



A-Z

of Squiggly Careers

**26 PRACTICAL IDEAS
FOR ACTION TO
DEVELOP YOUR
CAREER**

Amazing if

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A

is for...

Asking for help is something a lot of people struggle with.

It can feel vulnerable to admit we need some support or daunting to seek the support we need.

However,
remember how you
feel when someone
asks **YOU** for help.

People like helping people and we
get better when we receive the
help we need.

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Here are **3 tips**
that can make
asking for help
easier and
more effective

SWIPE FOR TIPS >

1. Be clear about the help you need.

A specific request is more likely to get a 'yes'.

2. Never apologise for asking

Communicate your ask with
confidence.

3. Share the impact.

Let people know how you've put their help into action.

SWIPE >

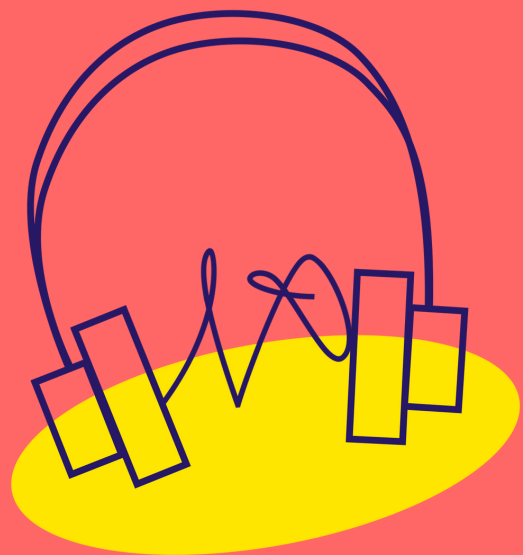
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Add this to your reading list....



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Listen to Squiggly Careers
podcast episode 110 for more
on [how to ask for help](#)

LETTER B >

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B

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...boundaries

SWIPE >

**Workload,
technology and
feeling like we need
to always be 'on'.**

These are all challenges that
contribute to blurred boundaries.

When we don't
**protect our
boundaries** it can
start to affect our
ability to cope with
the ups and downs
of a squiggly
career.

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**Here are 3 tips
to build your
boundaries**

...and keep them in place!

SWIPE FOR TIPS >

1. Share your boundaries with others.

Explain why they are important and don't apologise for them.

2. Create a physical distance between your work + home life.

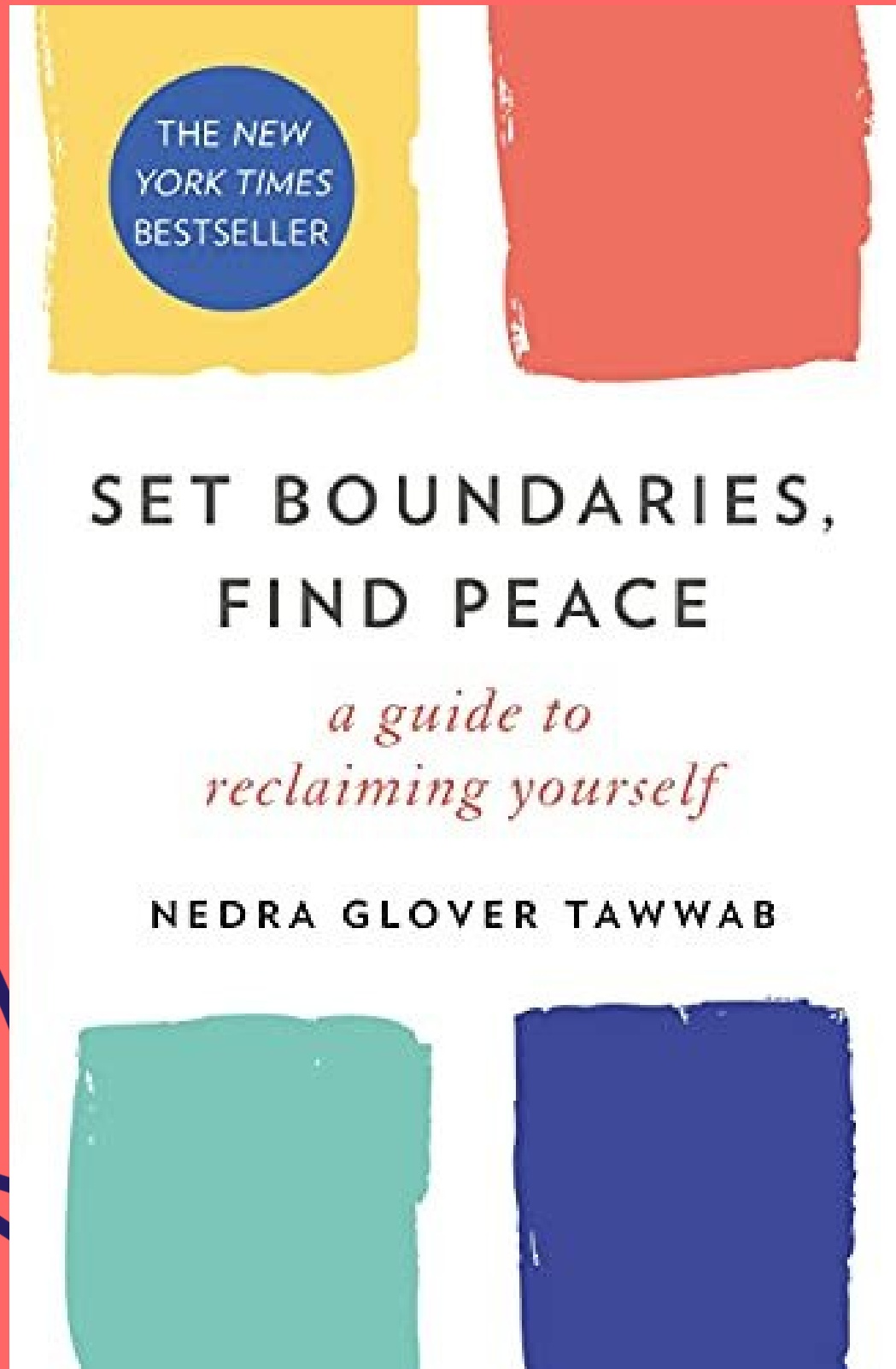
Put your laptop in a box, turn off your alerts and leave your work phone in another room.

3. Invest time in a passion project.

When something else is creating a positive pull it can provide motivation to keep boundaries in place.

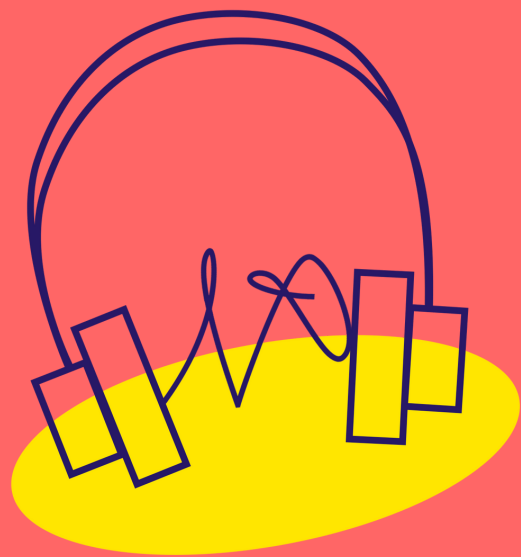
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For more, listen to Squiggly
Careers podcast episode 121
**How to manage your
boundaries**

LETTER C >

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...confidence
gremlins

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**We all have beliefs
that hold us back
from doing the
things we want to
do in our careers.**

These confidence gremlins stop us from speaking up, standing out and succeeding at work.

SWIPE >

The good news is
that we can
learn to **cage our
gremlins** and
with practice,
build better beliefs.

Here are 3 tips to cage your
confidence gremlins.

SWIPE FOR TIPS >

1. Track your triggers.

Keep a note of when your gremlin shows up.

The more specific you can be about the **who, what or when** the more meaningful the action to cage your gremlin will be.

2. Re-build your belief.

Create a **new narrative** that moves you forward rather than holds you back.

For example, instead of saying *"If I fail, I'll be a failure"* you could say *"If I fail, I never fail to learn"*.

3. Take back control.

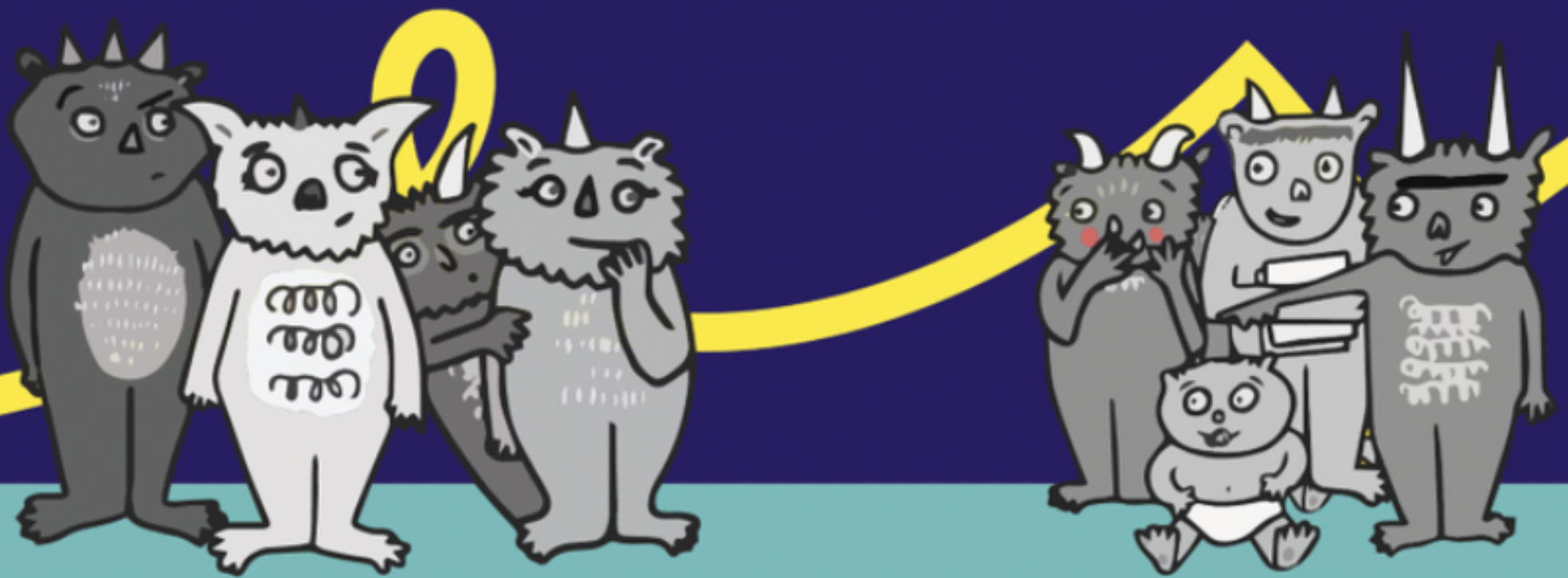
Identify one small action you could take to **challenge the hold** your gremlin has over you.

Very often, when we do the thing we've been avoiding, the outcome isn't as bad as we fear.

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[Download our free ebook](#)

HOW TO OVERCOME
Your Confidence Gremlins



Sarah Ellis & Helen Tupper

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For more, listen to Squiggly
Careers podcast episode 10
[Top Tips: Confidence building
techniques](#)

LETTER D >

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D

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...daring to
disagree

SWIPE >

Disagreements can feel hard.

We worry about offending people or causing conflict and these concerns can stop us from talking about the things we care about.

But disagreements
are **natural** and
debate can be
beneficial.

With practice, we can all dare to
disagree productively.
Here are 3 top tips.

SWIPE FOR TIPS >

1. Use I vs. You Statements

Using '*you*' in a disagreement introduces judgement which increases defensiveness.

Instead of '*you always interrupt me*' try '*I feel like I'm not able to share my point of view.*'

2. Seek to understand not just to be understood

Listening to someone's perspective, even if you don't agree with it, shows respect and can help to resolve disagreement.

3. Open-up your options

instead of getting stuck on what's not working, use '*How might we....*' questions to find ways to move forward.

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Add this to your reading list....

Harvard
Business
Review

Disagreement Doesn't Have to Be Divisive

by Francesca Gino

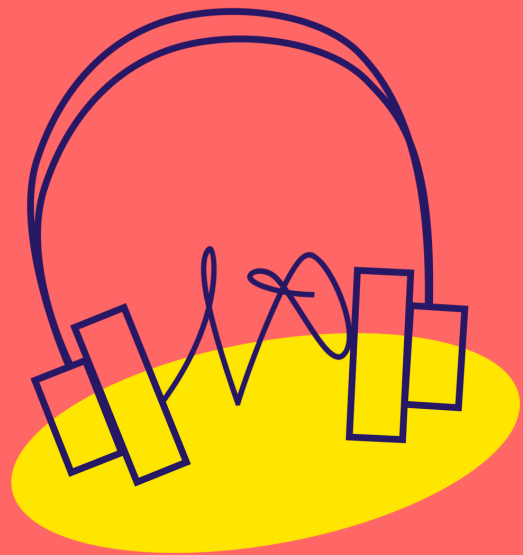
November 16, 2020



[Access the article here](#)

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For more, listen to Squiggly
Careers podcast episode 146
Disagreeing from a distance

LETTER E >

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E

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...energy audit

SWIPE >

Understanding
our **energy** at work
gives us clues
about our
strengths and
values.

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We can use these clues to craft our careers around the **people, places and possibilities** that energise us.

Here are 3 ways to audit your energy at work.

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1. Look back at your last month at work...

...when were you most energised and what strengths were you using at the time?

SWIPE >

2. Think about today...

...what were you most motivated by during the day and why?

SWIPE >


3. Reflect on your career...


...what were the people, places and projects you most enjoyed?

**SWIPE FOR
IDEAS FOR
ACTION** >

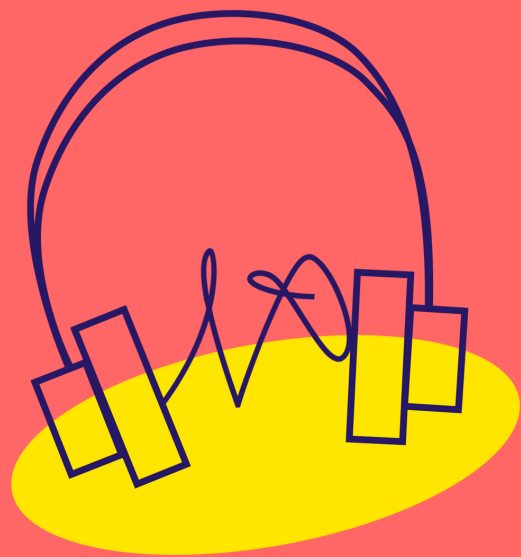
Putting your insights into action

 Reflect on any consistent themes in your energy audit.

 Use these themes to adapt what you work on, who you work with and how you work.

 When you are faced with career decisions, question how much these themes will be present in the possibilities you explore.

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Listen to Squiggly Careers
podcast episode 200 for more
on how to increase your
energy at work.

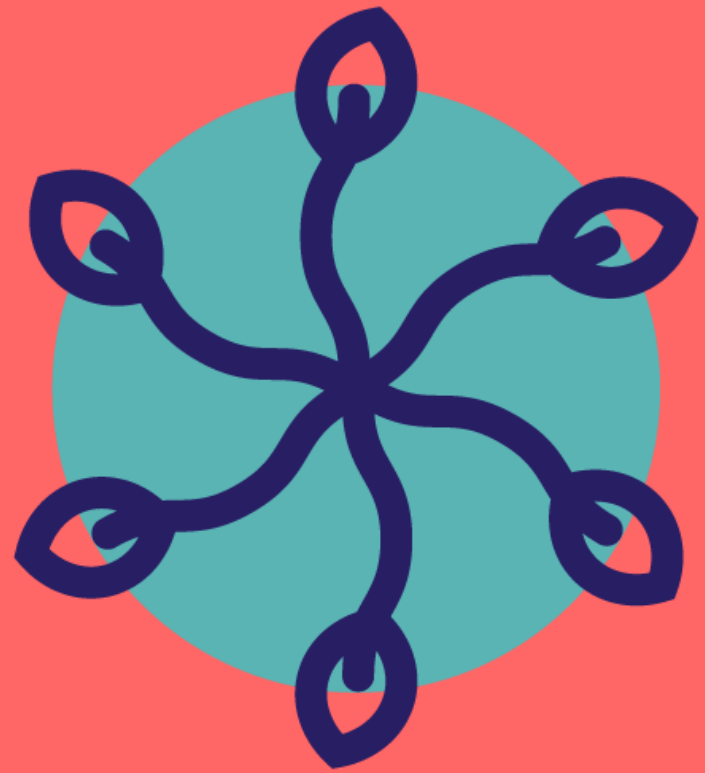
LETTER F >

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F

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...fearless
feedback

SWIPE >

Many of us find feedback hard.

Past experiences, company cultures and our own negativity bias can lead to us avoiding feedback conversations or becoming defensive in discussions about our development.

**We define feedback
as information that
helps you to
improve.**

Here are 3 tried and tested ways
to get more frequent, fearless
feedback.

SWIPE FOR TIPS >

1. Regular

The more often you get feedback, the less you're influenced by any one opinion or view.

Ask for 'what worked well' and 'even better if feedback' from one person every week.

2. Real time

When you wait to give or ask for feedback, it can lose resonance. It's much 'stickier' when you do it sooner.

Challenge yourself to give/get feedback as close to the moment as possible.

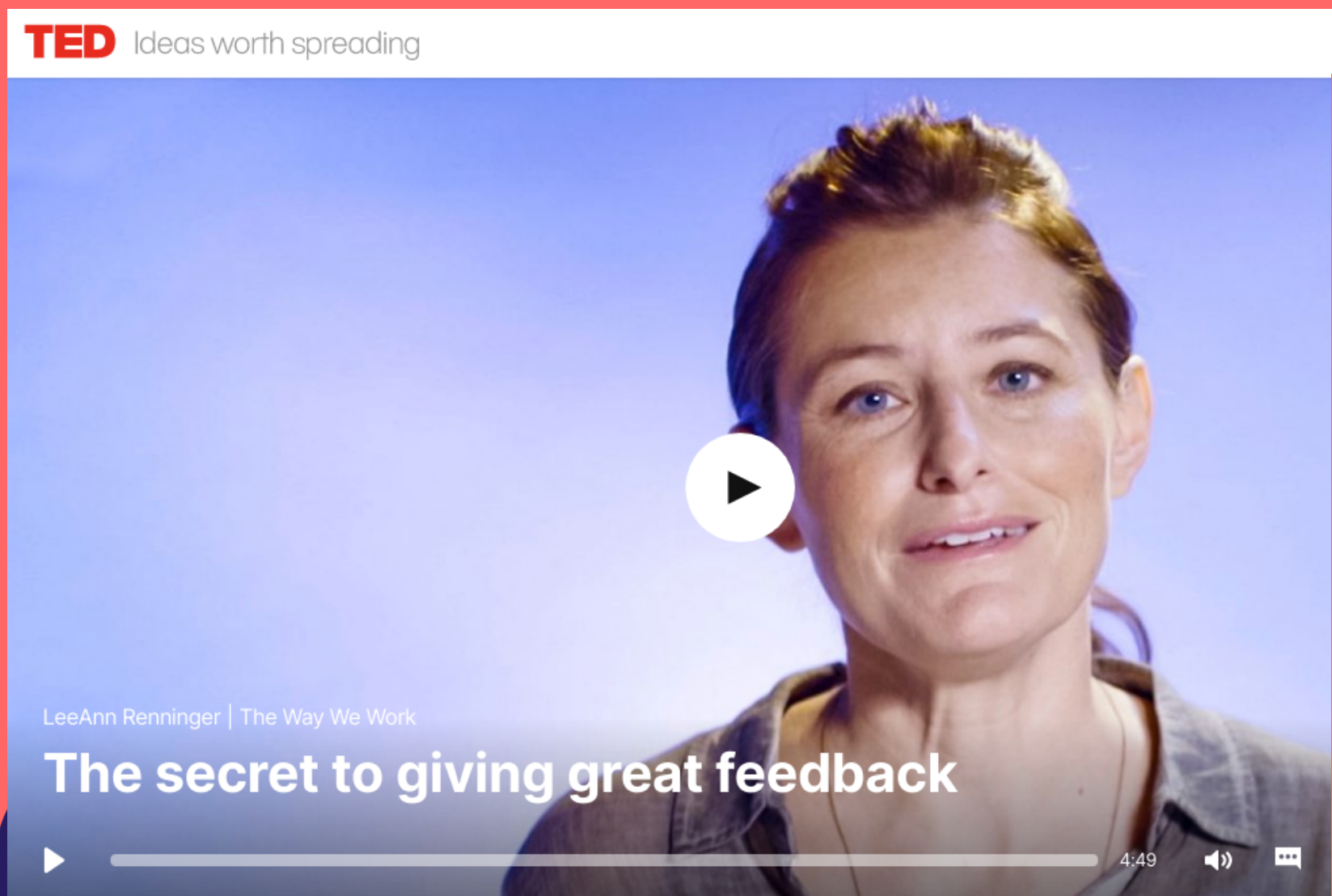
3. Relevant

The more specific you can be in your feedback request, the more meaningful the information will be for your development.

Tell people where you're trying to improve and ask them for specific insights about your impact.

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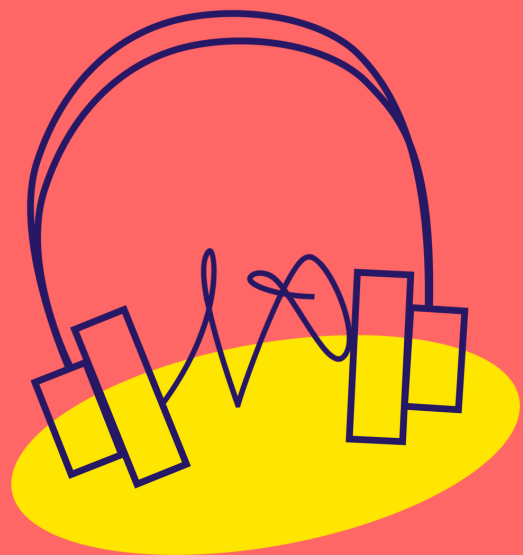
Add this to your watch list....



[Access the video here](#)

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For more, listen to Squiggly
Careers podcast episode 205
[How to fix feedback](#)

LETTER G >

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G

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...growing your
grit

SWIPE >

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Sticking at the things
we want to get done
can feel hard especially
**when everything is
changing around us.**

Achieving long-term
meaningful goals requires us
to grow our grit.

SWIPE >

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**Grit is a skill that
we can all develop.**

Here are 4 ways you can
grow your grit.

SWIPE FOR TIPS >

1. Know the 'why' of the work

When our work has meaning, we're more likely to stick with it.

Think about the reasons why sticking with your goal really matters to you.

2. Focus on the moments that make you smile

It's tough to stick at something when there are lots of other things pulling on our time and attention.

Thinking about happy moments helps you stay positive when you're persevering in hard times.

3. Spend time with your 'grit-givers'

The people you spend time with will contribute to your ability to achieve what you set out to.

Some people will distract and demotivate you. Some people will encourage and empower you.

Identify your 'grit givers' and stay connected to them.

SWIPE >

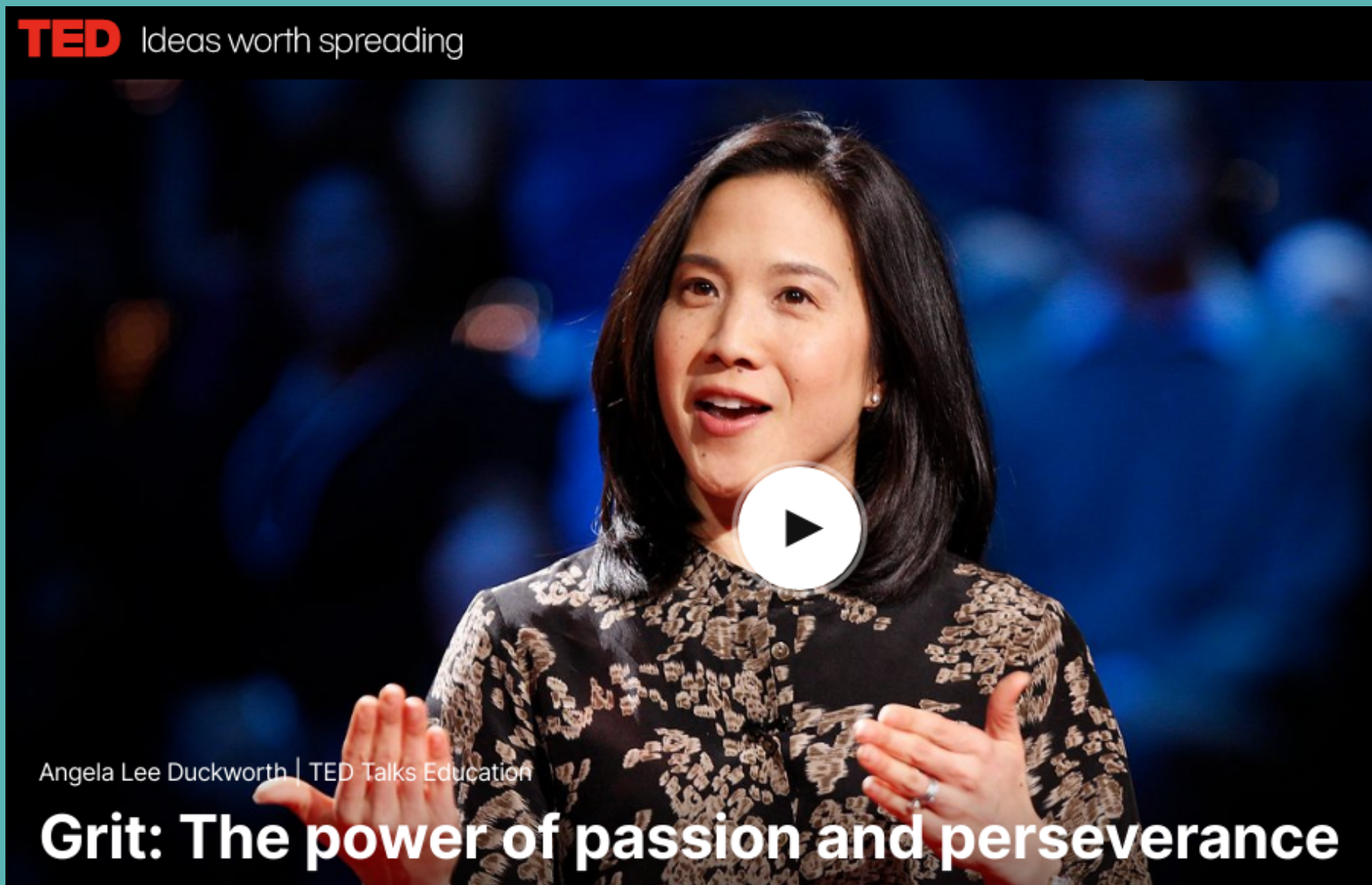
4. Plan your everyday actions

Goals can be so big that they feel out of reach.

When you plan one small thing you can do each day and you get it done, you'll create commitment and momentum that sparks the motivation to keep going towards your goal.

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[Access the video here](#)

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For more, listen to Squiggly
Careers podcast episode 36
**How to use grit to
supercharge your career**

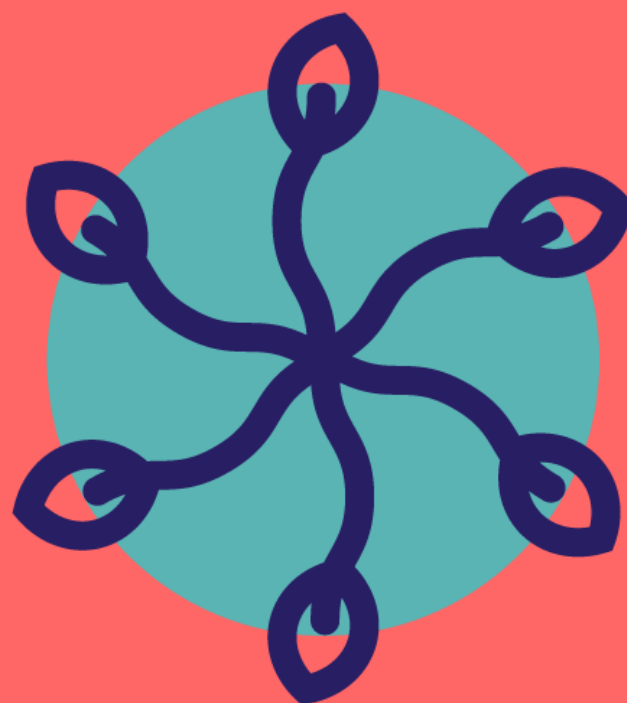
LETTER H >

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H

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...humour!

SWIPE >

Humour has a high ROI.

It's proven to lead to more engagement, motivation & creativity.



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Here are 3 ways to
increase your
humour at work...



SWIPE >

1. Carry out a humour audit

Work out what humour at work looks like for you at the moment.

When did you last laugh at work?
Who and what made you smile?

2. Know your 'humour profile'

Know your humour 'type' and how it fits with your work culture, colleagues and context.

Stanford Professors Naomi Bagdonas and Jeniffer Aaker identified 4 types:

- The stand-ups (natural entertainers)
- The magnets (charismatic and engaging)
- The sweethearts (honest and warm)
- The snipers (edgy and sarcastic)

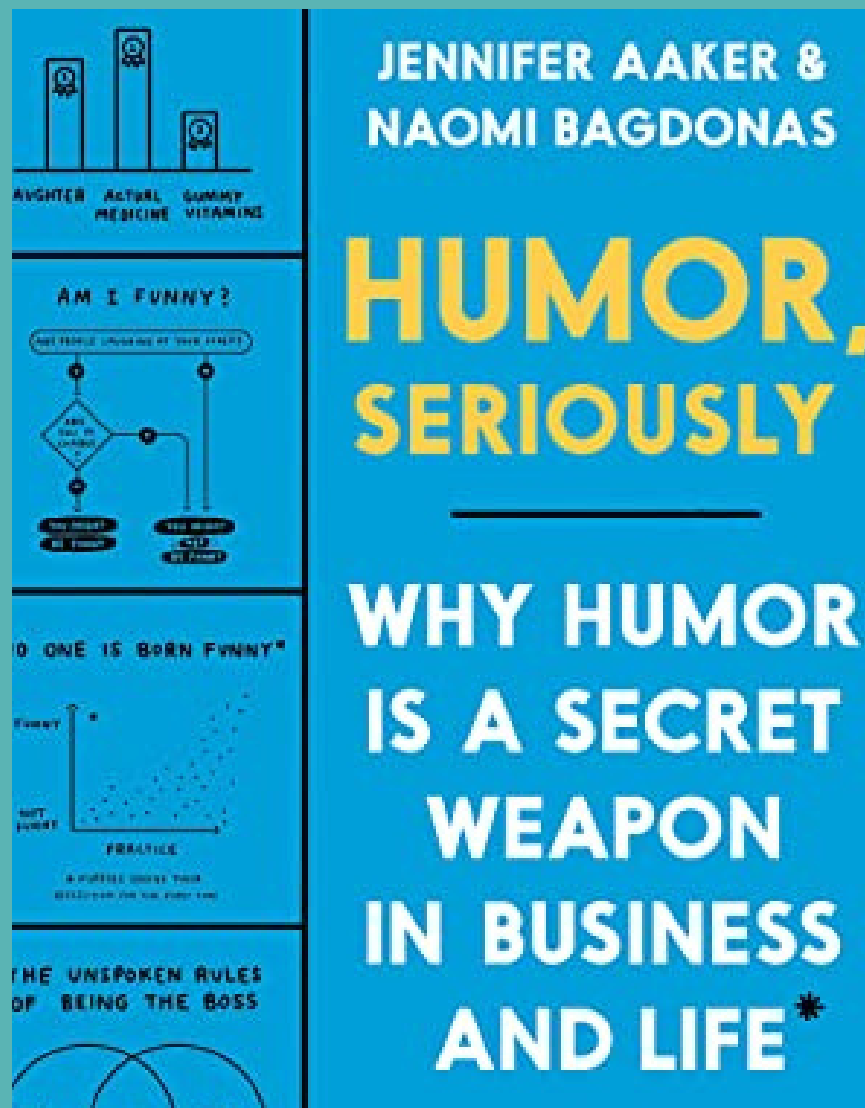
Which type are you?

3. Have fun with it!

Increase humour in your everyday interactions. Think how you can bring levity into your Teams chat, your OOTO email response and the slides in your weekly team meeting.

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Add this to your reading list....



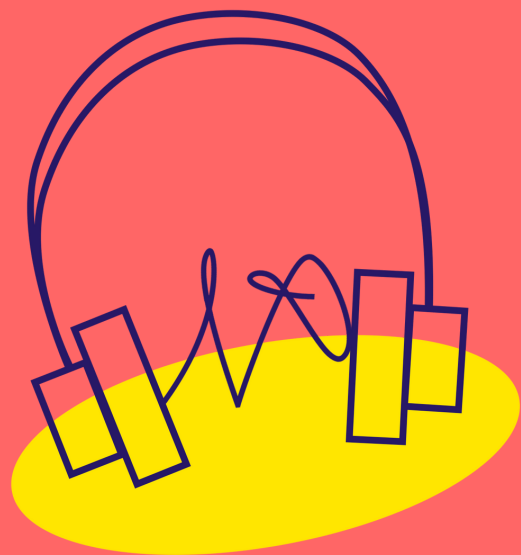
Humour, Seriously: Why Humour Is A Superpower At Work And In Life by Jennifer Aaker and Naomi Bagdonas

SWIPE >

**How can you
spend more time
smiling?**

**How can you
make more
people smile?**

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Listen to Squiggly Careers
podcast episode 158 for more
on why we need more humour
at work.

LETTER I >

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...intent vs impact

SWIPE >

If we want our strengths to show up and stand out at work, it's important to consider your **intent** and your **impact**.

**Your intent is what
you want to be
known for.**

**Your impact is what
you are known for.**

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When your intent and your impact are overlapped, it means your strengths are showing up consistently and you'll be building the reputation you want.



SWIPE >

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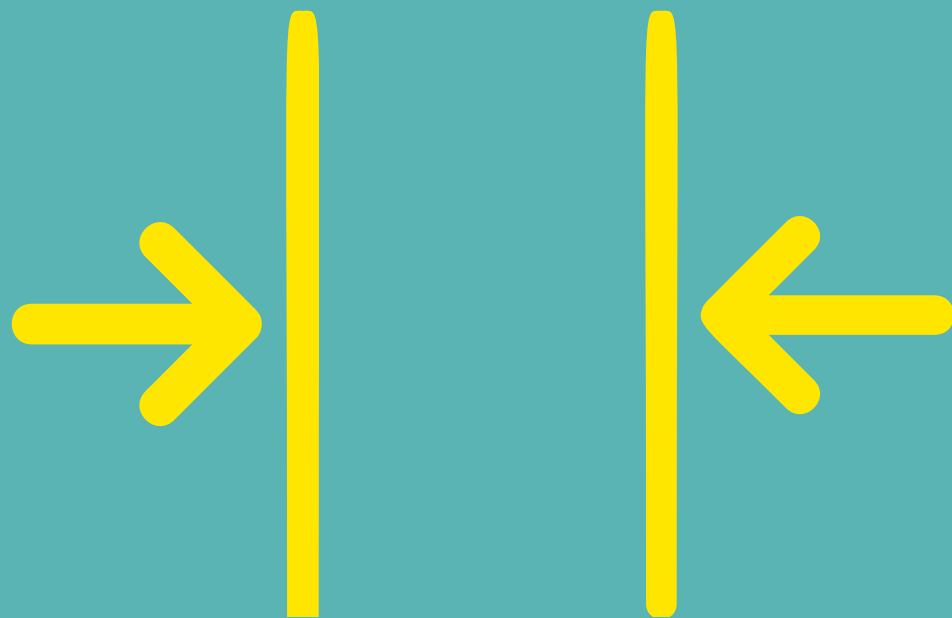
When there is a gap between your intent and impact, your strengths are showing up inconsistently with the people you work with or the places you work in.



You might be frustrated with the work you're doing or feel stuck doing work that doesn't give you energy.

SWIPE >

Closing the gaps
requires two
things...



1. Seeing

People need to see you using the strengths you want to be known for.

Find as many opportunities as possible in your job and outside of it to show the values of your strengths.

SWIPE FOR >
SECOND TIP

2. Saying

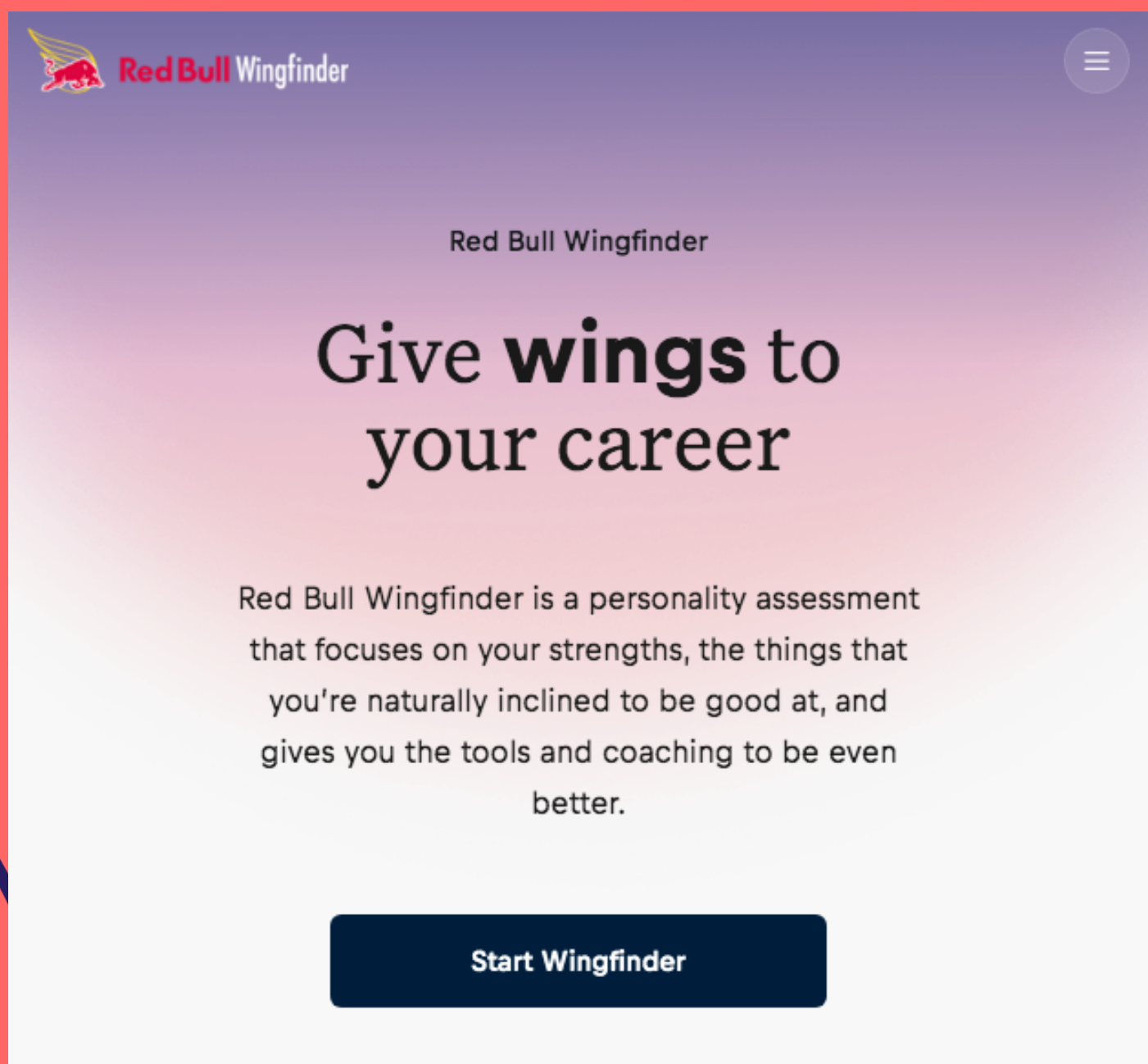
Talk about the strengths you want to be known for and ask for strengths-based feedback.

The more you talk about your strengths, the more they'll stick.

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Take a strengths-survey to reflect on what you want to be known for.

Try the 'Red Bull Wingfinder'



[Access the survey here](#)

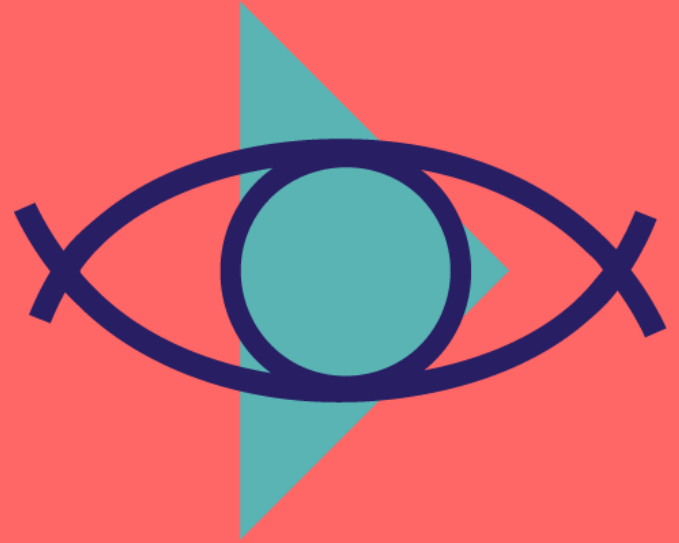
LETTER J >

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J

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...job-crafting

SWIPE >

Our jobs change all the time.

Job crafting is when you take control of the change and intentionally **adapt the work you do** around your strengths and the opportunities in your organisation.



SWIPE >

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Job crafting helps you increase your impact and leads to more engagement in your work.

You can craft:

- your what
- your who
- and your why of work.



SWIPE >

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JOB CRAFTING 101

JOBCRAFT YOUR WHAT

- the things you spend your time on

JOBCRAFT YOUR WHO

- the people you spend time with

JOBCRAFT YOUR WHY

- the meaning your work gives you

SWIPE FOR >
3 IDEAS FOR
ACTION

1. Crafting your what...

Think about a 'task try out' you could propose to your manager.

This would be something new you could do, to evolve your role and contribute to the team. Positioning it as a trial can help to kick-off crafting.

2. Crafting your who...

Identify a relationship you'd like to invest in and think about one way in which you could help that person.

It could be sharing something you've read, introducing them to someone or just offering your time to support them.

3. Crafting your why...

What is one thing you're working on that is taking your energy away?

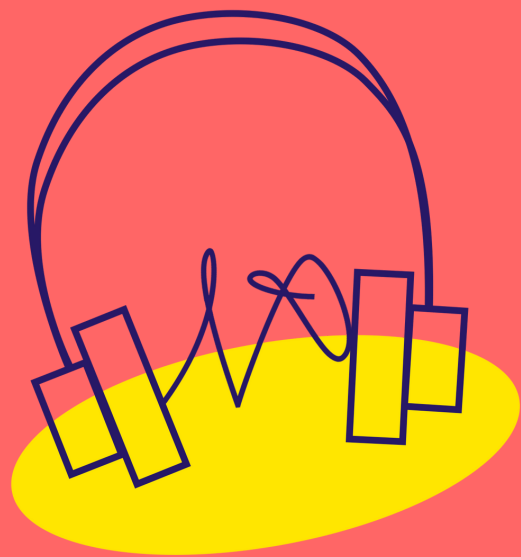
Reframing it as a learning opportunity or finding a way you can help others, can increase your sense of purpose and meaning.



**Make sure
that you are
shaping your job,
not letting your job
shape you.**

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Listen to Squiggly Careers
podcast episode 161 for more
on job crafting and how to
redesign your role.

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K

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...kindness

SWIPE >

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Did you know the greatest causes of stress at work are:

- Workload – 44%
- Lack of support – 14%
- Bullying – 13%
- Changes at work – 8%

Source: CiC Wellbeing

Kindness can reduce the impact of stress and has proven health benefits for the giver and the receiver.

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Increasing kindness within the workplace has been found to:

- Lower blood pressure
- Increase energy
- Stimulate serotonin – the happy hormone!



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**A single act of kindness
throws out roots
in all directions,
and the roots spring up
and make new trees.**

— Amelia Earhart

**SWIPE FOR >
IDEAS FOR
ACTION**

Ideas to increase kindness at work



Celebrate birthdays and send remote workers a card and gift from the team.



Create a regular 'meeting moment' to recognise individual achievements.

Ideas to increase kindness at work



Set-up curiosity cohorts for people to learn together.



Write a thoughtful thank you card or email to someone who has supported you.

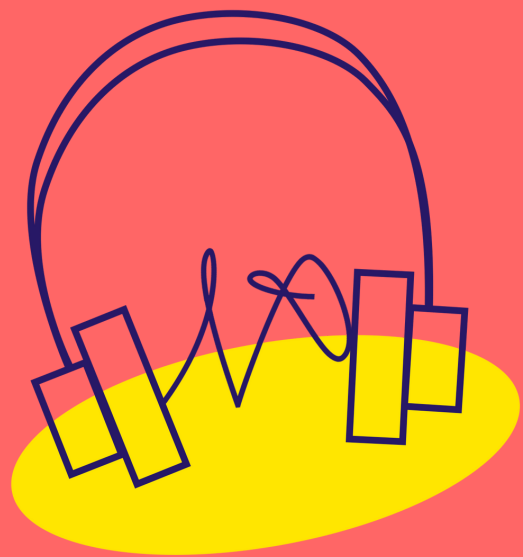
Ideas to increase kindness at work



Share strengths-based feedback with people.

Example: ("I see you at your best when.....")

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For more, listen to Squiggly
Careers podcast episode 171
Ask The Expert -
Kindness with Mary Portas

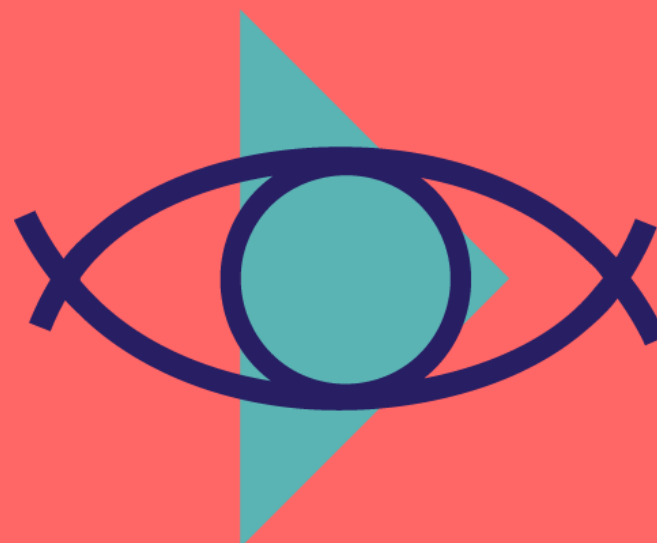
LETTER L >

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L

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...learn-it-all!

SWIPE >



**The more that you read,
the more things
you will know.**

**The more that you learn,
the more places you'll go**

— Dr Seuss

SWIPE >

**In a world of work
full of change, our
career resilience
lies in our ability to
keep learning and
developing.**

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The long-term learning pay-off isn't always appreciated in the present, which means it doesn't always get prioritised on our To-Do lists.

Here are 3 ways to fit learning into your day.



SWIPE FOR IDEAS >

1. Speed Read

Companies like readitfor.me, getabstract.com and blinkist.com all have short book summaries you can dip into to work out whether you want to commit to a full read.

2. Pecha Kucha

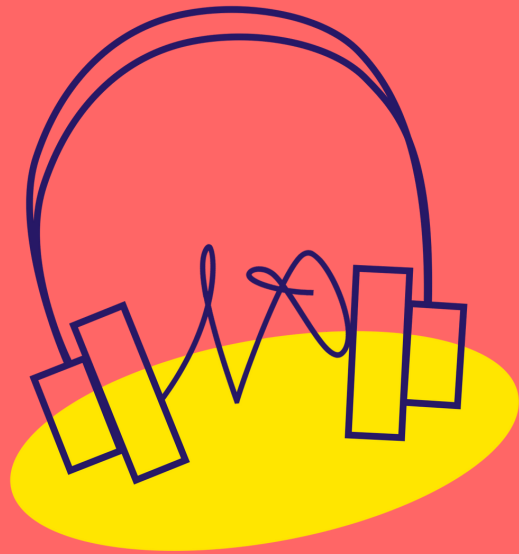
A great, quick way of teams learning together is to run a Pecha Kucha session where people could share an area of expertise using just 20 slides for a maximum of 20 seconds each.

3. Join Curious Communities

Find people who want to learn the same thing as you.

Community learning is an efficient way of sharing knowledge and the connections you make increase commitment.

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Listen back to Squiggly Careers podcast episode 201 for more on how to learn at work.



Download the PodSheet to support your learning.

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M

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...mindset
magnets

SWIPE >



**You're in charge of
your mind.**

**You can help it grow
by using it in the
right way.**

— Carol Dweck

SWIPE >

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Our ability to succeed in a **squiggly career** depends on how we approach the possibilities and problems we will inevitably face at work.

In moments of challenge we can make a choice whether we go to growth or fall into fixed.

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**With a growth mindset
we are open to learning
even when it feels hard.**

**With a fixed mindset our fear
holds us back and our ego can
get in our way.**



SWIPE >

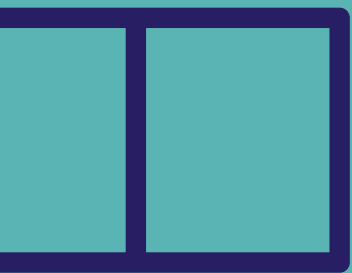
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To spend as much of your time as possible in growth, it's useful to think about your **mindset magnets**.

What are the things that pull you towards growth or make those fixed feelings flare up?

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Mindset magnets can include; **people, places and projects**



SWIPE TO DISCOVER HELEN AND SARAH'S MAGNETS >

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For Helen her biggest growth mindset magnet is working in a fast-paced environment.



...and for Sarah it's when she has a blank sheet of paper to work on something new.



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Knowing what your magnets are can help you to make **better choices about who you spend your time with and what you spend your time on** in order to be at your best at work.

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Listen back to Squiggly Careers podcast episode 48 for more on taking Growth Mindset from theory to action.



Download the PodSheet to support your learning.

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N

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...negotiate for
what you need

SWIPE >

One of the benefits of **squiggly careers...**



...is that you're not forced to follow in other people's footsteps. You can design a career as individual as you are.

SWIPE >

To achieve this, you
need to be able to
**negotiate for what
you need.**

Here are 4 tips to successfully
negotiate for what you need in
a squiggly career.

SWIPE FOR TIPS >

1. Create clarity

Write down the outcome you want to achieve, this can help you to stay focused when you explore with others.

2. Pre-empt the problems

Think about the potential challenges people might raise and solutions you could propose.

3. Seek out supporters

Who would benefit from what you're trying to achieve?

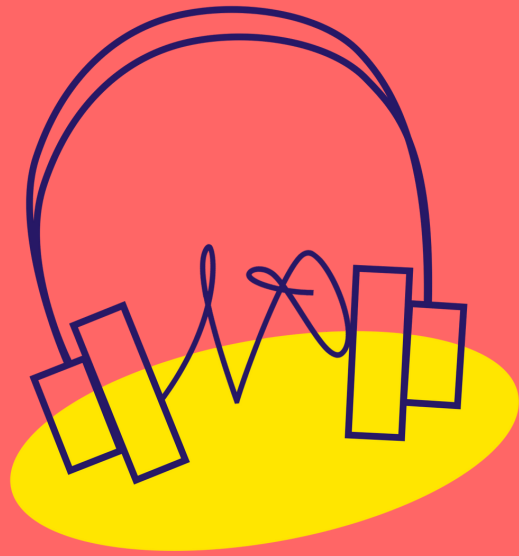
Gaining their support can increase your influence.

4. Agree actions

Closing a negotiation with the same clarity you started with is important to prevent ambiguity about what you've agreed.

Restate your understanding and consider whether an email summary could be helpful for future reference.

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Listen back to Squiggly Careers podcast episode 92 for more on how to negotiate with impact



Download this PodSheet to support your learning.

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...optimism!

SWIPE >



**Optimists aren't idiots.
They do better in life — live
longer, healthier, more
successful lives — for the
simple reason that they
don't ignore problems or
give up easily.**

— Margaret Heffernan

SWIPE >

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**Squiggly Careers
are full of **change**
and **challenge**.**

**An optimistic attitude helps
us to navigate through the
knotty moments and achieve
the things that matter to us.**

SWIPE >

There are two kinds of optimists:



1. Explainers who put problems into perspective and believe that tough times are passing.



2. Expectants who see problems and are proactive about how they respond.

**SWIPE FOR HOW TO INCREASE YOUR OPTIMISM >
WHEN YOU'RE FACED WITH CAREER CHALLENGES**

1. Optimism by Osmosis

Who is the most optimistic person that you know?

Give them a call, have a zoom, go for a walk with them! Our attitudes and emotions are influenced by who we spend time with.

2. Put it in perspective

Write down 5 things that are going well right now.

Every time you feel negative about your situation, pull out your list and reflect on it.

3. 1% better

Think about something you can do that will make today 1% better than yesterday.

Incremental improvement helps us to feel better in the moments and creates positive momentum.

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Listen back to
Squiggly Careers podcast
episode 157 for more on
How to prevent pessimism and
practice optimism at work.

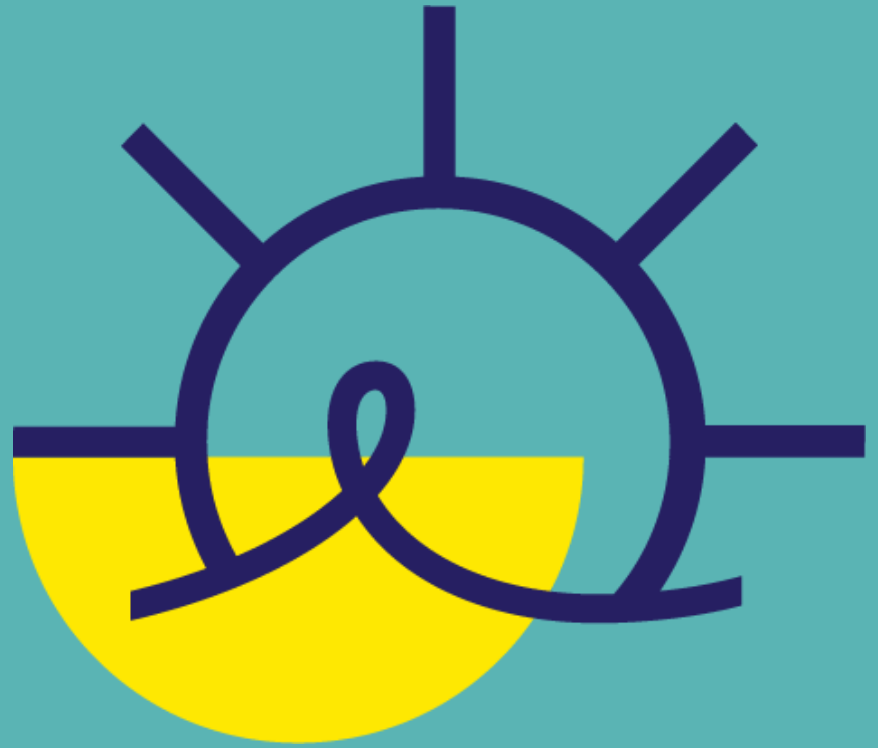
LETTER P >

A - Z of Squiggly Careers

P

is for...

A - Z of Squiggly Careers



...progression

SWIPE >

A - Z of Squiggly Careers



**The reason I don't have
a plan is because
if I have a plan,
I'm limited to
today's options.**

— Sheryl Sandberg

SWIPE >

Focusing on progression rather than fixating on plans gives us more opportunities to explore.



SWIPE >

A - Z of Squiggly Careers

When we are proactive about our progression we increase our career resilience, particularly when we experience change.

Here are 3 ways you can be proactive about your progression.

SWIPE >

1. Career Curiosity



Once a month, focus on learning more about one role you're intrigued by.

Look at the skills you might need to develop in job descriptions.

Find someone who does the job at the moment and what roles they did beforehand.

Follow the thought leaders in that area.

2. Speak what you seek



Talking to others about the areas and roles that interest you brings your career hopes closer to your current reality.

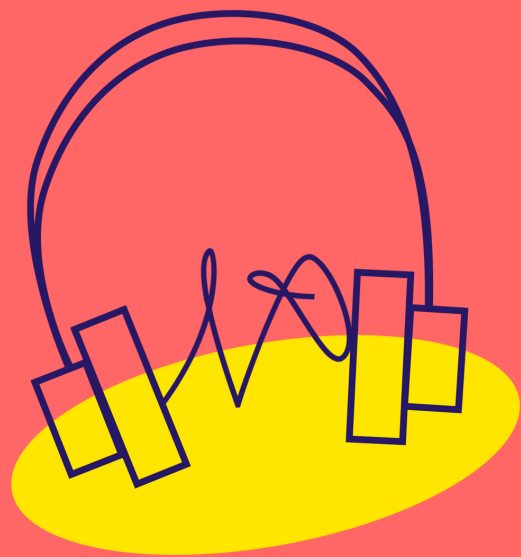
This creates opportunities to find out more.

3. Be specific about support



Whether you need information about an opportunity or an introduction to start a conversation, you're more likely to get the help you need when you are clear about how someone can help you.

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For more, listen to Squiggly
Careers podcast episode 220
How to explore your
progression possibilities

LETTER Q >

A - Z of Squiggly Careers

Q

is for...

A - Z of Squiggly Careers



...question quota!

SWIPE >



Questions are key
to deepening our
understanding,
gaining new insight
and challenging
assumptions which
might hold us back at
work.

— Reference: The Art of Asking
Questions by Tom Pohlmann and
Neethi Mary Thomas

Asking questions is a skill.

You can proactively increase the quality and quantity of the questions you ask to stimulate your curiosity and increase your learning.

SWIPE >



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Experimenting with different types of questions is one way you can develop your skills and increase your **question quota** (the number of questions you ask each day).

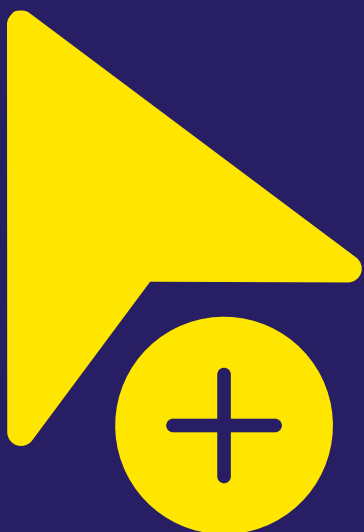


SWIPE FOR
SOME IDEAS
YOU CAN TRY



Have you tried an Adjoining question?

- Sounds like: *What's the impact on [person / team / business]?*
- Helps to: **explore connections.**



SWIPE >

Have you tried an Elevating question?

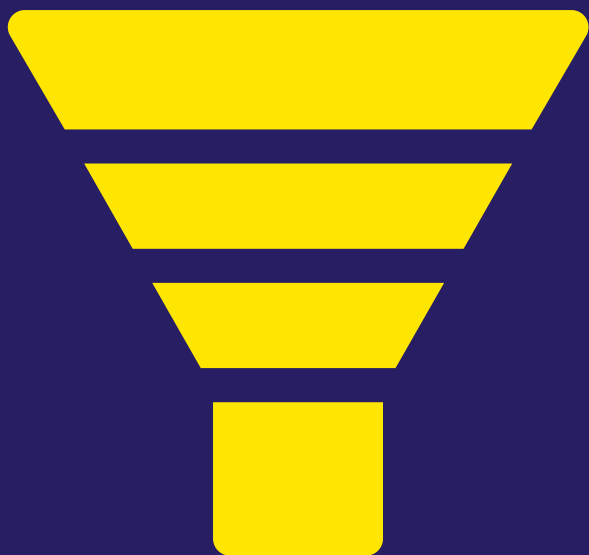
- Sounds like: *What's the problem we're trying to solve?*
- Helps to: **zoom out.**



SWIPE >

Have you tried a Funnelling question?

- Sounds like: *What led you to that conclusion?*
- Helps to: **dive deeper.**



SWIPE >

**What is one
of your 'go to'
questions at work
that helps you
stay curious?**

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For more on questioning skills listen back to Squiggly Careers podcast episode 216 How to ask better questions



Download this PodSheet to support your learning.

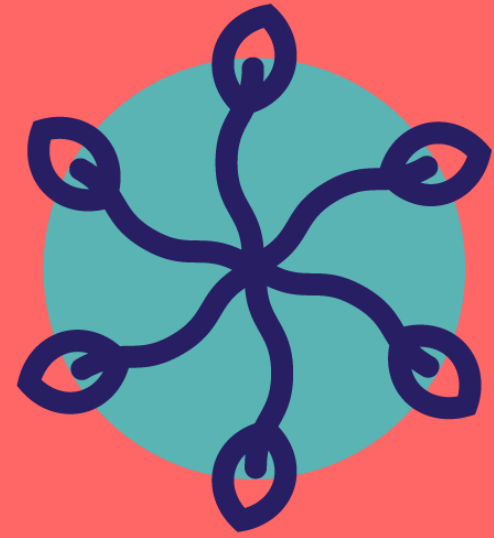
LETTER R >

A - Z of Squiggly Careers

R

is for...

A - Z of Squiggly Careers



...resilience
reserves

SWIPE >

A - Z of Squiggly Careers

Squiggly careers are full of change and challenge.



They create lots of opportunity too, but there is no doubt that navigating through the knotty moments can draw on our resilience reserves.

SWIPE FOR A DEFINITION OF RESILIENCE >



**The speed and strength
of our response
to adversity.**

**— Definition of resilience
from Adam Grant**

SWIPE >

We need to proactively invest in our reserves so our **resilience** is there for us when we need it.

Here are 3 ways to invest in your resilience reserves.

SWIPE FOR TIPS >

1. Creating small moments that make you smile.

How much are you prioritising the everyday actions that make you feel happy?

These moments create positive ripples for your resilience.

SWIPE >

2. Setting up your squiggly support system.

Who listens to you and helps you think about your options?

Investing in relationships that build your belief creates strong foundations for your resilience.

SWIPE >

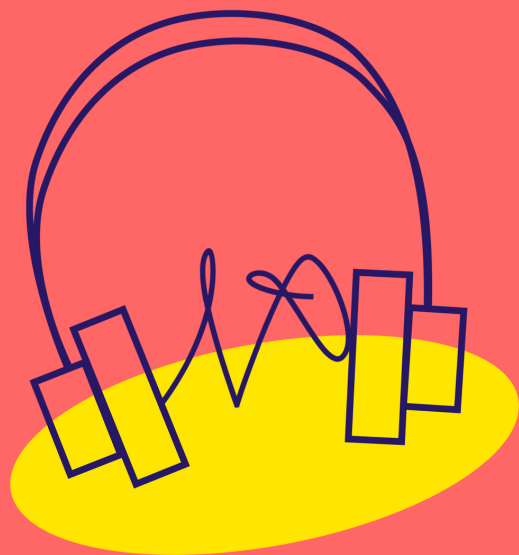
3. Be your own resilience role model.

When have you relied on your resilience to overcome adversity in the past?

Reflecting on your own resilience can build your belief in your ability to overcome future challenges.

SWIPE >

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Listen back to
Squiggly Careers
podcast episode 138
for more on how to
stay resilient.

LETTER S >

A - Z of Squiggly Careers

S

is for...

A - Z of Squiggly Careers

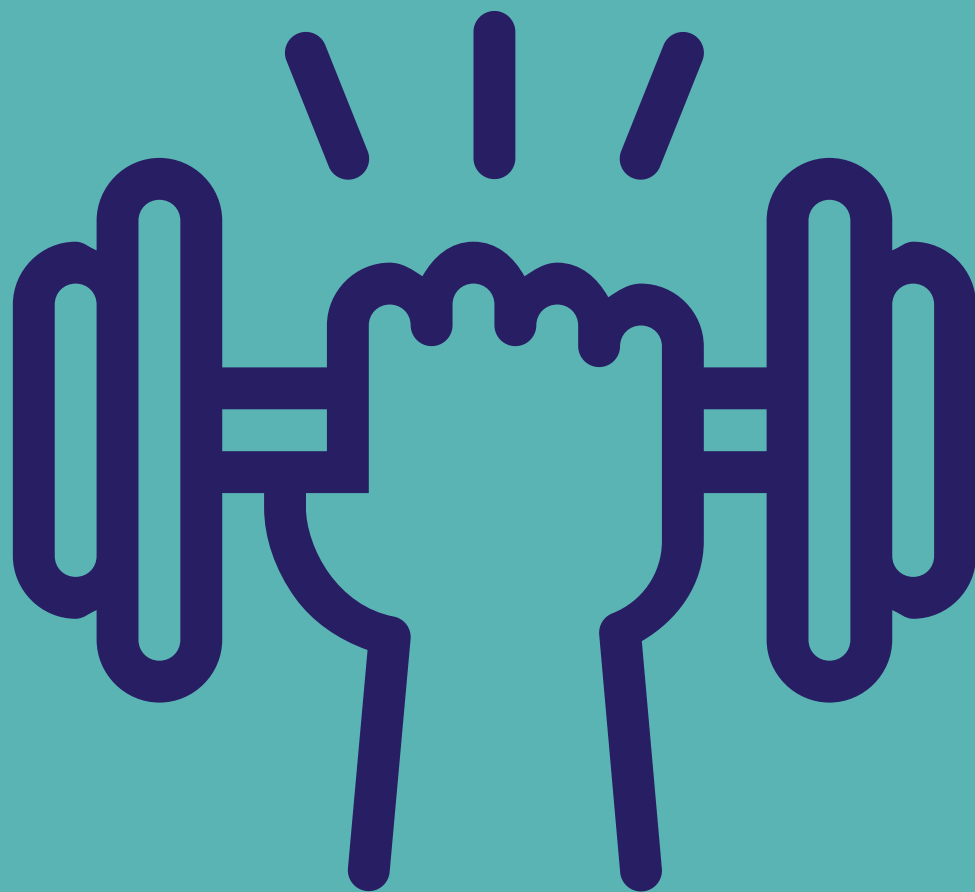


...strengths

s t r e t c h i n g

SWIPE >

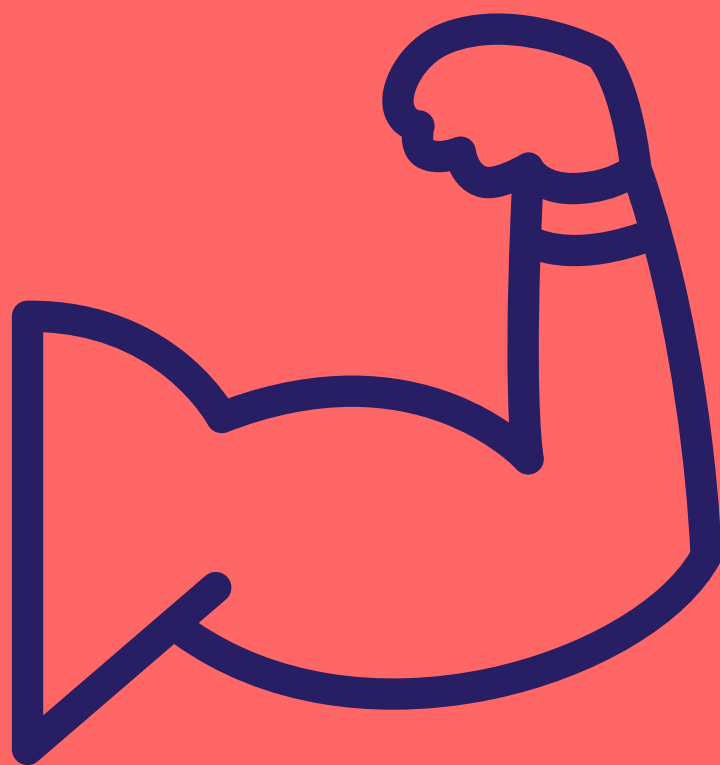
**Squiggly careers
don't stay still and
neither should our
strengths.**



SWIPE >

A - Z of Squiggly Careers

The more we demonstrate and continually develop our strengths the more skilled we become and the more **they stand out.**



SWIPE >

Proactively stretching your strengths is a great way to increase the visibility and value of the things you want to be known for.



Here are 3 ways to stretch your strengths.

SWIPE >

1. Strengths solving



Find issues that need fixing in your team that your strengths could help to solve.

This creates more 'pull' from people as they are often happy for you to help out!

2. Inside out



Think about something you could do outside of work to develop your strengths in a new context.

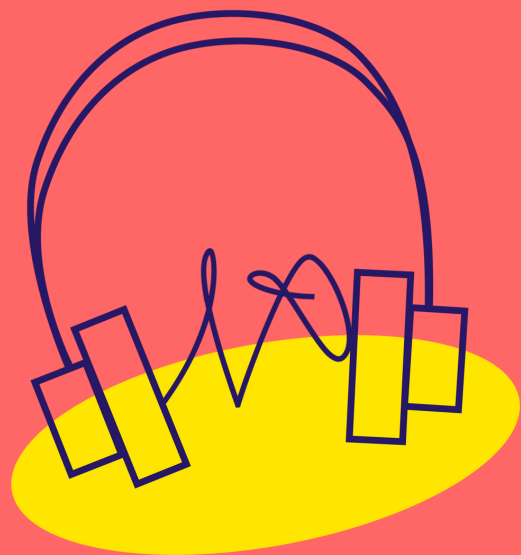
(e.g. volunteering / side projects)

3. Peer practice



When we practice using our strengths with people who think and work differently to us, the challenge they present helps us increase our adaptability in putting our strengths into action.

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For more, listen to Squiggly
Careers podcast episode 122
**How to make your strengths
show up and stand out**

LETTER T >

A - Z of Squiggly Careers

T

is for...

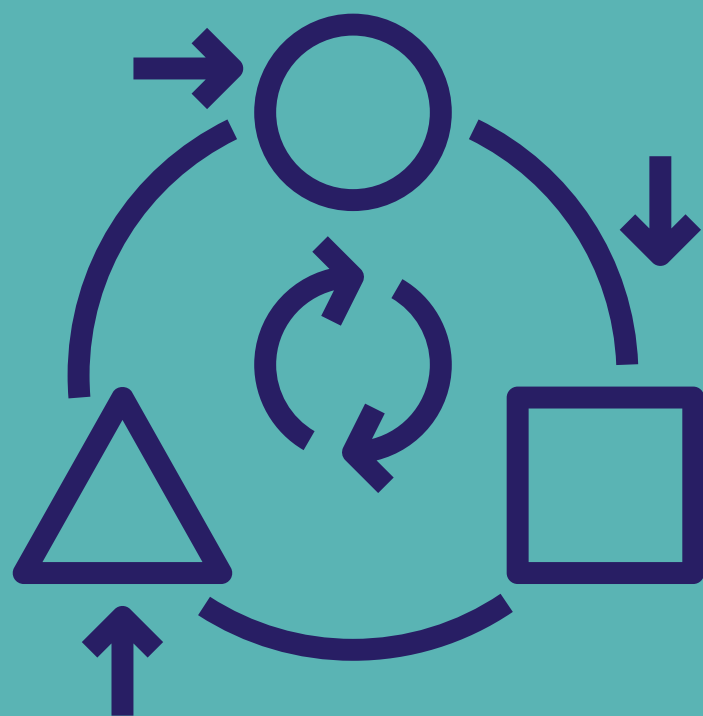
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...transferable
talents

SWIPE >

Our **transferable talents** help us to adapt to different environments and increase our career resilience.



SWIPE >

A - Z of Squiggly Careers

Complementing
job-specific skills
with **transferable**
talents creates
more opportunities
for your
development.

SWIPE FOR 3 IDEAS TO SPOT AND >
STRETCH YOUR TRANSFERABLE TALENTS

1. Hard & Soft



Write down 3 job specific skills you have developed in your career.

For each answer, write down a 'soft' skill you had to use at the same time to put your 'hard' skill into action.

e.g. hard = coding & soft = focus

2. Talent Squared



Think about 5 different people you work with and how your soft skills could help them to achieve their objectives.



SWIPE >

3. Pivot Potential



What does an ambitious or dream career opportunity look like for you?

Think about how your transferable talents could create value in this context.

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Listen back to Squiggly Careers podcast episode 198 for more on how to develop your transferable skills.

Download this PodSheet to support your learning.

Squiggly Careers PodSheet
EPISODE 198

How to develop your transferable skills

Why are transferable skills important?
They are the core abilities you can take from role to role.
They increase your career resilience and adaptability in an uncertain world of work.

What skills have you used most in your career?

What are the most valuable transferable skills?
There isn't a definitive list as it depends on you and your career. However, these 3 questions will get you closer to clarity:
1. What 3 career possibilities are you most interested in?
2. Which transferable skills are applicable across all 3 of these career possibilities?
3. Which of these skills are you most motivated to invest in?

Idea for action: Break it down
Being specific about skills we want to develop can help them stand out.
Identify a skill you'd like to develop e.g. Communication
Write down the 'sub skills' and identify which you want to work on

Coach Yourself Questions
1. What could you do in your role today to develop the transferable skills that will support you in the future?
2. How can you keep learning and working on these skills outside of work?

Transferable Skills Matrix

MOST MOTIVATING	HIGH PRIORITY	MOST USEFUL
LOW PRIORITY		

Communication
Listening Storytelling Writing Speaking

Recommended resources
Future Skills Report
Pearson
Delivering the reskilling revolution
World Economic Forum
A Reskilling Revolution
Squiggly Careers Podcast

Amazing if

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U

is for...

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...unlearning.

SWIPE >

There is a lot
written about
the need to
upskill to
stay relevant.



SWIPE >

However, it's easy to forget **unlearning** is equally important too.

We all have habits or behaviours that might be holding us back.





What got you
here,
won't get you
there.

— Marshall Goldsmith

SWIPE FOR >
EXAMPLES

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For example:



A trait of being highly responsive can lead to someone becoming overwhelmed by work.



A natural talent of taking the lead, can result in colleagues feeling left out.



Thinking of yourself as the expert can get in the way of being continually curious.

SWIPE >

Ideas to actively unlearn



If you take on too much - *instead of a To-Do List, have a To-Stop list*



If you say 'yes' to everything - *instead of 'yes of course' try 'I can if....'*



If you need praise to feel successful - *focus instead on how you can share feedback for others*

Ideas to actively unlearn



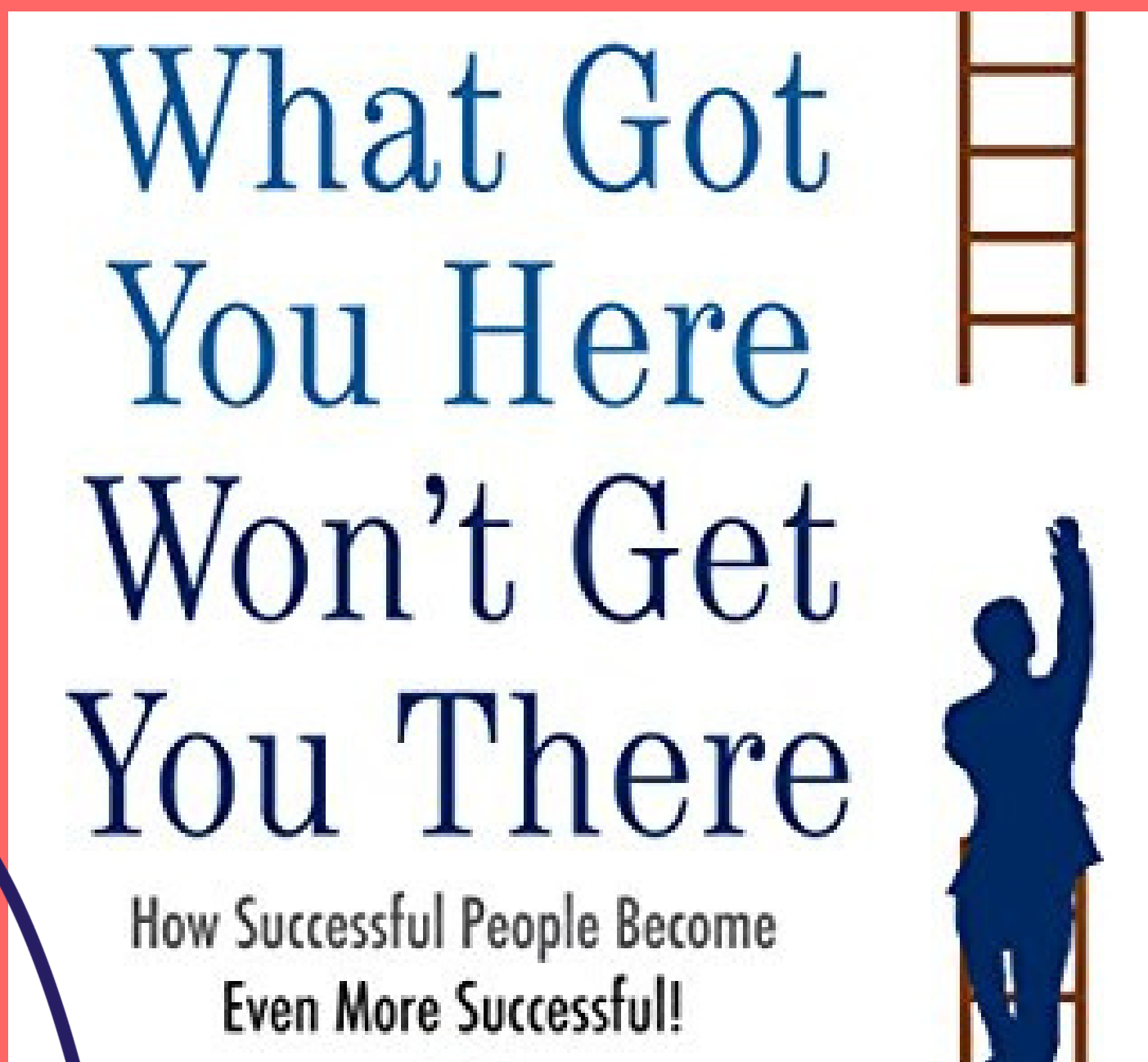
If you always find yourself apologising - *swap 'sorry' for 'thank you' (e.g. instead of 'sorry about that' say 'thank you for your input')*



If you find distractions get in your way - *set a 20-minute 'traction timer' to create short bursts of attention.*

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Add this to your
Reading list



LETTER V >

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V

is for...

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...very small
successes!

SWIPE >

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**When our days are full
and our lists are long,
it can be hard to stop
and appreciate the
progress we're making.**

Taking the time to reflect on
what you're doing well is
important for your resilience
and motivation to keep
moving forward.

SWIPE >

Building a habit of reflecting on your very small successes is a positive way you can support your development.



**SWIPE FOR 3
WAYS TO BUILD
YOUR HABIT >**

1. Recognise

Find a moment in your day when you can press pause and recognise what's gone well.

Set yourself a reminder so you don't forget!

2. Record

Write down your success on your phone or in a notebook.

This practice helps us to be more intentional about the activity and collect the data we can use in the next step!

3. Reflect

After 2 weeks, look back at all the successes you have written down.

This gives your belief a boost and helps you spot the work you find most energising so that you can find ways to do more of it.




**What gets
recognised gets
repeated; what
gets celebrated
becomes a habit.**

— Leslie A. Yerkes

SWIPE >

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Download our PodSheet on success to support your learning



Squiggly Careers PodSheet
How to define your own success

“Success is a journey, not a destination. The doing is often more important than the outcome.”
Arthur Ashe

Reflect on what success means to you...

- ? What is the work you love to do?
- ? Who do you love to work with?
- ? What does having a positive impact through your work mean to you?
- ? What rewards feel meaningful and motivating for you?
- ? How do you feel about the work you are doing at the moment?
- ? What could you do to reflect more regularly on your successes?

Ideas for action

- 1 Make your dreams tangible**
If you were to visualise success, what would it look like? Find an image that brings it to life and generate ideas for how you could make it a more tangible reality.
Could you go and see the dream house? Shadow someone in the dream role?
The closer it seems, the less it feels just like a dream.
- 2 Focus on every day actions**
Even if your dreams feel big, make sure your goals are specific and simple.
To identify actions, think about obstacles that might hold you back and what help you need from others.
- 3 Prioritise learning**
Not every action you take will result in success. Failure can help you move forward too.
Keep a 'learn as you grow' log to reflect on how far you've come and give you to confidence to keep going (and growing).

“Failure is a signal. Not a full stop.”
Amazing If

Recommended resources

- The Business Survival Kit: Your No-BS Guide to Success**
Bestseller by Bianca Miller Cole and Byron Cole.
- Success is a continuous journey**
Ted talk from marketer Richard St. John reminds us that success is not a one-way street.
- How to redefine success in a squiggly career**
Squiggly Careers Episode #214

Amazing if

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W

is for...

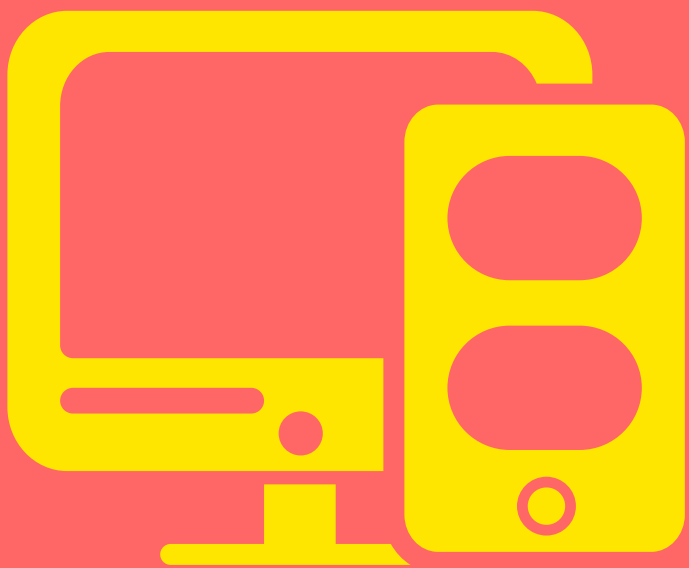
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...walk and talk!

SWIPE >

**All too often
our meetings and
conversations at
work take place
behind a screen, at
a desk or in a
meeting room.**



**These environments
are full of distractions
that affect the quality
of our attention.**

Walking meetings help us to stay present, increase our energy and are shown to increase our creative output by up to 60%!

**SWIPE TO READ OUR 3 TOP TIPS
FOR WALKING MEETINGS**



1. Let people know in advance

Explain what you're planning and why, so that people are open to the approach and the conversation.

2. Keep it short and small

At first, keep a 'walk and talk' to 30 minutes with no more than 2-3 people.

As you all become more used to the approach, you can experiment with different formats.

3. One big question

Rather than a 1-2-1 full of actions and items of a to-do list, use a 'walk and talk' to explore just one problem or opportunity.

4. Follow up fast

Because it's harder to make notes during a 'walk and talk', agree any actions before you finish and follow-up on email so you know who is doing what next.

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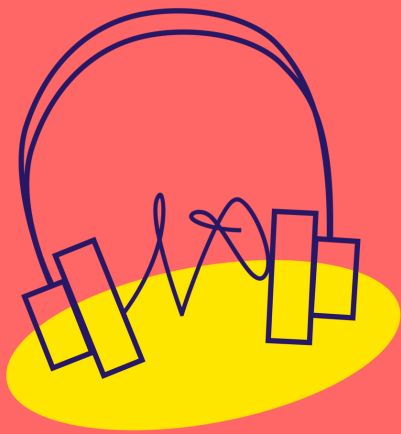
Add this to your reading list....



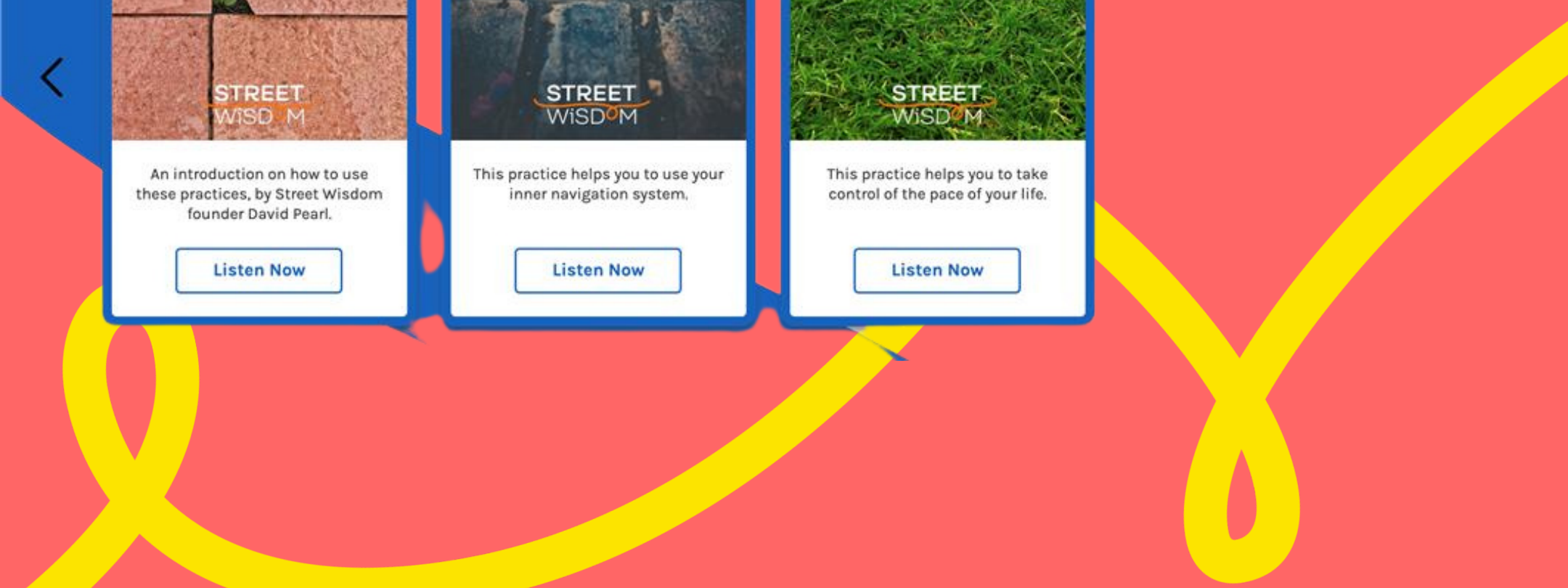
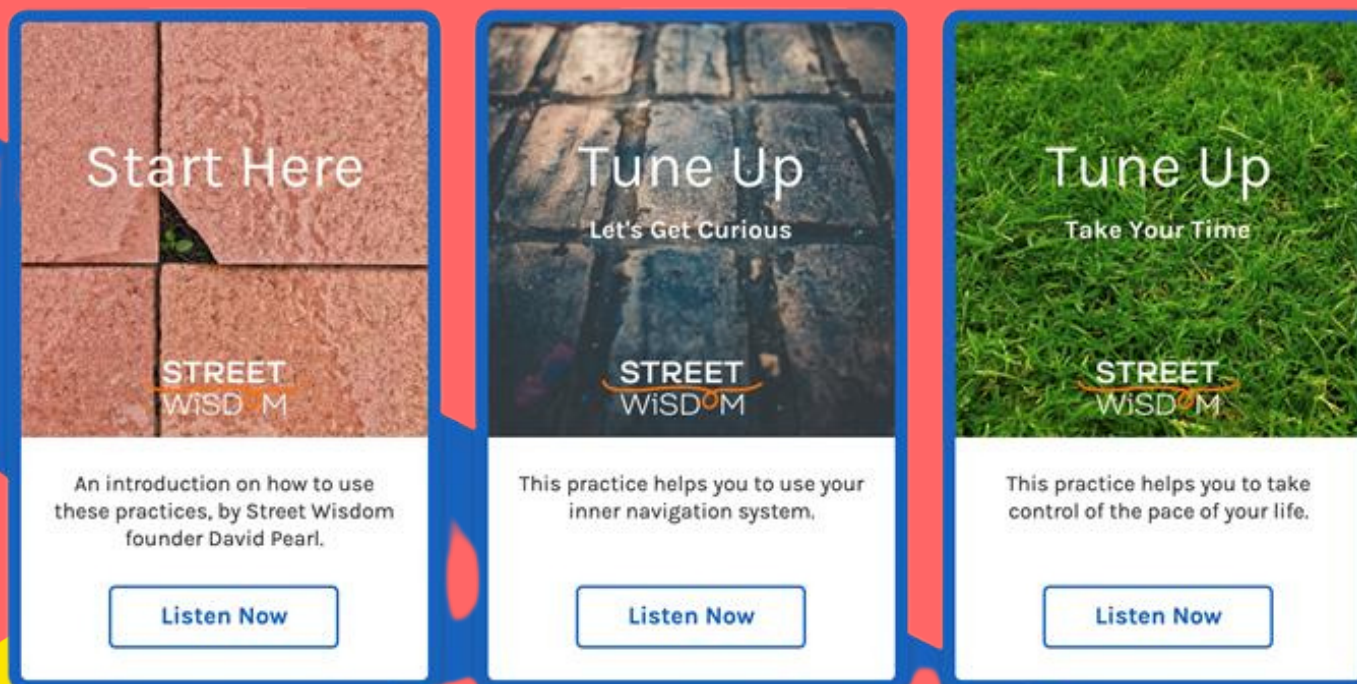

Wanderful – Human navigation
for a complex world
by David Pearl

SWIPE >

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Listen to Street Wisdom Audio Guide



The image shows three audio guide cards for Street Wisdom. Each card has a title, a subtitle, a description, and a 'Listen Now' button. The cards are arranged horizontally and are connected by a blue squiggly line graphic that loops across the bottom of the page.

Card Title	Subtitle	Description
Start Here		An introduction on how to use these practices, by Street Wisdom founder David Pearl.
Tune Up	Let's Get Curious	This practice helps you to use your inner navigation system.
Tune Up	Take Your Time	This practice helps you to take control of the pace of your life.

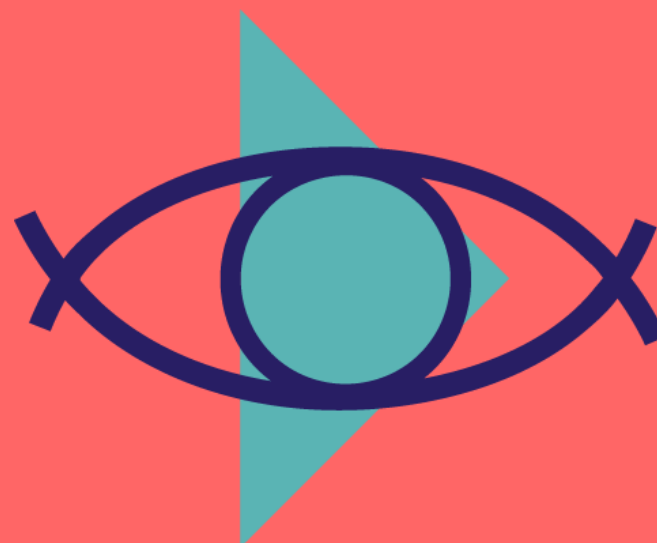
LETTER X >

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X

is for...

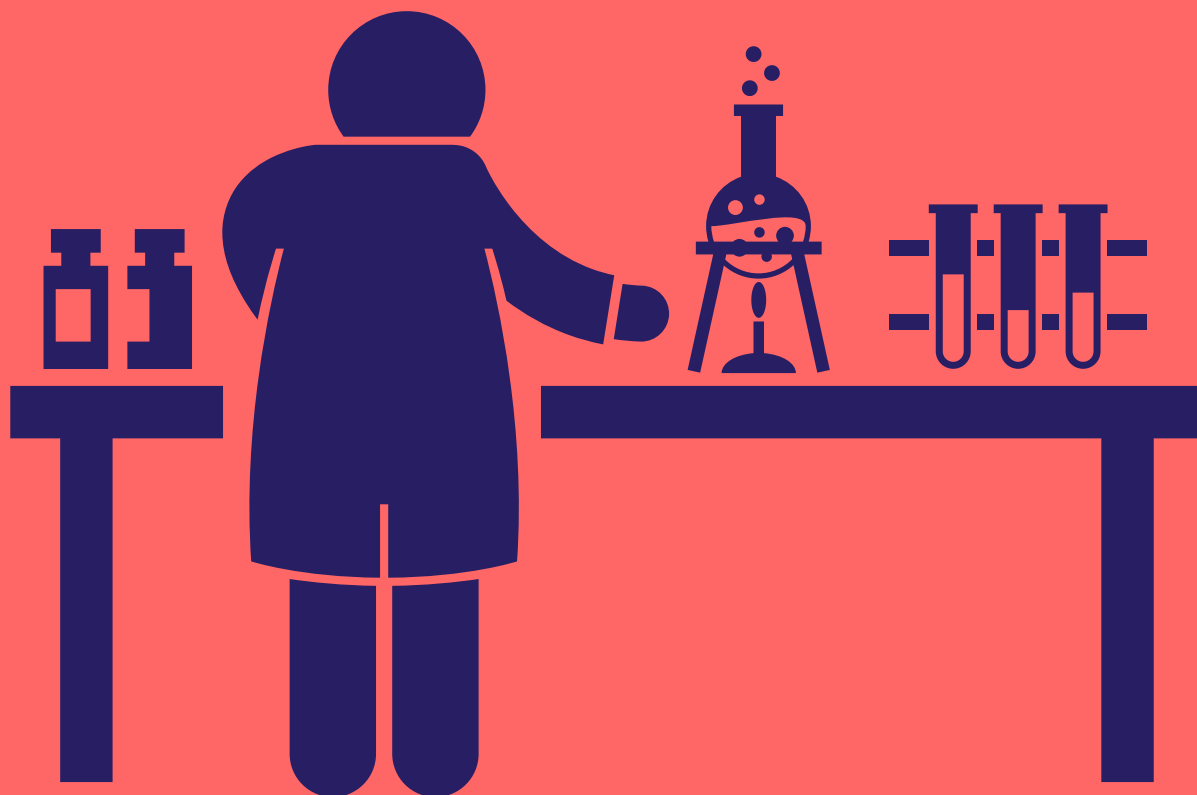
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...eXperimentation!

SWIPE >

Experiments are a great way of **learning at work**, but it can sometimes be hard to know how to get started.



SWIPE >



**The value of
experimentation
is not the trying. It's
the trying again after
the experiment fails.**

— Simon Sinek

**SWIPE FOR >
TIPS**

1. Start with 'nice' to knows

When you're starting to build your experimentation skills it's useful to test and learn with things that aren't critical to the business or team.

Things like how you present, the role you play in meetings, different ways of organising your time are all things you could experiment with.

2. Treat failures and successes equally

The aim from experiments is to learn, not to always 'get it right'.

Every failure is a chance to collect data about what doesn't work and gain insight about why.

This will help you to improve your work over the long-term.

3. Provoke ideas for experiments

Asking people '*how might we....*', '*how would xxxx approach this?*' or '*what would we do if xxx wasn't true?*' can help people generate new ideas for you to design an experiment around.

4. Test and learn together

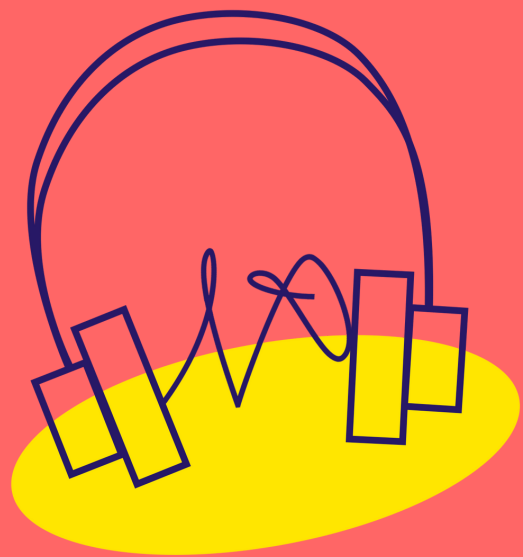
Asking other people for their feedback on the things you're testing helps them to feel involved and can support the development of a more experimental culture.

Ask people *'what would you do differently'?*

5. Keep a learning log

Tracking your tests and recognising your learning will enable you to capture the knowledge and share it with other.

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Listen to Squiggly Careers
podcast episode 173 for more
on experimentation

LETTER Y >

A - Z of Squiggly Careers

Y

is for...

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...You Coach You!

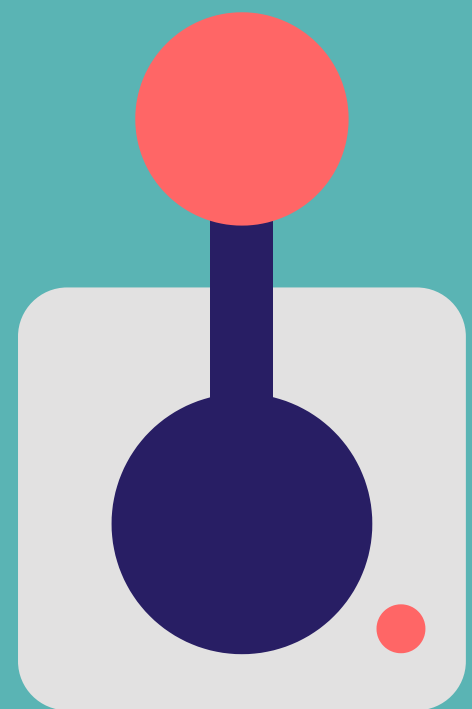


SWIPE >

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When our development becomes dependant on other people, we lose some of the control we need to succeed in our **squiggly career**.

Investing in your self-coaching skills helps you to get unstuck and uncover new insights so that you can navigate your way through the knotty moments.



SWIPE >

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Self-coaching skills also improve the quality of career conversations you have with other people as you can bring greater clarity to the discussion.

COACH is a framework to follow to help you to coach yourself.

C.O.A.C.H.

SWIPE FOR FRAMEWORK >

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COACH Framework

C.O.A.C.H.

Clarity.

- What is the problem you're trying to solve?
- What is the opportunity you want to explore?

SWIPE >

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COACH Framework

C.O.A.C.H.

Options.

- What options can you think of?
- What else could you consider?

SWIPE >

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COACH Framework

C.O.A.C.H.

Action.

- What action could you take first?
- What action would make the biggest difference?

SWIPE >

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COACH Framework

C.O.A.C.H.

Confidence.

- On a scale of 1 (low) - 10 (high) how confident are you in taking action?**
- What would increase your confidence?**

SWIPE >

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COACH Framework

C.O.A.C.H.

Help.

- What help do you need?
- Who do you need help from?

SWIPE >

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COACH Framework

C larity

O ptions

A ction

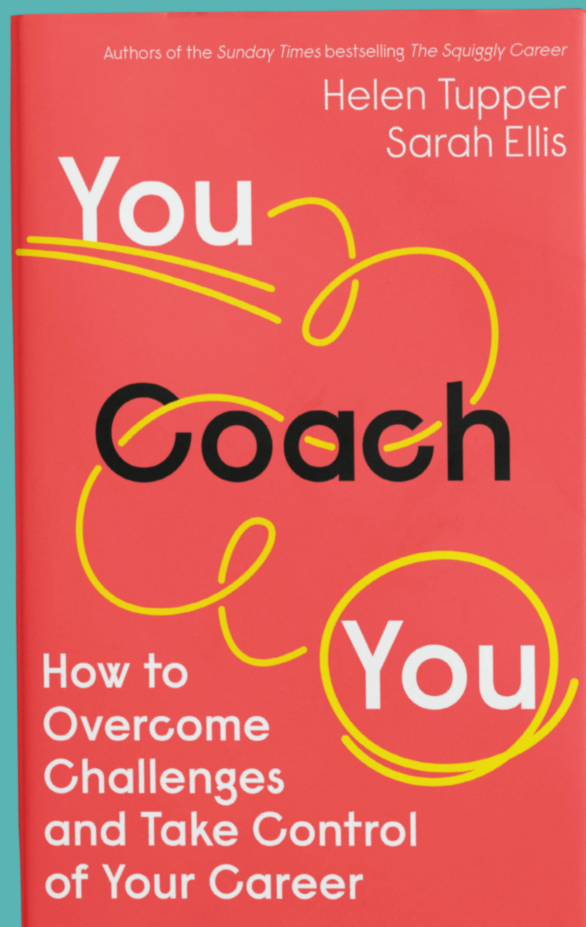
C onfidence

H elp

SWIPE >

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Add this to your reading list....



You Coach You: How to overcome challenges and take control of your career
by Helen Tupper and Sarah Ellis

Buy You Coach You for over 100 Coach Yourself Questions and more than 100 Coach Yourself Questions to unlock your thinking

LETTER Z >

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Z

is for...

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...zoom in
zoom out

SWIPE >

When our goals feel too far away, easier and less impactful actions can distract us from the **bigger things we want to achieve.**

Zoom In / Zoom Out
goal setting is a
way to take action
today that connects
with what you want
to achieve in the
future.

SWIPE FOR TIPS >
ON HOW

ZOOM OUT

What is a goal that feels meaningful and important to you?

When do you want to achieve it by?

e.g. Goal = Complete Skillshare course on storytelling by June 2022

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Z O O M I N

Write down what would you need to progress each month between now and the completion of your goal.

M1 = Sign-up for course

M2 = Complete module 1

M3 = Submit assignment 1

For each month, break the actions into weeks:

M1/W1 = Sign-up to Skillshare

M1/W2 = Plan diary time

M1/W3 = Find a learning buddy

M1/W4 = Start course

SWIPE >

CREATE MOMENTUM

Tracking and ticking off your weekly actions will give you a sense of motivation and momentum.

Using an app like Strides or Productive or use our Zoom In/Zoom Out templates to help you stay focused.

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Download our Zoom in Zoom out templates

12 month goal:

Qtr 1:

Mth 1

Mth 2

Mth 3

Qtr 2

Mth 4

Mth 5

Mth 6

Qtr 3

Mth 7

Mth 8

Mth 9

Qtr 4

Mth 10

Mth 11

Mth 12



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Amazing if