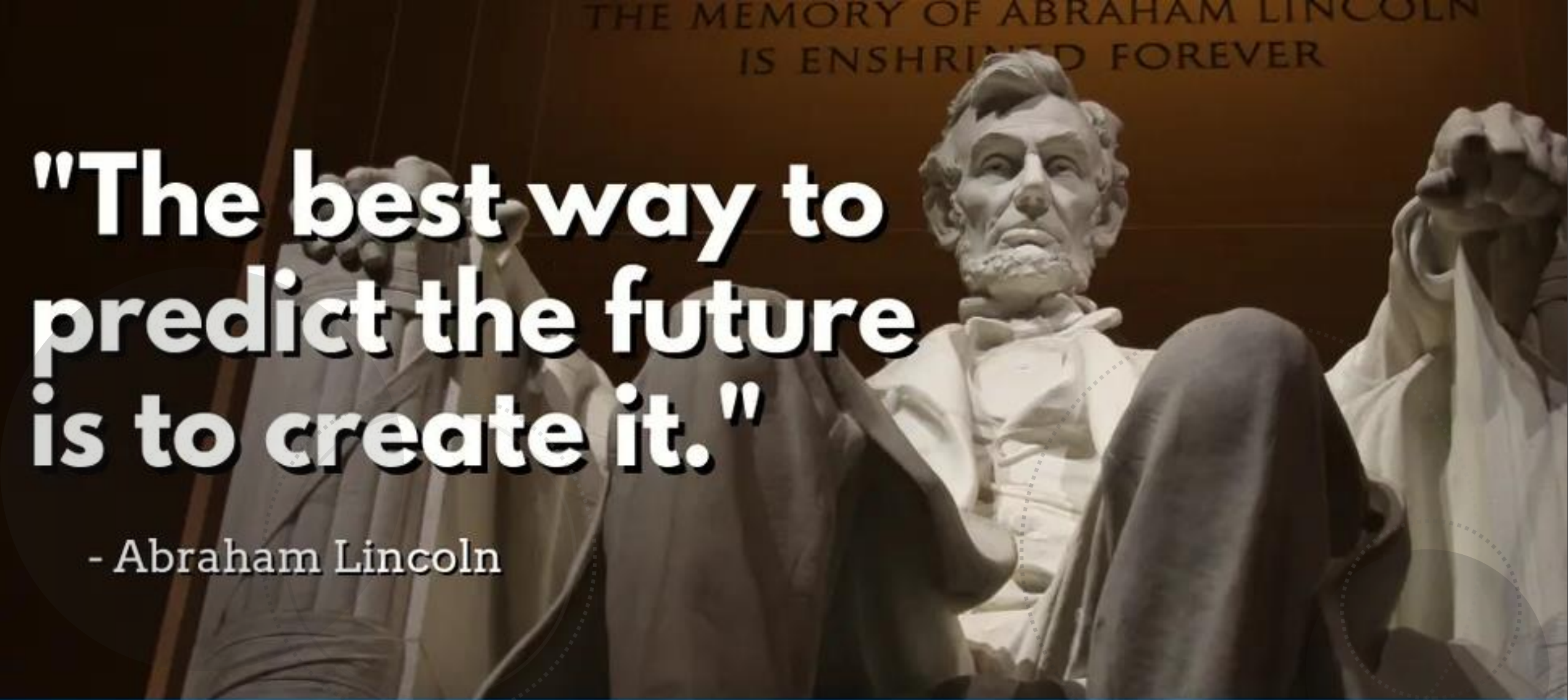
**Future  
Careers must  
be  
understood  
in relation to:**

**Globalisation**

**Digitalisation**

**Lifelong learning opportunities**

**Continuing education and  
training**



**"The best way to  
predict the future  
is to create it."**

- Abraham Lincoln



**Thank You**  
**Kea Leboha**  
**Muchas Gracias**

E-mails: [msefotho@uj.ac.za](mailto:msefotho@uj.ac.za)  
[max.Sefotho@gmail.com](mailto:max.Sefotho@gmail.com)

