

How to let go of ladder-like language

The words that we use at work become our reality.

Ladder-like language can unconsciously creep into our conversations. It fixes our career and limits the quality of our conversations. Squiggly swaps create simple ways to have more open and curious discussions about development.

Squiggly Swaps



From: Plans (*limits our realities*)
To: Possibilities (*keep us open*)

Coach yourself question

What 3 possibilities am I intrigued by?



Coaching question

Who could I connect you with to help?

From: Steps (*step up / step down*)
To: Moves (*can be made in multiple directions*)

Coach yourself question

What role would I do if I knew I couldn't fail?



Coaching question

What positions would you like to learn about?

From: Titles (*don't share the full story*)
To: Talents (*can be transferred*)

Coach yourself question

What do I enjoy the most about my week?



Coaching question

What strengths do you want to be recommended for?

From: Destination (*fix us to a future*)
To: Direction (*more flexible*)

Coach yourself question

How do I know that I'm heading in the right direction?



Coaching question

Whose career impact are you inspired by?

From: Promotion (*only one way to progress*)
To: Progression (*lots more opportunities*)

Coach yourself question

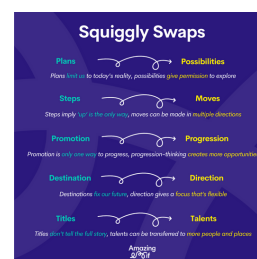
What does progression mean to me?



Coaching question

What progression would you be proud of in 12 months?

Support Squiggly Careers by sharing our squiggly swap summary



Recommended resources

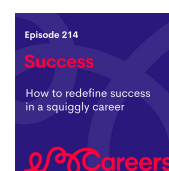


The Conscious competence model - a useful framework by Noel Burch



The best career path isn't always a straight line

Our TedX talk reframes what a successful career might look like



How to redefine success in a squiggly career
Squiggly Careers
Episode #214