

Squiggly Careers PodSheet



How to make difficult career decisions

Difficult decisions help us to develop

When a career decision feels hard, it means you care about the outcome. It creates a moment for you to reflect on what matters and make a choice about the direction of your development.

It might feel challenging, but these decisions help you to design a career as individual as you are.

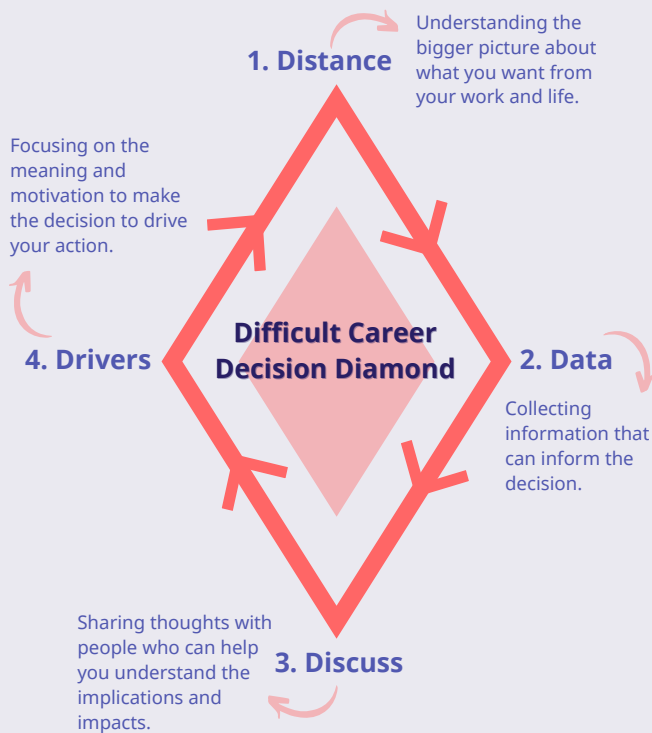
“ When we’re faced with difficult and complex decisions, we typically experience difficult and complex emotions.

Cheryl Strauss Einhorn

Response beats regret over the long-term

Despite a decision feeling difficult, research shows we’re more likely to regret not taking action than making a choice and moving it forward.

Use the 4 points of this diamond to get decision clarity and confidence



Ideas for Action

1 Get **distance** from your decision



Do a decision dress rehearsal

Imagine having made a decision in one direction:

- *What would be true that isn't true today?*
- *How would you like to look back on that year and describe what has happened to a friend?*
- *What's the worst case scenario & how do you feel about that happening?*

2 Collect **data** on your decision



Think about Facts vs. Feelings

This can help you understand what is influencing your decision.

Day 1 - Set yourself a 5 minute timer to write down only facts about your decision. Then 5 minutes to write down feelings.

Day 2 - Do a 5 minute review. Go back and look at everything you've written down. Do you have anything to add/edit?

3 **Discuss** your decision to move it forward



Use others to expand on your experience

Write down 3 specific experiences that would be useful for you to learn from. For example, if you're considering a career change, consider:

1. *Someone who has made a career change recently across any industry*
2. *Someone who has made the career change you're considering*
3. *Someone already in the area you're exploring*

4 **Define your decision drivers**



Carry out a 'why watch'

Write down your top 3 'whys' for making your decision. This gives you grit and keeps you going when things get hard.

- *Write or store it somewhere, where it is easily accessible.*

Coach Yourself Questions

? Which 'D' do you do well in the decision making diamond?

? What career decision could you apply the diamond to?

Recommended resources



Emotions Aren't the Enemy of Good

Decision-Making An insightful read by professor Cheryl Strauss Einhorn



When your inner voice lies to you

Cheryl Strauss Einhorn's Tedx talk brings decision-making principles to life



How to flex your thinker vs doer mode

Squiggly Careers Episode #245