



The Squiggly Career

Ditch the Ladder
Discover Opportunity
Design Your Career

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SUPER STRENGTHS

Have a look through the list of natural talents we've drawn up over the page and see if any of these words leap out at you. This is not an exhaustive list, so use it as a prompt for self-reflection rather than a final list of words to select from.

Achievement	You are always seeking the next thing to do and complete.	Empathy	You are in tune with the people around you.
Activation	You make things happen.	Excellence	You strive to make things the best they can be.
Adaptability	You are quick to respond to new information and situations.	Focus	You can shut out distractions to achieve your goals.
Analytical	You question things to get a complete view.	Inclusiveness	You make sure people don't feel left out.
Attentive	You spot the small things.	Intelligence	You have always been bright and smart.
Belief	You have an inner sense of purpose that guides you.	Learning	You are naturally curious and love to learn.
Charm	You are able to woo others.	Listening	You give people your full attention.
Command	You love to take charge of people and projects.	Numeracy	You are a natural with numbers.
Communication	You enjoy sharing ideas and thoughts with others.	Organizing	You create order and bring things together.
Competition	You're always looking at how you can be the best.	Positivity	You bring positive energy to any situation.
Connection	You naturally build relationships with others.	Problem-solving	You can see your way around challenges.
Context	You are able to see the bigger picture.	Resilience	You are able to bounce back.
Creativity	You love to create new things and ideas.	Responsibility	You are the person people rely on.
Development	You bring out the best in people and the work you do.	Self-awareness	You have strong insight into who you are and how you show up.
Discipline	You create order and stick to your plans.	Strategic	You connect a future aim with the actions needed to get there.
Efficiency	You use your time effectively.	Supportive	You are always there for people.
Engagement	You attract people to you.	Questioning	You always dig deeper to understand things better.

SUPER STRENGTHS

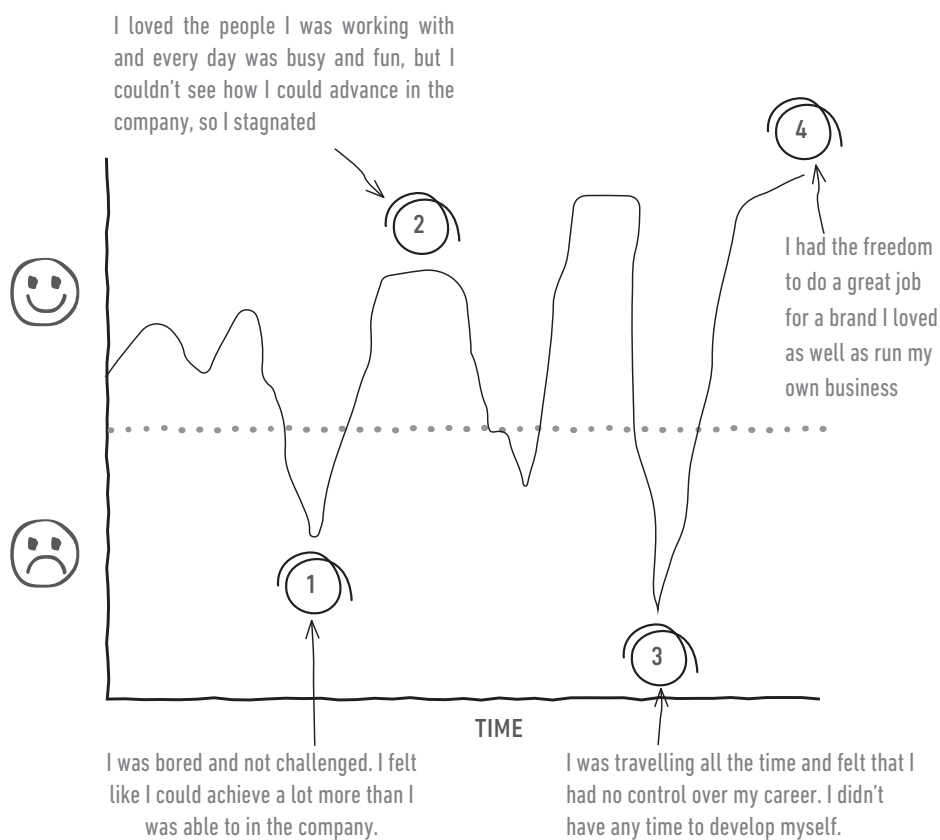
Choose six strengths from all the exercises you have completed so far in this chapter. Pick the strengths you feel most confident about and would like to explore further. Using the table, write down each strength and then score them out of ten (ten being the highest) for each of the four criteria.

Super strength selection

	Success	Frequency	Openness	Happiness	Total score / 40
Strengths	On a scale of 1 to 10, how successful have you been using this strength?	On a scale of 1 to 10, how often do you use this strength?	On a scale of 1 to 10, how visible is this strength to other people?	On a scale of 1 to 10, how happy do you feel when using this strength?	
1.					
2.					
3.					
4.					
5.					
6.					

Understanding your values

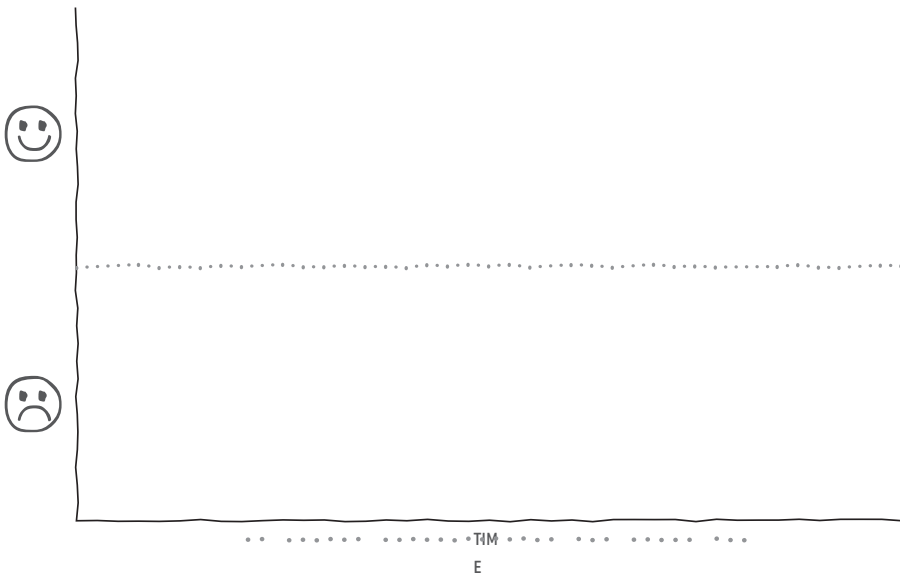
By looking back on your career experiences so far you will uncover some hints about what it is you value in a job. And this reflection will also help you to create a list of your career must-haves, the things that are essential for you in any job, and must-nots, the things you want to avoid wherever possible. We're going to ask you to plot your career highs and lows so far, making some specific notes about when things were going well and what was happening when you dipped into the unhappy zone.



VALUES

To start drawing your own career chart, think about your very first job. What were you doing and how did it make you feel? Mark where your feelings were on the scale in the chart on the next page. Write down the different emotions you were feeling in this role and what triggered them. For example, perhaps you were happy because you were in a team with lots of energy and ideas and you had a manager who gave you lots of autonomy. Or perhaps you felt frustrated because you didn't feel that the work you were doing was meaningful, or the pace was too slow.

Now, keep tracking each step of your career up to where you are right now. Think about the different moves, changes and moments that stand out for you. Each time you hit a career high or a career low, take a moment to capture those feelings and insights about what was going on. You'll end up with a line charting your emotions and lots of descriptions, which we can use to look for clues about your values.



VALUES

Scan through the list below and highlight the words that jump out to you. You're looking for words that feel like you. This is not a full or a final list of values, these are some words to get you started. If you think of other words that matter to you, add them in using the blank spaces at the bottom of the table.

Acceptance	Equality	Justice	Privacy
Achievement	Excellence	Kindness	Progression
Appreciation	Excitement	Knowledge	Purpose
Authority	Focus	Learning	Rationality
Belonging	Freedom	Logic	Reciprocity
Capability	Friendship	Loyalty	Respect for others
Challenge	Fun	Meaning	Responsibility
Choice	Growth	Mindfulness	Routine
Control	Harmony	Modesty	Safety
Courage	Health	Newness	Self-respect
Creativity	Helpfulness	Obedience	Spirituality
Curiosity	Honesty	Openness	Stability
Determination	Honour	Order	Success
Discipline	Inclusion	Partnership	Tolerance
Diversity	Independence	Passion	Variety
Efficiency	Indulgence	Peace	Vision
Energy	Influence	Politeness	Wealth
Enthusiasm	Intelligence	Power	Wisdom
SPACES BELOW FOR YOUR OWN WORDS			

VALUES

To do this next exercise you need to go through the insights you have gathered in the first three exercises and create a shortlist of the ten words that you are most drawn to as potential values.

Review everything you have written down and select the ten words that feel most important to you right now. If you've got too many in your list, you might be able to cluster similar words together. For example, if you have a theme of learning and growth and you have also selected the word 'knowledge' from the longlist, you might feel that they are all getting at the same thing. For now, on your shortlist, you could just call this 'learning/growth/knowledge'. You'll come back to these words later, so don't worry too much about getting it 'right' first time.

Write your ten words in the left-hand column of the blank table below.

	Potential values	Your values prioritization
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		

Next, we're going to go through a series of questions which will force you to choose which words are the most important to you, resulting in a prioritized list of your values. Be sure to follow these steps carefully to make sure you get the process right. We've included an example list of values to demonstrate how this works.

Action 1

Consider the first two words in your chart and ask yourself which is more important to you, word number one or word number two? So, in the example we've provided below, you'd be asking which is more important to you, 'freedom' or 'energy'? Depending on your answer, put a tick in the right-hand column by the word you chose.

Potential values		Your values prioritization
1	Freedom	✓
2	Energy	
3	Growth	
4	Achievement	
5	Optimism	
6	Appreciation	
7	Friendship	
8	Relationships	
9	Openness	
10	Success	

Then, repeat the exercise by asking yourself which is more important, word one or three? In this example that would be 'freedom' or 'growth'. Again mark your answer – so if the answer is 'freedom' again, there will now be two ticks next to it. Keep asking the same question of which word is more important to you, one or four, one or five, and so on until you get to one or ten. By the end, you'll have a list that will look something like the below (if you started with a list of ten words, there should now be nine ticks).

VALUES

Potential values		Your values prioritization
1	Freedom	✓✓✓✓✓
2	Energy	
3	Growth	
4	Achievement	
5	Optimism	✓
6	Appreciation	
7	Friendship	✓
8	Relationships	✓
9	Openness	
10	Success	✓

Action 2

Now, move on to your second word ('energy' in this example) and start the process again. So this time ask yourself, what is more important to you, word two or three ('energy' or 'growth')? Mark down your answers and then repeat with two or four, two or five, two or six, until you get to the last one, two or ten.

Action 3

Start again with word number three against words four to ten and repeat the process with each of the remaining words in your list until you get to the very last question: which is more important word, word nine or ten? Once you have completed the whole process, you'll end up with a list that looks a bit like the below. You will have forty-five ticks if you started off with ten words.

VALUES

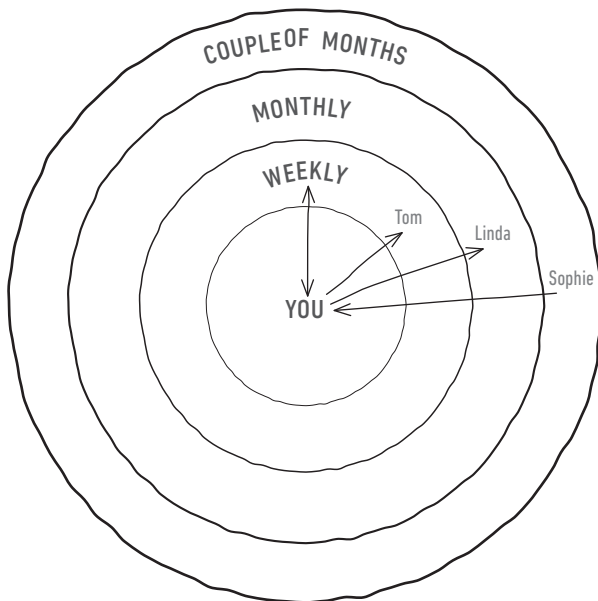
Potential values		Your values prioritization
1	Freedom	✓✓✓✓✓
2	Energy	✓✓✓✓✓
3	Growth	✓✓✓✓✓✓
4	Achievement	✓✓✓✓✓✓✓
5	Optimism	✓✓✓✓✓
6	Appreciation	✓
7	Friendship	✓
8	Relationships	✓✓✓✓✓✓✓
9	Openness	✓✓
10	Success	✓✓✓✓✓✓

This cheat sheet will help you to follow the process if you need a reminder.

What is more important ...?									
Word 1	Word 2	Word 3	Word 4	Word 5	Word 6	Word 7	Word 8	Word 9	Word 10
1 or 2									
1 or 3	2 or 3								
1 or 4	2 or 4	3 or 4							
1 or 5	2 or 5	3 or 5	4 or 5						
1 or 6	2 or 6	3 or 6	4 or 6	5 or 6					
1 or 7	2 or 7	3 or 7	4 or 7	5 or 7	6 or 7				
1 or 8	2 or 8	3 or 8	4 or 8	5 or 8	6 or 8	7 or 8			
1 or 9	2 or 9	3 or 9	4 or 9	5 or 9	6 or 9	7 or 9	8 or 9		
1 or 10	2 or 10	3 or 10	4 or 10	5 or 10	6 or 10	7 or 10	8 or 10	9 or 10	

Evaluating and building your support system

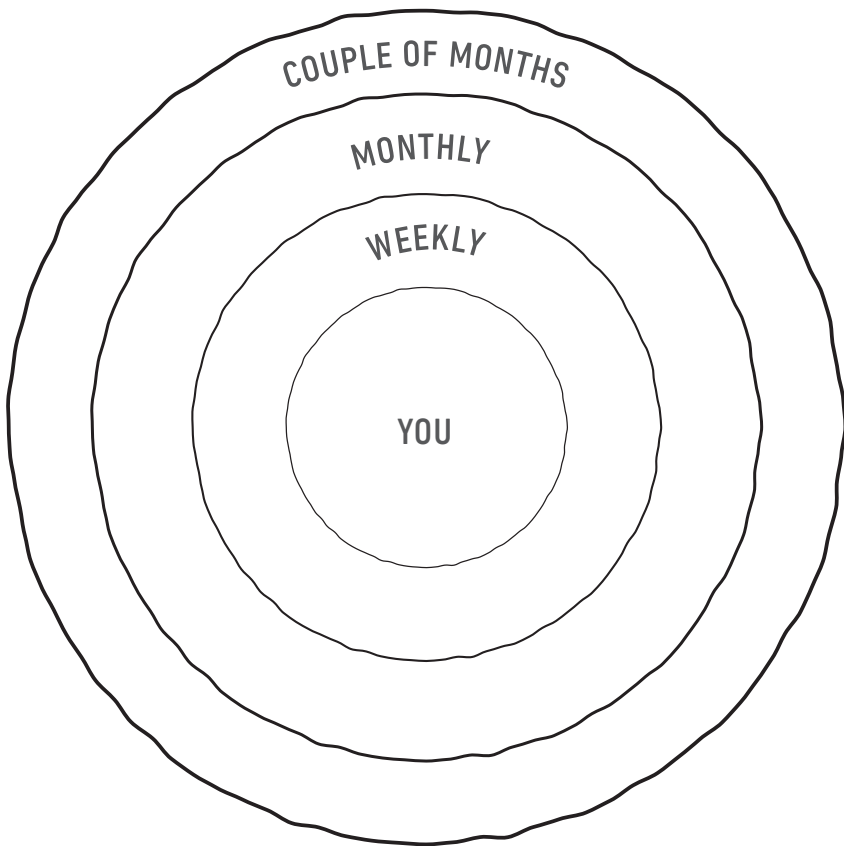
Plot the people you give and get support from onto your Support Solar System opposite according to how often you interact with them. This indicates the frequency with which you're either giving or gaining support from that person. Use arrows to indicate the direction of the relationship. Is it someone you give support to (arrow facing away from you), get support from (arrow facing towards you), or is the relationship reciprocal (in which case use a two-way arrow)? We've plotted a couple of examples below to show you how this works.



CONFIDENCE

My Support Solar System

Add the people you get support from and give support to below.

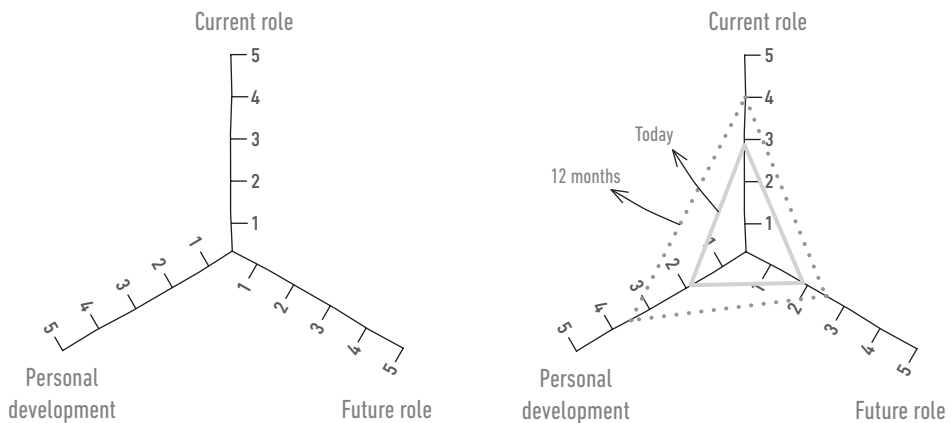


NETWORKS

Once you have assessed the strength of your network today, you can identify what actions you want to take over the next twelve months to build the relationships that matter most to you right now.

Step 1

Start by completing the chart below, indicating a score of zero to five for how strong each of your networks are today: zero means you don't think you have any network today and five means it's very well developed. Before you score, remember the point we made about limited time; unless you're treating networking as a full-time job, it's unrealistic to have five out of five across all three areas. Join each of your three marks together to create a triangle illustrating the current shape of your network.



Step 2

Now, think about where you would like those scores to be in twelve months' time and plot that onto the diagram too, this time using a dotted line. You might be happy with where you are with a particular network today, and in that case the score won't change. Again, join up each of the three marks to create a second triangle.

Now that you have completed the exercise you can identify in which area you have the biggest network gap between where you are today and where you want to be. Or you might have a couple of gaps that are the same. We would suggest that you don't try to improve all three networks simultaneously. Instead, prioritize which area you would like to focus on, depending on what your career priorities are over the next twelve months. You might choose to focus all your energy and time on your priority gap, or you might like to focus on, developing two areas, with more emphasis on one. Work out what feels most useful and realistic for you at the moment. Identify your priority network gap (and secondary, if relevant) and circle it in the action box below.

My priority network gap is:

current role | future role | personal development

My secondary network gap is:

current role | future role | personal development