

In a Squiggly Career, growth doesn't have to mean a promotion or a significant career change.

Success can also look like growing where you are and enjoying what you do.

Coach yourself questions

What's one thing I can do to increase my impact in my current role?



What's one learning goal I want to focus on right now?



Ideas for action



1. Focus on your in-role impact

Staying where you are doesn't have to mean pausing your career. Having goals to work towards gives you successes to talk about and something to focus on beyond the day-to-day work.

Think about your wins

Identify 90 day, 6 month and 12 month wins as goals to work towards.

Try these prompts to get started

- 🔗 Projects: what's something you'd like to start, progress, or complete?
- 🔗 People: who is someone you'd like to support or build a stronger relationship with?
- 🔗 Process: where could you make things more efficient or effective?

Try job crafting

Evolve your role by shaping responsibilities that stretch your strengths.

- 🔗 Look at similar job descriptions on LinkedIn - what responsibilities spark ideas for your own role?
- 🔗 Talk to your manager about small shifts or cross-functional projects that could help you learn and contribute more.

2. Grow yourself by growing others

Helping others is a triple career win - you build mentoring skills, reinforce your own knowledge, and make a positive impact

Think about what you want to be known for, who could benefit from what you know, and how you can share that knowledge most effectively.

- 🔗 Identify someone who could benefit from your expertise and offer guidance.
- 🔗 Reinforce your learning by creating a resource for others (how-to guide, FAQs, etc.).

3. Practice your positioning

If you want to stay and grow in your role but aren't sure how to express it to others, try:

- 🔗 Self-explaining: talk through your thoughts out loud to clarify what you want to say. This help to identify gaps and refine your message.
- 🔗 Connecting growth to learning vs. leaving: explain how staying in your role for longer will help you to learn more about the areas you are passionate about.

Be confident in your communication, this is not something you need to apologise for. Your manager will be grateful for the clarity.

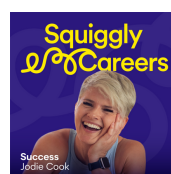
Recommended resources



Watch our 7 minute Skills Sprint on how to be a meaningful mentor.



Download our free career canvas to help you understand your strengths, values, confidence, network and progression.



Find out how to create your own success formula with entrepreneur, author, and athlete Jodie Cook in episode **#436** of Squiggly Careers.