



Katy Milkman

Squiggly careers are full of opportunity, uncertainty, potential and possibility.

Your ability to navigate change with skill increases your control and results in more choices for you and your career.

In her book 'How to Change', Katy Milkman shares practical and proven ways to make effective changes in your work and life.

Ideas for action

1. Find your fresh start

We all have moments in our year that feel like new beginnings. This could be the start of a new year, a new job, a new project or even a new week. In these moments, we are more open to making change.

Taking a change you want to make in your work and tying it to a fresh start increases the likelihood of making change happen.

What is a 'fresh start' moment that feels meaningful and motivating for you?



2. Make it easy

The more efficient you make taking action, the easier change becomes. Preempting obstacles means you're less likely to let things get in your way.

Designing change into your day means that action becomes a default. This could include pre-blocking time in your diary, setting-up meetings or conversations in advance or using reminder prompts on your phone.

What is the most likely obstacle to your change?



What could you do now to mitigate it?



3. Reduce the intention > action gap

Katy says "our mind is more like a sieve than a sponge". Even with the best intent, we can find that our progress stalls.

Creating commitment devices is a useful way to counteract the intention > action gap. These could include creating a financial penalty for inaction (try out beeminder) or setting-up an accountability partner.

Who could help you to stay accountable?



Recommended resources



Watch the LIT Videobook of How to Change for an engaging and useful way to learn about the topic.



Read How to Change to dive in deeper to Katy Milkman's work



Listen to episode 438 of the Squiggly Careers podcast for some extra inspiration.