

How to stop change from stalling your progression

Change comes in lots of forms and from lots of directions. It often feels like something we're forced to respond to and requires a lot of resilience. At worst, change can result in being put into a role or team that doesn't feel like a good fit and leave you feeling limited in your career.

How you respond to change is a skill you can learn. Developing this skill helps you take back control, keep moving forward, and make the best of what's next, even when things feel uncertain or uncomfortable.

Ideas for action



To make the best of where you are now

1. Talk to your manager about what they can influence or control

They might be able to spot projects, learning opportunities, or areas where you can get involved. Try a simple approach:

"I appreciate I'm no longer able to work on..., an alternative I think could be interesting would be to..."

2. Spot new opportunities to learn & connect

This helps you add new experiences, create fresh learning, and build new connections.

"What's a project I haven't been involved in? What part of the business do I know little about? Who are the people I haven't worked with before?"

3. Set a one-word intention

Pick a word that reflects how you want to show up during this time and use it to focus your mindset and actions.

e.g. pragmatic, open, calm, creative, connection

To go beyond to feel better

1. Find a move mentor

Spot someone who's experienced in your area of interest (inside or outside your organisation). They can help connect your skills/guide your next steps. You could say:

"I want to be known for/use more.. These are some areas I'm interested in. I'd really like your advice on how I can connect my talents to those positions."

2. Opt into some unapologetic 'me-time'

When change is hard, set clear boundaries to protect your energy.

Take your lunch break, leave work on time, or spend time on hobbies or communities that recharge you.

3. Choose your change story

How you talk about your situation affects how you feel about it. Instead of focusing on what's wrong, reframe your story:

"What did this change mean to you? What did you learn? What would your advice be to other people?"

Coach yourself questions

What benefit could this change bring?



What action will help me to move forward this week?



Recommended resources



Download our free career canvas to help you understand your strengths, values, confidence, network and what you'd like to learn.



Discover what to unlearn and relearn to navigate change with futurist, speaker, and author April Rinne in episode [#379](#) of Squiggly Careers.