How to derisk career decisions

Squiggly Careers

What risk affects your career decisions?

Enjoyment – what if I don't enjoy it?

Ability – what if I'm not good at it?

Progression – what if I go backwards?

Money – what if i don't earn enough?

Status – what will other people think?

Relationships – what if people don't support me?

Write your risk:

Watch out for...

Feelings and fears clouding your clarity.

Comparison can cause you to lose confidence. Ask for other people's perspective to help you to zoom out and keep the facts in mind.

Ideas for action

1. If enjoyment / ability is a worry...
Look before you leap. Volunteer and have curious career conversations to get closer to the reality of the role.

> Who could connect you to someone in the area you're interested in?

2. If progression feels like a potential problem..
Think a move ahead to take the pressure off the next role being perfect.

> How does the role you're exploring put you in a positive position for future possibilities?

3. If money is stopping you making a move...
Create your 'enough excel'. Look at your finances and write a list of your £needs and £nice haves. This helps you have clarity about the commercials of different career moves.

4. If status stops you trying something new...
Give the move a name that you identify positively with e.g *'this is my international try out'* or *'this is my learn if you love it'* job.

5. If you fear losing relationships...
Involve people in your career decisions so that they feel invested in you and your development.

> How could knowledge from a new role bring insight and ideas to your existing relationships?
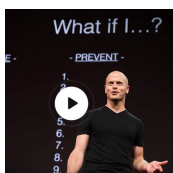
Coach yourself questions

What move would you make if you knew you couldn't fail?

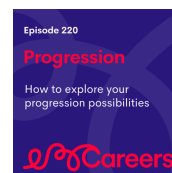Who would make a brilliant mentor for your career move?

Recommended resources

Fear-Setting
Tim Ferris' TED Talk on defining fears instead of goals.

Career Fear
Stylist article about how to overcome doubts that affect your development.

Episode 220
Progression
How to explore your progression possibilities
Careers

Progression
Squiggly Careers podcast about how to explore your progression.