

How to "be yourself more, with skill"

There's no blueprint for being brilliant. "Be yourself more, with skill" is a reminder that you don't need to change your personality or become something you're not to have impact - it's about being a better version of yourself.

It's being thoughtful in how you show up, making the most of your strengths, and creating chances to keep learning. When you do that, you build a career that's motivating, meaningful and true to you.

Ideas for action



1. Try out job crafting

Job crafting is when you take ownership of your role by making small, intentional changes to what you do and how you do it, rather than waiting for changes to happen to you. Try:

- 🔗 Asking yourself: "Where could I take more ownership of my role so I grow and my team benefits too?"
- 🔗 Looking at your current responsibilities and spotting one area you'd like to shape differently.
- 🔗 Talking to your manager about how a change you want to make could also support a team priority - you're more likely to get their buy in.

2. Ask for feedback on your 'blind spot's'

Blind spots are the things other people can see that you can't see yourself. Being specific about what you want feedback on makes it easier for others to help you learn. Try:

- 🔗 Asking yourself: "What feedback could help me see something I can't spot on my own?"
- 🔗 Linking your feedback request to a goal you're working on, so people know the context.
- 🔗 Asking for feedback about a strength you want to stretch, e.g. "One of my strengths is X - what could I do differently to make it more useful here?"

3. Seek out a 'squiggly stretch'

Being yourself with skill is easier in familiar situations, but growth comes when you put yourself somewhere new. A squiggly stretch is about stepping into uncertainty so you can use your strengths in different ways. Try:

- 🔗 Volunteering for a project or responsibility outside your usual role
- 🔗 Offering to mentor someone as a way to apply your strengths in a new context.
- 🔗 Asking yourself: "When was the last time I did something new, and "what's one stretch I could say yes to next?"

Coach yourself questions

What 3 strengths do you want to be known for?



What projects and people are going to make the biggest difference to you increasing your impact?



Recommended resources



Why Should Anyone Be Led by You? by Robert Goffee and Gareth Jones - where the idea of "be yourself more, with skill" was introduced.



Job Crafting HBR by Dan Cable - practical ideas on redesigning your role so it plays to your strengths



Helen and Sarah share 5 ideas for action for you to get faster and more frequent feedback in episode **#301** of the podcast