



ANDRZEJ TUCHOLSKI

BUSINESS PSYCHOLOGIST | 4X TEDX SPEAKER | BESTSELLING AUTHOR

The Problem: We live in an era of constant change and permacrisis. The old playbook (work harder, optimize more, push through) is breaking people. The evidence:

- **76%** of employees experience burnout at work. (Gallup)
- **\$1 Trillion** is lost annually in productivity due to burnout. (WHO)
- **The Reality Check:** Your highest performers aren't burning out from too much work - they're burning out from too little self.

The Opportunity: Organizations that build Sustainable Performance through Self-Retrieval paired with High Agency win on retention, innovation, and resilience. We don't just manage chaos, we reframe it as a catalyst for growth.

WHO IS ANDRZEJ AND WHAT MAKES HIM DIFFERENT?

Andrzej Tucholski created the High Agency framework to help people navigate the chaos of modern life. Then he noticed something troubling: some of his highest-performing clients were abandoning themselves to succeed. They optimized their way to burnout. That's when he paired High Agency with Self-Retrieval (coming back to yourself as the foundation of Sustainable Performance).

Now, as a 4x TEDx speaker, bestselling author (10,000+ copies sold), and business psychologist with over a decade training leaders and teams at Google, Red Bull, IBM, T-Mobile, Nestlé, and ING, Andrzej helps organizations build performance that doesn't destroy people.

No motivational fluff. No generic frameworks. Every keynote and workshop is customized to your organization's real challenges - combining practical tools with the psychological depth that creates lasting transformation.

Booking: [linkedin.com/in/andtucholski](https://www.linkedin.com/in/andtucholski) ••• andtucholski.com ••• hello@andtucholski.com



"Andrzej brings a wealth of knowledge and experience to every project he undertakes. His insights into human behavior and organizational dynamics are truly insightful and valuable. I have no hesitation in recommending Andrzej Tucholski as an expert in business psychology. He is a trusted professional who consistently delivers outstanding results."

- Natalia Sinito, Erickson Professional Coach

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KEYNOTE & WORKSHOP OPTIONS

Duration:

- Keynote: 45 or 90 minutes (live or online)
- Workshop: Half-day or full-day (live only)
- Available for panel discussions or breakout sessions

What's included:

- Pre-event consultation to customize content
- Post-event Q&A or fireside chat

Andrzej is based in Warsaw, Poland ••• available for events across Europe and internationally

LET'S TALK TOPICS

Andrzej's most frequently delivered keynotes include::

- **The Human Premium:** Reclaiming Motivation, Meaning and Mastery in the Age of AI
- **The Chief Meaning Officer:** Leading with Purpose in the Age of Chaos
- **The 1% Pivot:** Microhabits That Shift the Trajectory of Leaders and Organizations
- **Work 3.0:** Integrating Soul, Strategy, and Silicon - Building the Future of Efficiency
- **Atomic Momentum:** Engineering Values-Driven Goals for Seamless Execution

...AND HIS MOST RECENT, "CROWD-FAVORITE" SESSIONS ARE:

TOPIC 1: SELF-RETRIEVAL: THE ANTIDOTE TO BURNOUT

Most professionals operate from chronic self-abandonment, performing who they think they should be instead of who they actually are. This session explores how Self-Retrieval becomes the foundation for sustainable performance and genuine engagement.

Takeaways:

- Understanding self-knowledge
- Framework for identifying self-abandonment
- Tools for preventing burnout

TOPIC 2: HIGH AGENCY: OWNERSHIP IN UNCERTAINTY

When everything's uncertain, most teams wait for permission or clarity that never comes. This session teaches the High Agency framework - the five pillars that enable individuals and teams to take ownership, make decisions, and solve problems even when the path forward isn't clear.

Takeaways:

- The 5 pillars of High Agency
- Framework for habitual proactivity
- Tools for effective decision-making

TOPIC 3: REFRAMING CHANGE: FROM THREAT TO CATALYST

The human brain (as well as most organizational systems) naturally resist change. This session uses philosophy and psychology to reframe that resistance: instead of fighting change, teams learn to leverage it as momentum for growth and innovation.

Takeaways:

- Understanding permacrisis
- Framework for adaptive thinking
- Tools for building antifragile cultures

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"The result of our collaboration was a one-hour presentation in which Andrzej, in his reliable-yet-humorous style, captivated the audience with his authenticity and expertise backed by scientific literature. 100 out of 400 participants gave feedback, rating Andrzej's presentation 9.5/10."

- Piotr Kudzia, Business Manager