

Squiggly Careers PodSheet

Progression at work



The Glass Ceiling and The Glass Cliff



The Glass Ceiling is a barrier to advancement in a profession, especially affecting women, people of colour and underrepresented groups.



The Glass Cliff goes further and is the experience of underrepresented groups taking on leadership roles only to find that chances of success have been limited before even starting.

In a squiggly career, what does progression look like for you?

Barriers to progression at work

- + The equality of information made available to people at work.
Does your organisation transparently communicate opportunities?
- + Fear of failure and the pressure of how you might be perceived.
How does fear get in your way of seeing opportunities?
- + Lack of active internal sponsorship.
Can you be proactively in supporting a sponsor to build a relationship?

Ideas for Action for Individuals

- Count yourself in** - put yourself forward and don't discount yourself from opportunities to develop your progression potential.
- Be proactive** - build relationships with potential sponsors.
- Shine alongside your support system** - The 'Shine Theory' is a practice of mutual investment in each other. Find your community and collaborate to create more progression possibilities.

Best piece of career advice

“ Be brave. If you feel like you are almost ready. Put yourself forward. Don't count yourself out.

Sophie Williams ”

Ideas for Action for Organisations

- Understand that not all barriers to progress are made equal** - examine unconscious bias.
- Make support available to everyone.**
- Representation is important** - not as a quota but as a watch-out. Develop processes to review career possibilities for underrepresented groups.

Coach Yourself Questions

- 1 How could develop in a different direction at work?
- 2 How could you support someone else with their progression?

Recommended resources



Millennial Black by Sophie Williams

A motivational guide to success for black women at work



The rigged test of leadership

Sophie William's Tedx Talk about the challenges of the glass cliff



How to find a career sponsor

Squiggly Career Ask the Expert Podcast episode 215

Amazing if