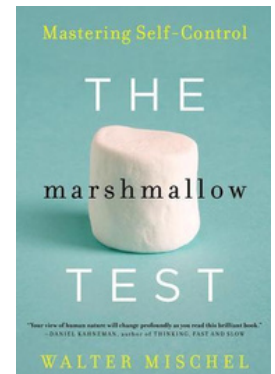


## The two-marshmallow mindset: practising delayed gratification

The famous Marshmallow Experiment tested delayed gratification – one marshmallow now or wait and get two.

In a squiggly career there are lots of one or two-marshmallow decisions to make too: the quick wins that feel good now, or the moments where waiting brings a better payoff for you and your career.



Start with

Deeper dive

### Ideas for action

#### Instant vs. impact response to email

**One marshmallow:** reply instantly. You feel 'on it' but you're constantly distracted by your inbox.

**Two marshmallows:** check emails once or twice a day. Chose what to respond to and focus on deeper work.

#### Saying yes vs. saying no

**One marshmallow:** say yes to every request – it makes you feel helpful, useful and kind to your colleagues.

**Two marshmallows:** say no, not yet or not me, to make progress on the projects where you add the most value.

#### Applying vs. creating opportunities

**One marshmallow:** find a job advert, apply quickly with a generic CV, and hope for the best.

**Two marshmallows:** create opportunities through conversations and connection. Roles start coming to you.

### Coach yourself

Where am I choosing a quick win over impact?



Where can I delay gratification to get a better result later?

