

How to make a difference to your development

Make and be the difference

Throughout our squiggly careers, we should recognise and appreciate the differences people have made in our development and seek out more of them.

We should also spot and proactively support other people who might need our knowledge, insight and advice.

"The road to success is littered with mistakes, it matters more to build trust and encourage ambition than to reward obedience."

- [Margaret Heffernan](#)

"The female view that one strengthens oneself by strengthening others is finding greater acceptance, and female values of inclusion and connection are emerging as valuable leadership qualities."

- [Sally Helgesen](#)



Ideas for action

Use curiosity as a door opener for your development

Collecting dots from different places and spaces makes a huge difference in your development.

Build your community broader than your company and profession to unlock more opportunities and insights.

Don't let hierarchy hold you back

Don't assume that someone's seniority means they won't want to support you.

Find a point of connection and reach out to ask for their ideas and insight. Follow-up so they know they have had a positive impact.

Reflect on the why behind your work

You are much more than your job title and the tasks on your to-do list.

When people connect with who you are beyond the work that you do, you build stronger bonds and generate much more career support.

Coach yourself questions

Who is making a difference to your development?



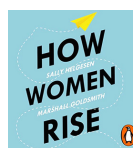
Whose development is better because of you?



Recommended resources



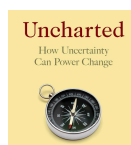
Nice Girls Don't Get the Corner Office - by Lois P Frankel PhD



How Women Rise by Sally Helgesen



Quiet: The Power of Introverts in a World That Can't Stop Talking by Susan Cain



Uncharted: How to Map the Future by Margaret Heffernan

TED Talk: Elizabeth Gilbert - Your Elusive Creative Genius

TED Talk: Margaret Heffernan - The Human Skills We Need Right Now

16 Life-Learnings from 16 Years of The Marginalian by [Maria Popova](#)