

Squiggly Careers PodSheets



How to know whether to switch or stay in your role

The challenge of choice and change

The pandemic has prompted people to reevaluate the role of work in their life and the work that they do on a day-to-day basis.

This creates an opportunity for people to stimulate their career development and find a better fit for their strengths and values.

However, many people look to leave by default and don't explore their alternative opportunities. For 3/4 people this results in a career development disconnect when their new role doesn't meet their hopes and expectations (*source: The Muse*)

Ideas for Action



- 1 Go on a Squiggly Career Safari**
Increase your awareness of opportunities by job scanning. Give yourself permission to explore what's available, understand skills you need to develop and which talents you could most easily transfer.



- 2 Squiggly scenario planning**
Create decision-making clarity by fast-forwarding 12 months. Consider the best case / mid /worse case of staying where you are vs. switching roles or companies. Challenge and build your insights with a colleague you trust.

The Love / Learn Matrix



If you love where you work BUT don't feel like you're learning...

Explore ways you can stretch your strengths by working on different projects and initiatives.

If you love where you work AND feel like you're learning...

Prioritise exploring opportunities to develop in different directions in the organisation.

If you don't love where you work BUT do feel like you're learning...

Focus on building your internal relationships or connecting with purpose-led projects.

If you don't love where you work AND don't feel like you're learning...

Consider leaving (but avoid leaping!)

Coach Yourself Questions

- ? What is your career development priority over the next 12 months?**
- ? What is getting in the way of exploring your career possibilities?**

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.



When to leave your job
Watch Helen talk through our "Love/Learn" matrix



How to create your career criteria
Squiggly Careers episode #274

Amazing if