

How to spot and solve common career red flags

Career red flags are **signals** that something isn't working. It can be a useful prompt to take action and try something different.

Coach yourself questions

What red flag feels like it's waving right now?



How frequently does the red flag make an appearance?



What's stopping you from doing something differently?



What's the risk of doing nothing?



What's the reward of turning your flag from red to green?



Who does this well and what can you learn from them?



5 common career red flags

- 1. **On repeat** – when feelings of frustration with people/situations/conversations are repeated
- 2. **Busy burnout** – when you have a 'yes overload' and feel busy but not sure doing what
- 3. **Staying still** - when you feel like your skills are stagnating or your career progress is stalling
- 4. **Enmeshment** - when you stop doing things outside of work that bring you joy
- 5. **Directionless development** - when you lack energy about your possibilities and feel lost.

Ideas for action



1. If you feel you're **on repeat** then:

Practice the habit of giving 'even better if' feedback. Sounds like: "One thing that could be even better if..."

2. If you feel you're experiencing **busy burnout** then:

Use 'If/Then' thinking as a forcing function to reach a trade-off. Sounds like: "If I do XXX then I'll XXX"

3. If you feel like you're **staying still** then:

Bring the outside in by sharing insights from outside your team or industry. Sharing with others makes the learning last longer for you.

4. If you feel you're experiencing **enmeshment** then:

Get some active rest. This is when you are fully immersed when doing an activity outside of your role. Looks like: *cooking, walking, exercising, gardening etc.*

5. If you feel your development is **directionless** then:

Design your job description. Scan jobs on LinkedIn and pick the best bits of 5 roles that resonate. This can give you clarity in career conversations and create energy to explore a new direction.

Recommended resources



Counterintuitive career advice

Watch this TED playlist that offer advice on how to think about our work lives.



10 actions to accelerate your career development

We share practical ways to invest in your development and accelerate your growth on [#251](#) of Squiggly Careers.