

What's Holding Back Your Career Development?

In the context of constant change, personal career development is now a must-have rather than a nice-to-have. **But the reality is that career development rarely gets prioritised.**

The demands of the day-to-day take precedence over our improvement, and investing in our future rarely feels as urgent as the issues in our inbox.

Putting ourselves last means our careers can stall and our skills start to stagnate.

What would you do differently this week if you put your career development first?

4 Common Career Challenges

1. The "when" challenge

👉 Sounds like:
I'll get around to my development when I have time.

2. The "who" challenge

👉 Sounds like:
I don't have anyone who is helping me develop my skills.

3. The "what" challenge

👉 Sounds like:
I'm not sure what I want to develop in.

4. The "where" challenge

👉 Sounds like:
There are no development opportunities where I work.

4 Ideas for Action

When: Five-minute mind map

Create a weekly diary invite titled "5-minute mind map."

Use the time to mind-map your thoughts on one of the coach yourself questions below.

End your time reflecting on 'so what, now what?'

Who: Increase sideways support

Set up a group you want to be a part of.

Invite 5 people to join. Ask everyone to share 1 insight or idea.

Grow by members inviting 1 person to join.

What: Create a learning navigator

Write a list of:

- knowledge necessary for your job now
- knowledge necessary for your next role
- skills you need to have
- skills that are nice to have.

Pick 1 from each list to balance your learning.

Where: Prototype your progression

Think about an internal opportunity you are interested in. Answer this prompt:

This opportunity is important to me because...

Identify 3 other ways you could get to closer to your important outcome.

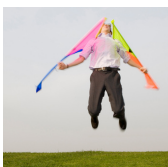
Coach yourself questions

What do I want to build a reputation for?

Who am I learning from?

What gives me the most energy at work?

Recommended resources



What's Holding Back Your Career Development?
Harvard Business Review article by Helen & Sarah



Increase your self awareness with one simple fix
Start with increased self-awareness. Ted Talk by Tasha Eurich.