

# Squiggly Careers PodSheet

## You Coach You: Overcoming constraints



“ We need to evolve to a more transformative way of thinking about constraints as something that could be a positive for us, as an opportunity or even a gift, that leads us to find a way of progressing in our careers. ”

Adam Morgan

### Why it's important to coach yourself on progression

#### Proactive Progression

Being proactive about our progression gives us options and makes our careers more change-proof. Career progression is about much more than promotion; it's about how we continually move forward in our careers. When we make progress in our careers, we increase our options, adaptability and opportunities.

#### Owning your career

By taking ownership of our progression, we increase the control we have over our careers. It gives you control over how you grow and where you go. This makes our development less dependent on other people as you can create your own opportunities.

### Ideas for Action



#### Adopt Can / If thinking

eg 'I **can** (do this) / **If I** (do that)'  
Reframing your problems can shift your mindset and unlock new thinking. It also helps keep optimism and curiosity alive and makes it easier to find solutions instead of focusing on problems.



#### Be proactively adaptive

Succeeding in a squiggly career is all about being productively uncomfortable and having a stubbornly adaptive mindset. Combining a big ambition with a significant constraint forces you to focus on how you can respond and adapt.



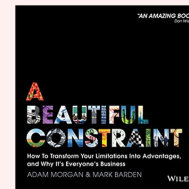
#### Involve don't solve

Involve the people you need support from in the process so that they are also engaged in your progression. It's helpful to get feedback from different perspectives including both strong ties and weak ties.

### Coach Yourself Questions

- 1 What are your biggest career constraints?
- 2 How could you use them to become an advantage?

### Recommended resources



#### A Beautiful Constraint - Adam Morgan & Mark Barden

A book about transforming your limitations in business

#### You Coach You

Our book, written to help you overcome challenges and take control of your career.



Amazing if