

## How to create career karma

### What do we mean by career karma

Career karma happens when you develop relationships based on what you can give....not what you want to get.

Giving (without keeping score) results in you getting more back over the long run.

### 3 benefits of adopting a giving mindset

1. As you help others you also help yourself
2. You can experience a 'helper's high'
3. You increase your career capital.

### Ideas for action



#### 1. Have some karma career questions

When you meet people, adopt a giving mindset and keep some helpful questions top of mind.

*What support do you need most at the moment?  
Who would be useful for me to introduce you to?*

#### 2. Figure out what you've got to give

Use the 3E's to proactively support someone else (experience, expertise, and energy)

*Which E could you give?*

#### 3. Proactively share what you've got to give

Put out an offer openly – e.g. *LinkedIn* / to a *WhatsApp* network or directly e.g. to a manager or mentor.

This might sound like: *'I'm looking for opportunities to practice XXX, have you got any suggestions about how I could make that happen?'*

#### 4. Reflect on how you can give as a group

Create a career karma circle for give/gain matching. *Could you create a community where you all have something in common with the purpose of helping each other?*

#### 5. Do a 5-minute fast favour

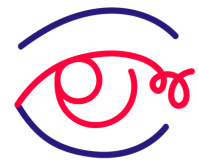
Focus on fast favours to make giving a part of your everyday actions eg:

- Share a useful link to book / podcast / talk
- Send an email of encouragement / support
- Take a photo of someone at an event!

### Watch-out for...



People-pleasing. You still need boundaries otherwise you may burnout



Vague feedback. Be specific about the what and who or what you give might not be valued.

### Coach yourself questions

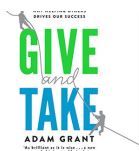
Who are some of the best 'givers' you know?



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### Recommended resources



**Give and Take: A Revolutionary Approach to Success**  
Adam Grant

Episode 244

How to work your 'weak' ties



#### How to work your weak ties

We share practical ways to invest in your career community and accelerate your growth on [#244](#) of Squiggly Careers.