

How to progress when you can't get promoted

Progression creates options and opportunities

Promotion might seem like what we want in an ideal world but in a squiggly world of work, promotions are no longer the primary way to progress.

We have to be creative and do something different to take individual control of our career development. Progression is important for everyone as we all want to feel as if we are learning and growing in our careers.

"There are no constraints on the human mind, no walls around the human spirit, no barriers to our progress except those we ourselves erect."

- Ronald Reagan

4 common challenges and ideas to help move you forward

1. Pay as a priority

👉 Sounds like:
I need a new opportunity that'll secure me financially

2. Power / Influence

👉 Sounds like:
I want to build a stronger personal brand and profile

3. Supporting other people's development

👉 Sounds like:
I want more opportunities to create & support a team

4. Working on more of what you want

👉 Sounds like:
I need to work on more of what I want and less of what I don't

Transfer your talents

Sideways moves can also mean more money.

Explore sustainable side-projects to get the extra cash you need and to gain more confidence & control as a bonus.

Ask your organisation if they can unlock investment into your learning instead.

Check out alternative industries.

Profile increases power

Ask yourself:

- *What do I want to stand for?*
- *What makes me stand out?*
- *Who should I stand with?*

Get to clarity and then start building your profile and personal brand. *Think about how you can help others as a consumer, contributor, connector or creator and how you can involve your organisation.*

Givers gain more

Volunteering for collective team development. Developing and demonstrating people management skills by managing the work of others.

Meaningful mentoring supports others with their career development. Sharing insight creates career karma.

How could you get involved in your company's induction process?

Prototype your progression

Get closer to communities that are already working in the area that you would like to work in.

Spending more time in these communities closes the gap.

Spot a problem that could be 'even better if' and pitch your position.

Job-craft by involving others into making changes to your role.

Coach yourself questions

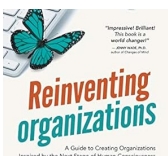
What action could you do to progress in your career?



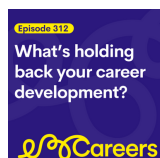
What influence does your organisational construct or culture have on your ability to get a promotion?



Recommended resources



Reinventing Organizations
Inspiration to let go of the ladder
by Frederic Laloux



What's Holding Back Your Career Development?
Squiggly Careers episode [#312](#)