Squiggly Careers PodSheets

How to use experiments at work

EPISODE 277

Experiments are...

" a test done in order to learn something or to discover whether something works or is true.

Cambridge English Dictionary

how we prototype the future that we want to create.

Margaret Heffernan *"*

How experiments accelerate your career development

≈ **they help you to get unstuck**

≈ **they reduce perfection pressure**

≈ **they help you find fit before you commit.**

8 top tips to help you practically experiment at work

1 **Always have a hypothesis:** Think about what you are trying to prove/disprove. *What is the problem you are trying to solve?*

2 **Explore execution vs experimentation:** Not all projects make appropriate experiments - some things just need to be executed. *Which of your projects are prime for experimentation?*

3 **Label your experiment and let people know:** Letting people know you are experimenting helps them understand your actions. *Who do you need to get buy-in and support from?*

4 **Find your experiment energisers:** Think of people who could contribute new ideas and approaches for your experiments**.** *Who could help you build it better?*

5 **Collect feedback fast:** If you miss the moment you you miss an opportunity to learn. *What feedback do you need to understand your impact?*

6 **Aim low:** Running lots of small, fast experiments helps you work out what you want to invest more effort and energy in**.** *What is a small experiment you can run this week?*

7 **Measure what matters to you:** Design your experiments around what you need to know. *What meaningful metrics can you measure?*

8 **Celebrate successful experiments, not successful outcomes:** What matters most is what you learn, not whether you succeed or fail**.** *How can you share your outcomes to help other people learn?*

Coach Yourself Questions

❓ **What experiment could you work on as a team?**

❓ **What experiments could help you use your strengths in new ways** (e.g. side projects / volunteering)?

Recommended resources

📖 **Great by Choice: Uncertainty, Chaos and Luck - Why Some Thrive Despite Them All** by Jim Collins

👁 **Play! Experiment! Discover!** Ted Talk by Biochemist Kary Mullis on the benefits of experimentation

👂 **Experimentation with David Epstein** Squiggly Careers episode #173

Amazing if