

How silos stop you in your job and hold your career back

How silos get in way

In your job:

- 🔗 Your thinking is limited to your own priorities and perspective.
- 🔗 You don't connect the dots with other people and other teams.

In your career:

- 🔗 It's hard to progress outside of your current function.
- 🔗 You struggle to stretch your strengths beyond the work you do today.

Coach yourself question

How are silos holding you back?



Ideas for action

1. Channel your inner anthropologist

Anthropologists study culture and characteristics.

Bringing an anthropologist mindset to your organisation can help you to escape a silo by increasing your understanding and connection to the organisation.

2. Build a bridge

Explore an adjacent function to the one you work in and proactively spot opportunities to connect and collaborate.

3. Find space away from your silo

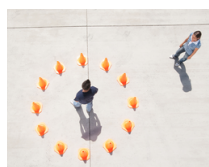
Silos can feel restrictive and frustrating. Taking time away can create unexpected opportunities and lead to a new source of energy.

- 🔗 How would you describe how your company generates incomes and makes an impact?
- 🔗 Where does the power and influence exist in your organisation?
- 🔗 What are some of the common characteristics of your company?
- 🔗 Potential sources of adjacent opportunities are projects, shared problems, events and activities.
- 🔗 Think about how you can develop your skills and find new status outside of your silo. This could be through volunteering, starting a side-project or being active in a community.

Recommended resources



The Silo Effect: Why Every Organisation Needs to Disrupt Itself to Survive
by Gillian Tett



How to Lead Across a Siloed Organization
HBR article by Jeff Rosenthal and Moly Rosen



Helen and Sarah share practical tips on collaboration at work [#235](#) of Squiggly Careers.