

How to create your career cushion

Cushioning your career creates more career resilience

There is no 'sunk cost' for career cushioning. Actively investing in and committing to your career development gives you the clarity and control to navigate your squiggly career with confidence. Especially when changes come your way.

What is career cushioning?

"Career cushioning is recognising that your current job won't be your last job and being pro-active about keeping your options open."

- Stylist.co.uk

Ideas for action

1. Carry out proactive career conversations

Conversations help you to collect data for your development and identify new opportunities.

Know what you want from a conversation, make them more frequent and have them with multiple people.

2. Further you and future proof you

Further you = *set a learning goal to over-invest in one of your transferable talents.*

Future proof you = *Close any skills gaps that you've got between you and the future possibilities you're interested in.*

3. Invest in your career community

Spend time with communities connected to your profession or passions to find new 'career friends'.

Consider how you prefer to connect with people (virtual or in person) and reduce fear by bringing someone with you.

4. Build your personal board

There are 4 roles that are most fundamental for career cushioning:

Mentors - *great for advice*
Sponsors - *great for advocacy*
Peers - *great for acceleration*
Coaches - *great for asking you questions.*

Coach yourself question

What skills would help you future proof your squiggly career?



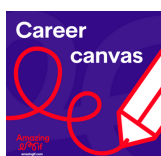
Squiggly Careers PodPlaylist

- [How to have a career conversation Episode #109](#)
- [How to work your 'weak' ties Episode #244](#)
- [How to explore your progression possibilities Episode #220](#)
- [How to develop your transferable skills Episode #198](#)
- [Ideas to invest in your learning Episode #279](#)

Recommended resources



Top 10 job skills of tomorrow
The World Economic Forum's report features 10 work skills of 2025 to future proof you



Career Canvas
Our new free tool gives you a framework for your career conversations.