

Squiggly Careers PodSheet

How to make successful career transitions



The difference between change & transition

Change

There is clarity about where you're coming from and where you're going to.

VS.

Transition

The messy middle where there is still lots of uncertainty and unknowns.



Act first, reflect second.



Herminia Ibarra

For over-thinkers, it's easy to get stuck in reflection, without taking any **real action**. This quote is a helpful reminder to get started...even with a small action.

Who can support you during a career transition?

3 ideas for action



Manage your mindset

Expect there to be a period of in-between that feels messy and try not to hold onto the past.

To help with all the uncertainty, make time to look after yourself. Focus on growth mindset and reflect on what you are gaining from the change.



Work your weak ties

Create opportunities by investing in more 'distant' relationships with people you don't work with closely:

1. Reconnecting with colleagues.
2. Attend events connected to your profession or passions
3. Ask people you trust to make an introduction for you.





Start small

Ask yourself: *what's the smallest thing I could do to start this transition?*

Multiple small actions help to build momentum and grow your confidence. Over time they make the transition much less daunting.

Coach Yourself Questions

 Where have you made a successful transition in the past?

 Write down 4 actions you're going to take in the next 4 weeks to support your transition

Recommended resources



[Reinventing your career in the times of coronavirus](#)

Article Professor of Organisational Behaviour Herminia Ibarra



[Identity and transition in professional careers](#)

Learn more insights in this lecture from Herminia Ibarra



[How to explore your progression possibilities](#)

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Amazing if