



USEFUL, BROKEN, BEAUTIFUL: IKIGAI, KINTSUGI AND SUSTAINABLE WORK

Giulia Scalaberni



Inner self-sabotage

"I don't have time"

"There's nothing I can do about it"



Urgency pathology

"I need it for yesterday"

"I'll skip lunch to save time"



The meeting zoo

"quick"

overtime

useless

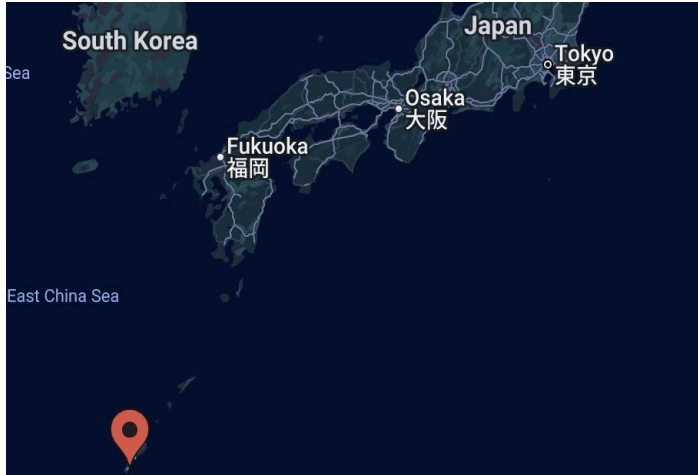


WHAT GETS YOU OUT OF BED IN THE MORNING?

»»» Besides \$\$\$ «««



OKINAWA



Okinawa habits: Cardiologist shares five daily habits that will add decades to your life

TOI Lifestyle Desk / etimes.in / Updated: Sep 18, 2025, 07:11 IST

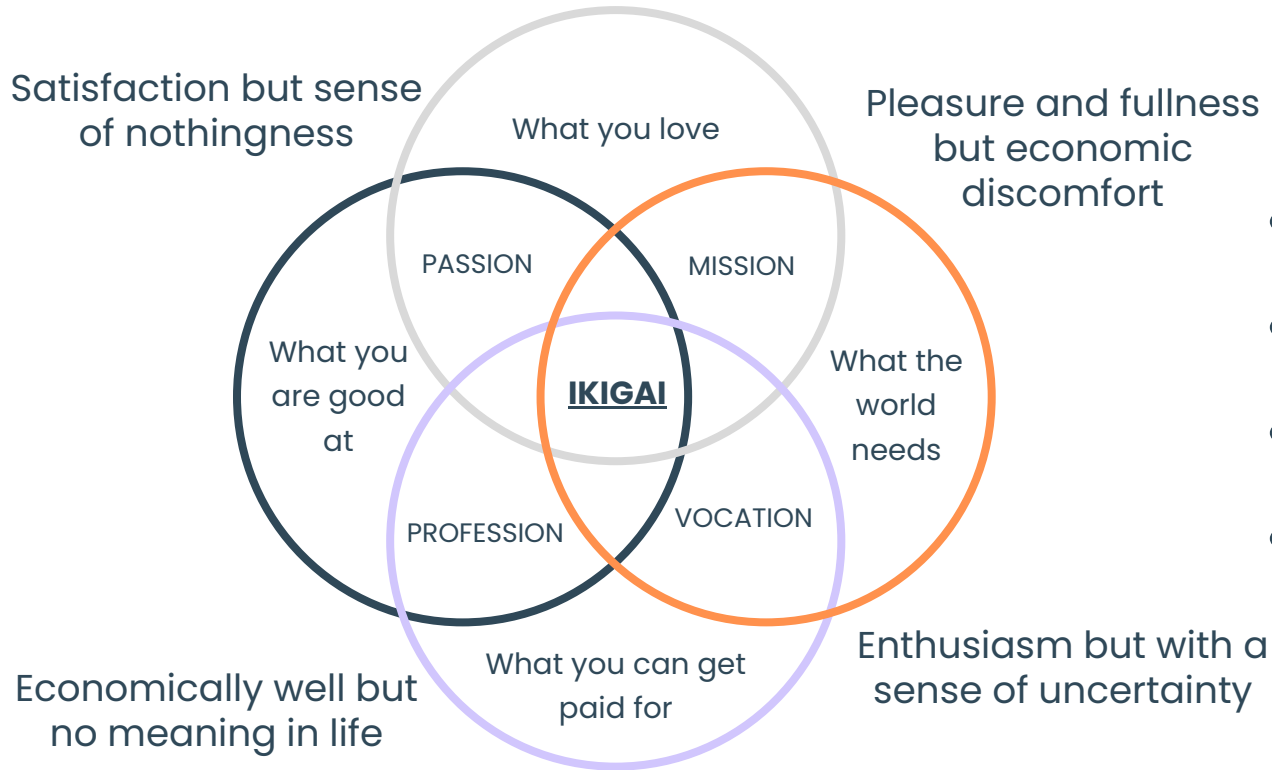


Dr. Dmitry Yaranov highlights five daily habits of Okinawans, a Blue Zone population known for longevity. These habits include having a strong sense of purpose (Ikigai), following a plant-based diet, practicing mindful eating (Hara Hachi Bu), engaging in natural movement, and maintaining close-knit social circles (Moai). Incorporating these practices may contribute to a longer, healthier life. Read below to know more!

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IKIGAI



- **Rigid**
- **Not holistic**
- **Simplistic**
- **Not a form to fill**

IKIGAI

- Your own **sense of purpose**
- The joy of **doing something we love every day**
- What drives us to **get out of bed** every morning

FROM OGIMI VILLAGE TO THE TEAM

Cure

- Read the room
- Celebrate progress

Empathy

Connection

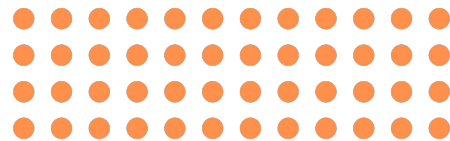
- Rituals for engagement
- Buddy coaching

Yuimaru

Awareness

- Know what drive us
- Feel what we are contributing to

Ikigai



»» **LIFE JUST HAPPENS** ««



TURN “CRACKS” INTO “CLICKS”

KINTSUGI



ACCEPTING

- *“It really happened”*
- *Avoid witch-hunting*
- *Time-box reaction*

MOVING ON

- *Calm is contagious*
- *Communication*
- *Direction*

VISUALIZING

- *Set new standards*
- *Build solidity*
- *Earn credibility*



ERROR CULTURE

FAILURE as an option

BLAMING is over

COLLECTIVE remediation



PSYCHOLOGICAL SAFETY

“I need help”

“I was wrong”

“I don't know”

“I need time to think”



SUSTAINABILITY

Sometimes the journey is more about
unbecoming rather than becoming.





EMBRACE YOUR IKIGAI

Giulia Scalaberni





TALK

Decoding cultural “bugs”: lessons from my remote Europe-India team

Saturday, May 30

14:40 - 15:25

