

Squiggly Careers PodSheets

How to create (not wait) for challenge



Why should we create more challenge at work?

When we work hard at tasks that stretch us, it can feel uncomfortable but it's often where we find motivation and meaning in our work.

Challenge can take you to a state of flow.

Stimulating cognitive tasks that feel difficult helps to:



Grow your brain by exploring new potential.



Create true impact by allowing you to feel motivated at work.

? How have constraints have been an advantage for you in your career?

5 Ideas for Action to make work more challenging

- 1 Stretch your strengths in new directions:** Your strengths give you energy. The more you use your strengths in different situations, the stronger they'll get. *Where else can you use your strengths at work?*
- 2 Increase challenge by experimenting:** Experiments are an important part of learning at work. The idea of experiments is to actively learn and give yourself permission to fail. *What could you try out for the first time?*
- 3 Find a challenger:** As well as cheerleaders and champions, you also need challengers in a squiggly career. Finding the people who ask hard questions could be a catalyst to doing your best work. *How often do you spend time with people that challenge you?*
- 4 Re-design your defaults:** We all have default ways of learning. Often, the comfortable and familiar can hold us back at work. Re-designing this allows us to find challenges. *What do you do on default? How can you redesign this?*
- 5 Go after a goal:** Set yourself a target to achieve something difficult and doable in the next 30 days. Make the goal visible and think of ways to progress and prioritise this goal. *Who could hold you to account?*

“ Challenges are what make life interesting; overcoming them is what makes life meaningful. ”
Joshua J. Marine

Working hard vs Creating challenge

Don't make your development dependent on others.



The more we create rather than wait for challenge the more we take control of our career and reduce our dependency on others.

3 Useful Coach Yourself questions

1. On a scale of 1 - 10, how challenging is your work at the moment?
2. What does challenge look like for you, at work?
3. What is a new challenge that you're excited by?

Recommended resources



[LoveWork: The seven steps to thrive at work](#) Ben Renshaw and Sophie Devonshire on how to make the time you spend at work more rewarding and enjoyable.



[Try something new for 30 days](#) 4-minute Ted talk by technologist Matt Cutts about how to set and achieve goals.



[Comfort vs. Courage zones and why they both matter](#) Squiggly Careers episode #136

Amazing if