

**Progression doesn't only mean promotion or changing roles.**

In reality, we can progress in different directions starting right where we are. Progression thinking opens up more opportunities for growth.

**Which strengths would you like to use more in the role that you do today?**



## Ideas for action

### Spot a problem

#### Involve others with your ideas

Rushing to solve a problem limits your opportunity to build new relationships and experiment in your role.

🔗 Sounds like: *I've got some thoughts on how we can sort xxx. Can I get your perspective on them?*

#### Give an outside example

Using outside insights can introduce new options for how you could approach your work.

🔗 Sounds like: *Company xxx have tried xxx. One thing we could adopt from their approach is xxx.*

### Grow together

**Collaborating with someone who wants to grow their role in a similar way or who has complementary strengths, can accelerate your development.**

🔗 Pair up on a shared passion and set-up an internal network to increase your impact

🔗 Consider what you could both bring to each others projects

🔗 Make introductions across each other's internal networks so you can both grow your community.

### Mutual work win

**Consider how your bigger role could create a benefit for someone else in the business.**

🔗 Shadow someone who has influence over your role to better understand their priorities

🔗 Mind-map how your abilities could support their achievement

🔗 Pitch your idea to develop your role, leading with how it could help them. Sounds like: *If I led the monthly meeting, it would give you more time to spend on xxx.*

## Coach yourself questions

**What could I try for the first time?**



**Who could I talk to who does the same role as me but in a different company?**



**What would be an ambitious goal to achieve in my role?**



**What are my company's priorities and problems where my skills would be useful?**



## Recommended resources



**What's Holding Back Your Career Development?** Our HBR article discusses how career development is important for resilience in the face of uncertainty and change.



Marcus Buckingham shares how we can understand what we're best at and how we can use that insight to manage our careers on episode [#162](#) of Squiggly Careers.