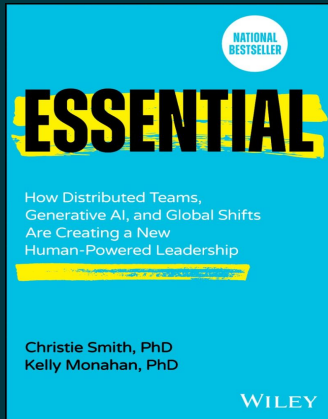




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By Christie Smith, Kelly Monahan

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About the Author

Christie Smith, Kelly Monahan

Christie Smith is the founder of The Humanity Studio and former global lead of Talent & Organization at Accenture; Kelly Monahan is a Managing Director at Upwork leading future of work research and the Upwork Research Institute.

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