

How to identify and develop skills for your future career

With so much change in how we work and what work looks like, it's easy to feel uncertain about where to focus your learning and development.

Creating your own filter for your future career can help you feel more confident and in control. By tuning into what matters to you, the work you do, and the world around you, you can focus your energy on developing relevant skills that can support your growth now and prepare you for the future.

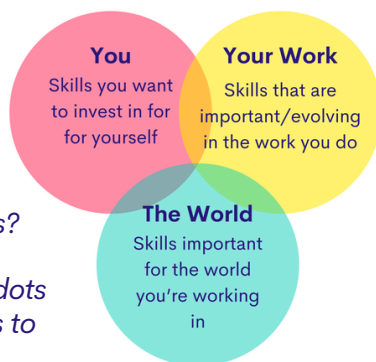
Ideas for action



1. Create your skill circles

Explore where to invest your energy and which skills to develop by reflecting on three lenses: you, your work and the world:

Pick three skills for each area and look for patterns:



- Do you see any overlaps or consistent themes?
- Can you join the dots between the skills to come up with a learning list?

2. Make your skills stronger

Once you've chosen the skills that matter to you, explore how to invest in them and make them stronger. Try:

- Borrowing brilliance:** Find people who are already great at the skill you want to develop, even if you don't know them directly. Read their work, go to their events, follow what they share.
- Stretching your strengths:** The more you use a skill, the better it becomes – identify one moment at work this week where you could use a skill you want to improve.
- Creating a 'pull' to use your strengths:** Spot opportunities where your skills could add value and offer to help e.g. "It feels like (problem), I love practicing (skill), would it help if i...(idea)?"

3. Develop together with other people

Learning is easier and lasts longer when we learn together. Try:

- Skills snaps:** Find out who wants to develop the same skill and learn together. Share ideas, give feedback, and hold each other accountable.
- Skills swaps:** Exchange your skills and learn from someone you already know – it's a relevant and practical way to learn that fits your context.
- Finding a skills sponsor:** Tell someone what skill you want to develop. They could challenge and champion you: spot learning opportunities, give feedback, or connect you to others.

Coach yourself questions

How can I challenge myself this week to practice a skill I want to develop?



What learning opportunities can I create with other people to strengthen our skills together?



Recommended resources



Make Learning a Part of Your Daily Routine. Read Sarah and Helen's our HBR article for learning techniques & tools.



Join our PodPlus Community to connect with people outside your current work environment and develop together.



Sarah and Helen talk explore how to find a career sponsor in episode **#401** of Squiggly Careers.