

# How to Overcome Career Complacency

Career complacency means you have become passive about your work, you're not being intentional about your development and you've stopped exploring your career possibilities.

## Why it matters

If you're complacent about your career:

- 🔗 You'll miss out on opportunities to progress
- 🔗 Your skills will start to stagnate
- 🔗 You'll become vulnerable to change

## Red flags for complacency

- 🔗 Most of your week is spent doing the same thing
- 🔗 Most of your time is spent with people you know
- 🔗 You use the same skills on repeat
- 🔗 You prioritise your day job over your development

## 5 ideas for action to overcome career complacency



### 1. Create career inspiration

Find someone whose career you admire. This could be inside or outside your company.

Consider:

- 🔗 *What skills are they using?*
- 🔗 *What experiences do they have?*

Then ask yourself:

- 🔗 *How could I gain similar experiences and skills?*

### 2. Add everyday experiments

Experiments help you to try new things and act as a forcing function for learning.

Identify the things you do repeatedly that would benefit from a new approach.

- 🔗 *Could you run your team meeting differently?*
- 🔗 *Could you try a new tool for presenting?*

### 3. Connect with an ambition ally

Find someone who is invested in improving their skills and developing their career.

Spending time with them and discussing your development can be a source of motivation and accountability.

These non-competitive relationships could be 121 or with a small and trusted community of peers.

### 4. Short term resistance goals

Giving yourself permission to talk about the things that hold you back can act as fuel for your development.

Everyone has something that they're resistant to.

Consider:

- 🔗 *What don't you do because you think it's someone else's job?*

Use this as a starting point to set a short term resistance goal.

### 5. Learning to look forward to

Creating learning to look forward to creates a new source of motivation and helps to counteract complacency.

Identify a topic you are interested in learning more about and design a way of learning that feels fun for you.

Schedule the learning into your diary to make it unmissable.

Sharing your learning with others will increase your commitment.

### Coach yourself question

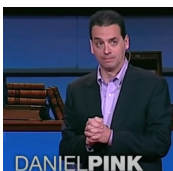
*What factors have led to you feeling complacent?*



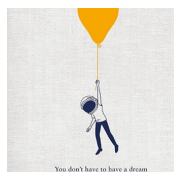
*What is your motivation to do something different?*



## Recommended resources



Watch Daniel Pink's TED Talk on [motivation](#)



Read [You Don't Have To Have A Dream](#): Advice for the Incrementally Ambitious (Tim Minchin)



Learn how to use experiments to accelerate your learning on [#277](#) of Squiggly Careers