

Squiggly Careers Calendar



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January Growth goals



January Growth goals

**Setting growth goals
creates direction for
your career and stops
daily distractions
getting in the way of
your development.**

Growth goals could include:

- 🌀 A strength you want to stretch
- 🌀 A subject you want to learn
- 🌀 An area you want to improve in
- 🌀 A relationship you want to build
- 🌀 A gremlin you want to cage.

Coach Yourself

Questions

*What does
good career
growth look
like for me in the
next 12 months?*

*What will keep
me motivated
to go after my
growth goals?*

*Whose career
growth do I admire
and what can I
learn from their
approach?*

*What one
thing can I do
now to prioritise
my growth?*

Idea for action

Find your format

Growth goals could be written on a post-it, saved on your phone or turned into images and used as your laptop background. The most important thing is to find a format that feels right for you and is somewhere you will see it often.

Goal check-in

Think about what rhythm feels right for you to review your progress. Create a review meeting in your diary to reflect and ask yourself:

- 🌀 "What progress am I proud of?"
- 🌀 "What do I need to focus on to move my goal forward?"
- 🌀 "Whose help do I need to make it happen?"

Add in accountability

Sharing your growth goals with someone can help create accountability. It's important to share what goal you are going after and why. This creates an emotional connection to the outcome that is harder to let go of and means we are more likely to stick to what we start.

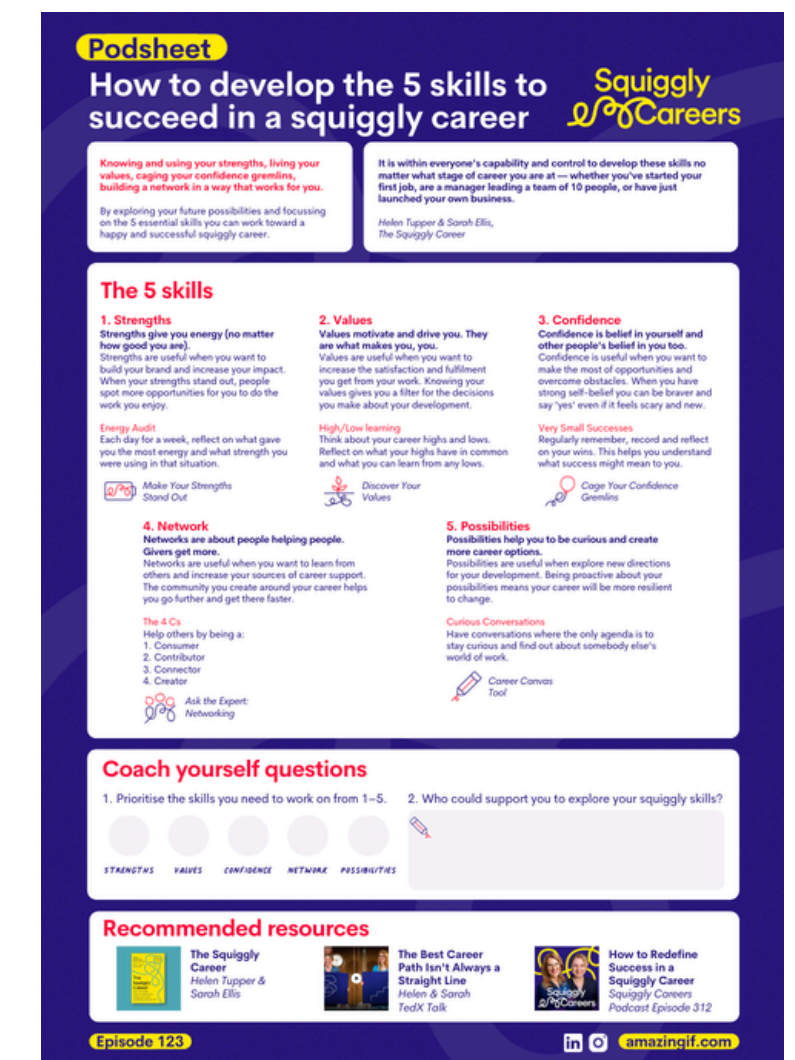
January Growth goals

***"Begin with
the end
in mind."***

**Stephen
Covey**

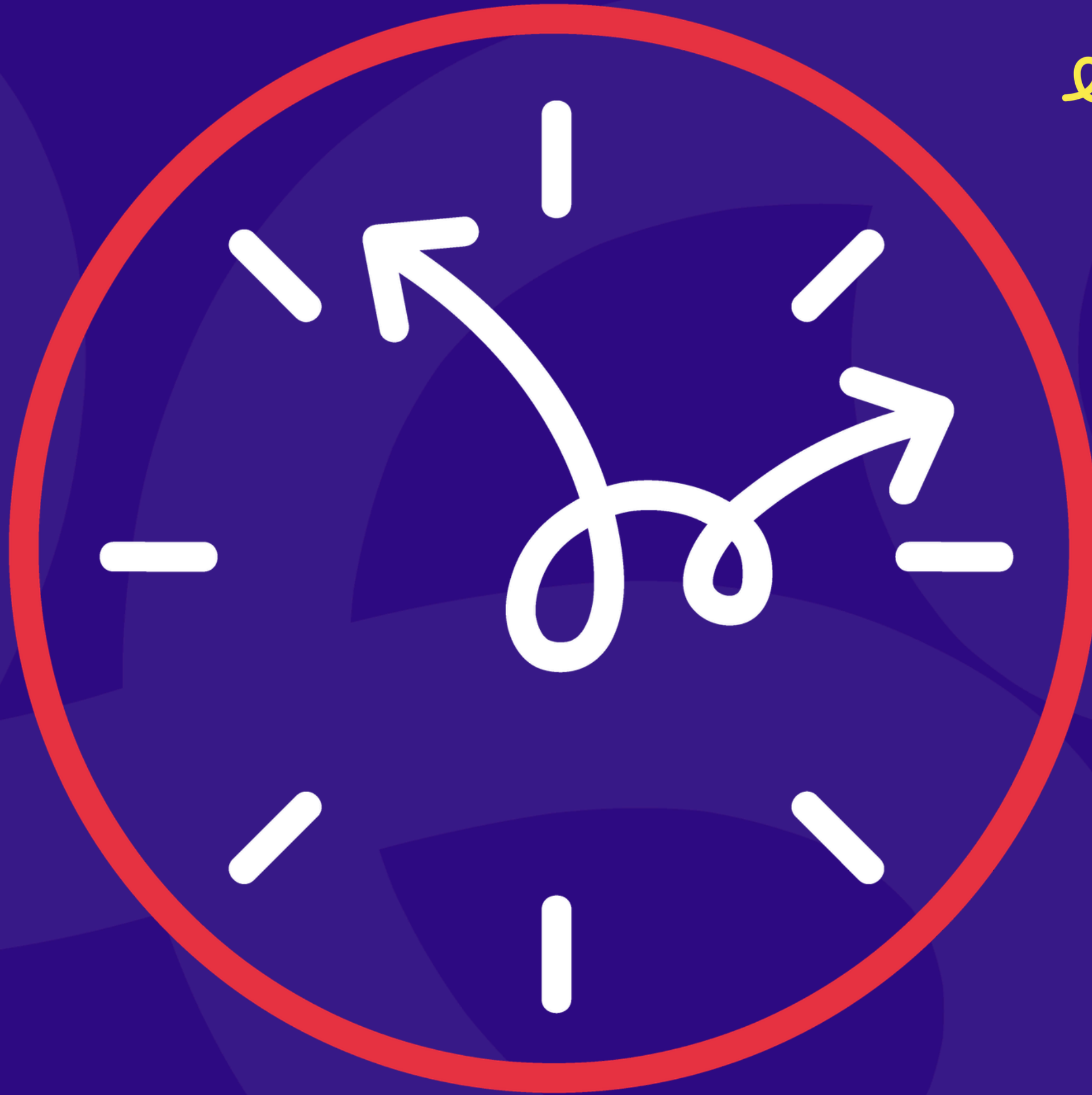


Listen



Learn

February
Learning
fast & slow



February

Learning fast & slow

Varying your learning rhythm helps to **increase your attention and retention of knowledge.**

Fast learning looks like:

A short-term learning goal that can be achieved with quick and repeatable actions.

🌀 e.g. learning basic French using daily Duolingo lessons.

Slow learning looks like:

A longer-term commitment to increasing experience or expertise in a specific area.

🌀 e.g. delivering leadership skills.

Coach Yourself

Questions

Whose **expertise** do I admire?

What **abilities** would help increase impact in my current role?

What **motivates** me to learn?

Who else shares similar **learning goals** to me?

Idea for action

Fast: One Week Sprint

With your fast learning goal in mind, create a daily 30-minute meeting to spend time on your focus area. During that time, give learning your full attention. No interruptions allowed!

At the end of the time, write down 1 insight and 1 idea for action. Share this summary with your team or a colleague who would benefit from your new knowledge.

🌀 What could you learn fast to spark new thinking in your team?

Slow: Learn Forward

Search for 2-3 job descriptions of roles you're not ready for yet but would be interested in exploring in the future. Look at the knowledge they need that you don't have today and create a slow learning plan that can help you dive deeper.

🌀 Who are the experts and are you following their work?

🌀 What are the most recommended resources to read, watch and listen to?

February

Learning fast & slow

*"The more **skilled**
you become, the more
opportunities you'll
begin to notice for
high-impact work."*

Cal Newport



Listen

Podsheet

How to change your pace and perspective

Why it matters
Squiggly careers are full of change, challenge, and uncertainty. These factors take a toll on our energy levels and can often feel out of our control. If you can consciously manage your pace and perspective, you're more able to work in a more sustainable way.

Assess your pace and perspective
On the scales below, mark where you feel you are today and where you would like to be.

Too slow ————— Too fast Deep in detail ————— Far in future

Coach yourself questions
When was I at my best in the first few years of my career?
What 3 words do I want to use to describe my career in 3 years time?

Idea for action: Pace setting
To speed up < Deadline Dashboards
Create a visual summary of your main deadlines and give them a red/amber/ green status. Reassess and update this daily/weekly to create momentum.
To slow down < Slow Flow
Start your day with an activity that requires your focus and can't be rushed. e.g. Read a chapter of a book / meditate / make a 'slow' breakfast from scratch
Idea for action: Perspective finding
To zoom out > Go Beyond
Read or listen to something that takes you into another world than your work e.g. Read the Economist / Listen to New Scientist Podcast / Watch TED Talks
To zoom in > Detail Your Day
Play back how you spent your time. Describe who you were with, what you enjoyed, who you spent time with and how they made you feel.

Recommended resources

Episode 304

amazonif.com

Learn

March
Give & gain



March

Give & gain

The best
relationships are
built when **both**
people benefit.

However people often
struggle with confidence
and clarity over:

- 🌀 What they can give
- 🌀 And what they want to gain.

Overcoming these obstacles
creates more **opportunities**
to contribute to your career
community and **accelerates**
your development.

Coach Yourself

Questions

What is more likely
to stop me from
building better
relationships at work?
(Lack of confidence?
Lack of clarity?)

What experiences
have I had that
other people
could learn from?

What am I
passionate about
that **could create**
a connection with
other people?

Idea for action

Give more: **Who x How**

Identify 5 people **who** you'd like
to build a better relationship with
at work.

For each person, think about
how your expertise (what you
know), your experience (what
you've done) or your energy
(what you enjoy) could be useful
to support them.

Use your **who x how** insights to
proactively get in touch with
people and offer to help.

- 🌀 Even better if...you spot a
problem someone is trying
to solve and use your 'how'
to help them.

Gain more: **What x When**

Get clarity on what you'd like to
gain from your career community
by writing down what you want
to learn and when you'd like to
learn it by.

Gain more: **Ask Accelerator**

Use your current strong
relationships to connect you to
new people who have the
knowledge and insights you
need.

- 🌀 Do you know anyone who...
- 🌀 Who would you speak to for...
- 🌀 Where could I find someone
that...

March Give & gain

*"We need to get better at **building relationships** beyond the ones we need right now."*

Margaret Heffernan



Listen



Learn

April Ideas & inspiration



April

Ideas & inspiration

We bring value to our connections and in our conversations when we **share new ideas and inspire people to think differently.**

Sparking **curiosity** and helping people to see problems from different perspectives can help people get unstuck.

Being known as a **source of inspiration** will also attract new people into your career community.

Idea for action

Outside In

Spend time with people outside of your function or company to understand more about their work, industry, and priorities.

- 🔗 Create a unique format to regularly share your insights with your team or community (e.g. a monthly insights and ideas email)

Build it better

You don't always have to start from scratch. Look and learn from what you admire from other people or companies and think about what you can adapt and adopt in your work.

Idea prompts

Use curious questions and prompts to open up conversations and invite new thinking:

- 🔗 *How might we...?*
- 🔗 *Yes and...?*
- 🔗 *What if...?*

Collect and connect

Save insights and images that inspire you somewhere you can keep coming back to (e.g. a mindmap, Miro, Pinterest or digital notebook). Scanning through what you've collected can help generate new ideas and be a source of stimulus.

Opposite effect

When you're trying to solve problems, look at it from the opposite perspective to spark new thinking e.g. instead of trying to fix it, how could we make it worse? Forcing constraints can lead to more creativity.

Coach Yourself Questions

- 🔗 *Where could your ideas add the most value at work?*

April Ideas & inspiration

***"In a culture
obsessed with
measuring talent
and ability, we
often overlook
the important role
of inspiration."***

Scott Barry Kaufman



Listen



Learn

May Ambition



May Ambition

Ambition pulls us out of our comfort zone towards the **opportunities** that we are attracted to.

Without ambition, we risk feeling frustrated by the sameness of our days and stalling in our careers.

Ambition doesn't have to look the same for everyone. In squiggly careers, success isn't one size fits all.

Understanding what ambition means to you is important for motivation.

Ron Carucci identifies 3 types of ambition:

1. Performance ambition

Getting great results for you and your team.

2. Growth ambition

Developing new skills and stretching your strengths.

3. Achievement ambition

Unlocking meaningful rewards and recognition.

Coach Yourself Questions



Which type of ambition feels most relevant for you right now?

Idea for action

If Performance ambition is your focus then...

- 🔗 Involve your team in defining goals
- 🔗 Make these goals visible for everyone involved
- 🔗 Review them regularly.

If Growth ambition is your focus then...

- 🔗 Pick a topic and a time to learn
- 🔗 Find a learning partner
- 🔗 Share and apply your insights to your work.

If Achievement ambition is your focus then...

- 🔗 Speak what you seek
- 🔗 Gain insight from people who have achieved what you want to
- 🔗 Focus on your weekly wins.

May Ambition

"Be unapologetically ambitious. We all have the right to be ambitious and we don't have to apologise for it."

Shellye Archambeau

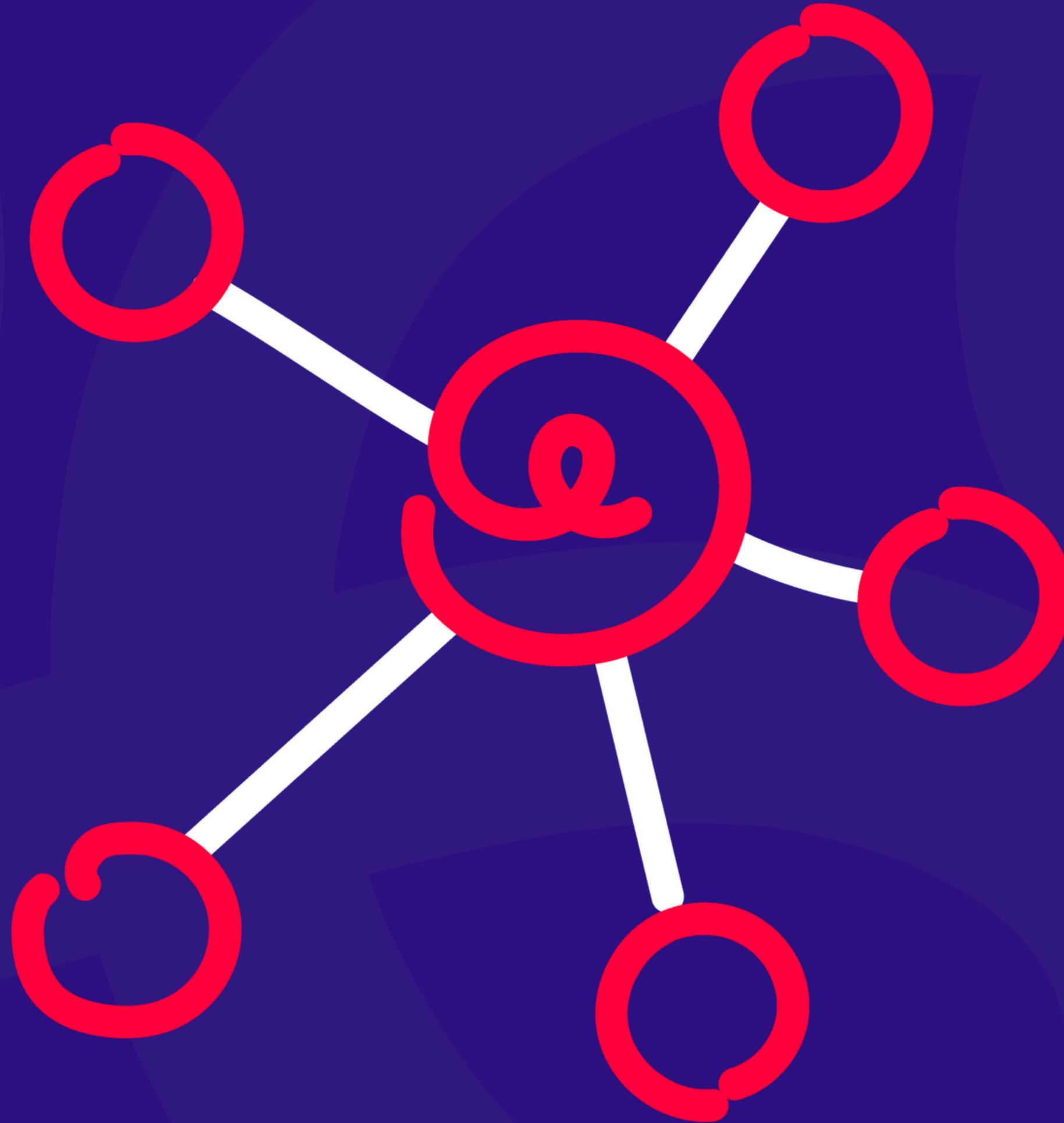


Listen



Learn

June
Growing
your grit



June

Growing your grit

Grit is having
passion and
perseverance
for long-term
meaningful goals.

When we grow our grit, we can achieve more of what matters to us in our careers.

*"The big secret in life is that **there is no big secret**. Whatever your goal, you can get there if you're **willing to work**."*

— Oprah Winfrey

Designing grit into your goals sets you up for success.

Idea for action

The Grit Equation

Grit = Purpose + Progress + Positivity + People

Purpose

Ask yourself:
"What do I want to achieve and why do I care?"

Progress

Ask yourself:
"What milestones will I set towards my goal?"

Positivity

Ask yourself:
"How will I recognise and celebrate my milestones?"

People

Ask yourself:
"Who are the 5 people that will help me to achieve my goals?"

Coach Yourself Questions

? How can I regularly revisit my gritty goal reflections to help me stay on track?

June

Growing your grit

*"Grit is having stamina.
**Grit is sticking with your
future**, day in, day out,
not just for the week, not
just for the month, but for
years, and **working really
hard** to make that future
a reality."*

Angela Duckworth



Listen

Podsheet
Squiggly Skills Sprint
Day 18: Grit

What is this squiggly skill?
"Having passion and perseverance for long-term meaningful goals."
- Angela Duckworth
Short-term tasks and our to-do lists can get in the way of our growth. Grit helps us achieve our goals.

Ask the expert

Angela Duckworth
Ted Talk Grit: The power of passion and perseverance

Ideas for Action
Have an accountability partner
Communicate the *what/why/when* of your desired goal with someone you trust. This person can then help you stay accountable by checking in with you and your progress.
Prioritise the 4 Ps
Think about a goal which could give you the chance to grow your grit. Add a red/amber/green status to identify any gaps.
Purpose - what's the why behind it?
Positivity - how optimistic are you?
People - have you got the right range of people around you?
Progress - how are you measuring your milestones?

Recommended Listen
Episode 36
How to use grit to supercharge your career
Squiggly Careers #36
How to use grit to supercharge your career

Episode 359
in o amazingif.com

Learn

July Decision making



Decision making

In squiggly careers, we have more **choices** and more **change** which means career decisions can be harder to make.

We might find ourselves confused, overly influenced by other people's opinions, or distracted by decisions that look shiny on the surface.

If we learn to make better decisions about our development, we are more likely to be happy in our careers over the long term.

Idea for action

Do, don't delay

Ask yourself:
"What is the risk of doing, not doing or delaying?"

This helps you consider whether it's the right decision for right now before you rush into something.

Knowns & Unknowns

Create 2 columns. Write down what you know to be true about your decision on one side and everything you don't know on the other.

If your known unknowns are on the longer list, gain more insight to reduce the risk of making a bad decision.

Worst case contingency

Imagine you make the worst decision... How would you recover from it?

Being clear on your contingency before you take action can increase your confidence and help you overcome any issues.

Coach Yourself Questions

? *Who can help me understand the implications of my decisions?*

July

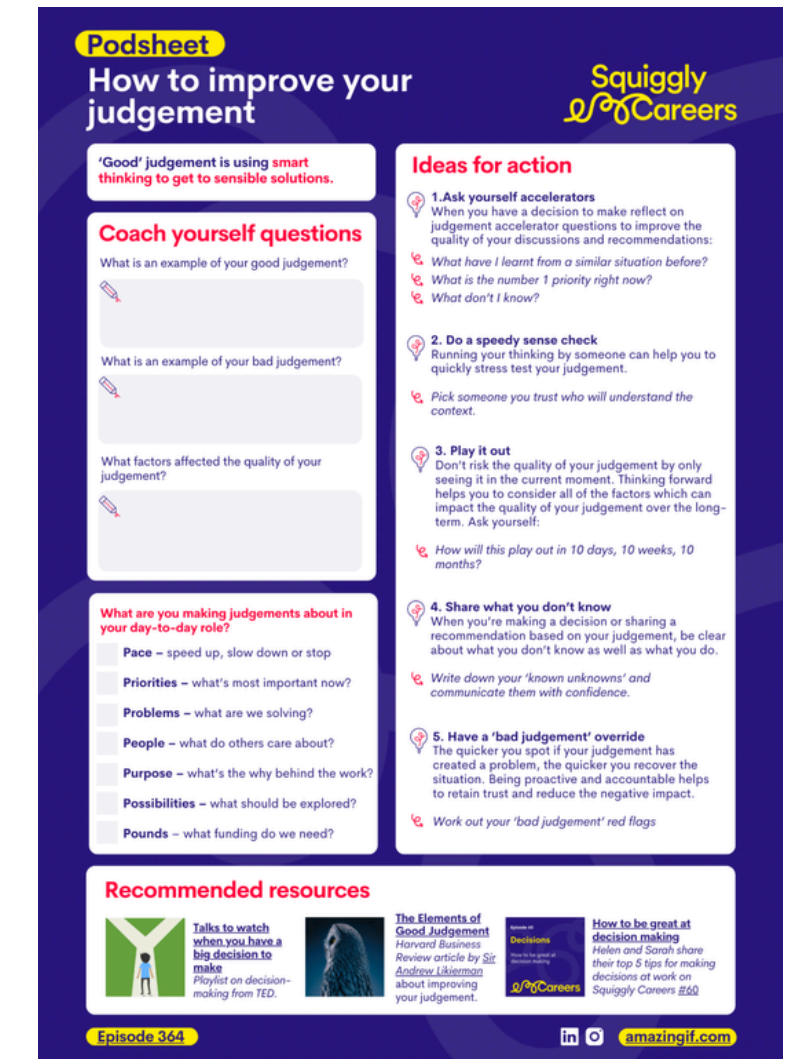
Decision making

***"When we're faced
with difficult and
complex **decisions**,
we typically experience
difficult and complex
emotions."***

Cheryl Strauss Einhorn



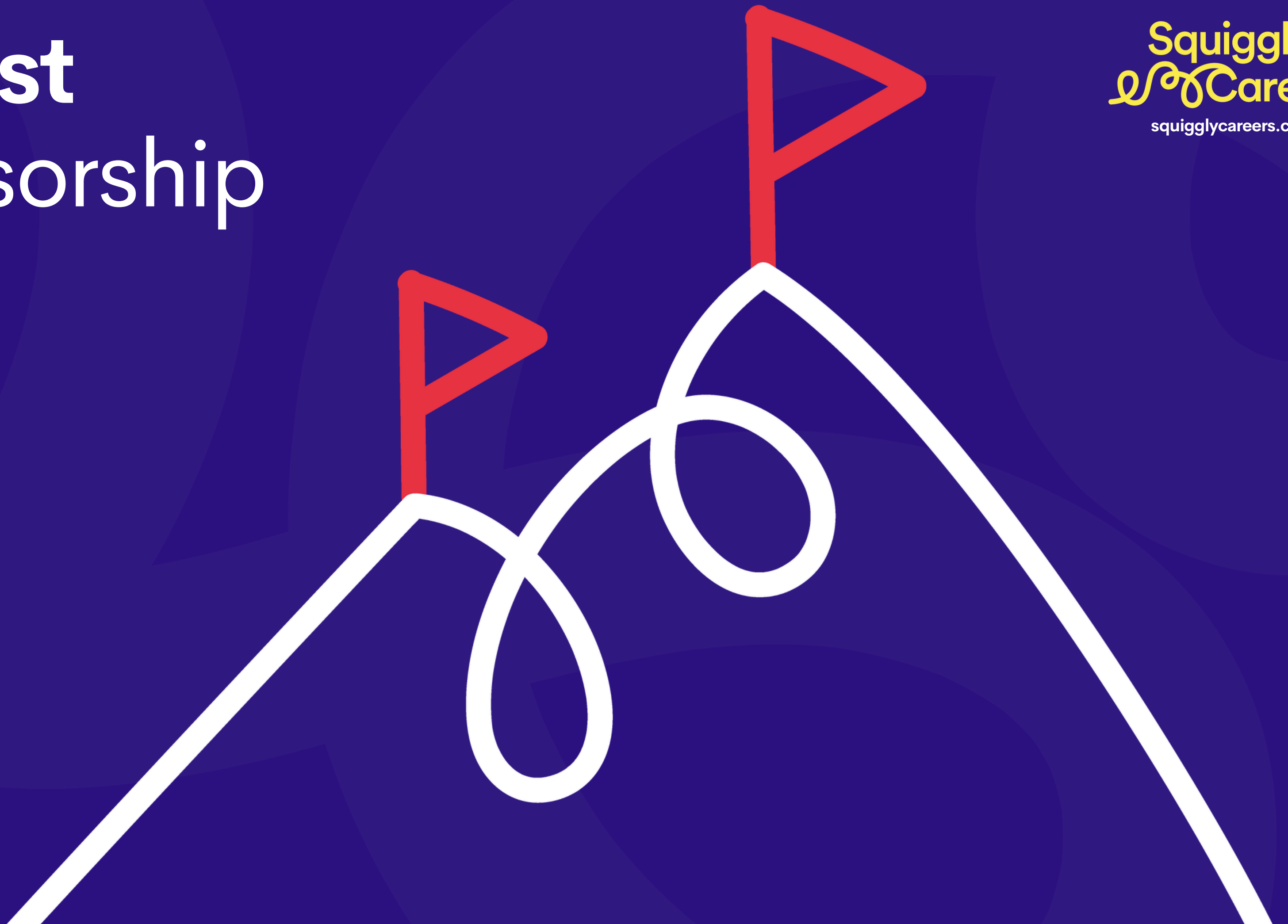
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Learn

August Sponsorship

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August Sponsorship

Sponsors are people who have access and influence over an area you're interested in.

They can open doors for your development that you can't easily do yourself.

Sponsorship is earned rather than asked for.

You can increase your chance of sponsorship success by spotting a sponsor and then supporting them with your strengths so they can see you at your best.

Idea for action: Use our sponsorship cycle



Coach Yourself Questions

? What doors could a sponsor open for you?

August Sponsorship

*"While mentorship is crucial, **sponsorship is the key** to moving up. Sponsors are those who **advocate** for you, **fight** for you, and place their **reputation on the line** to open doors for you."*

Sylvia Ann Hewlett



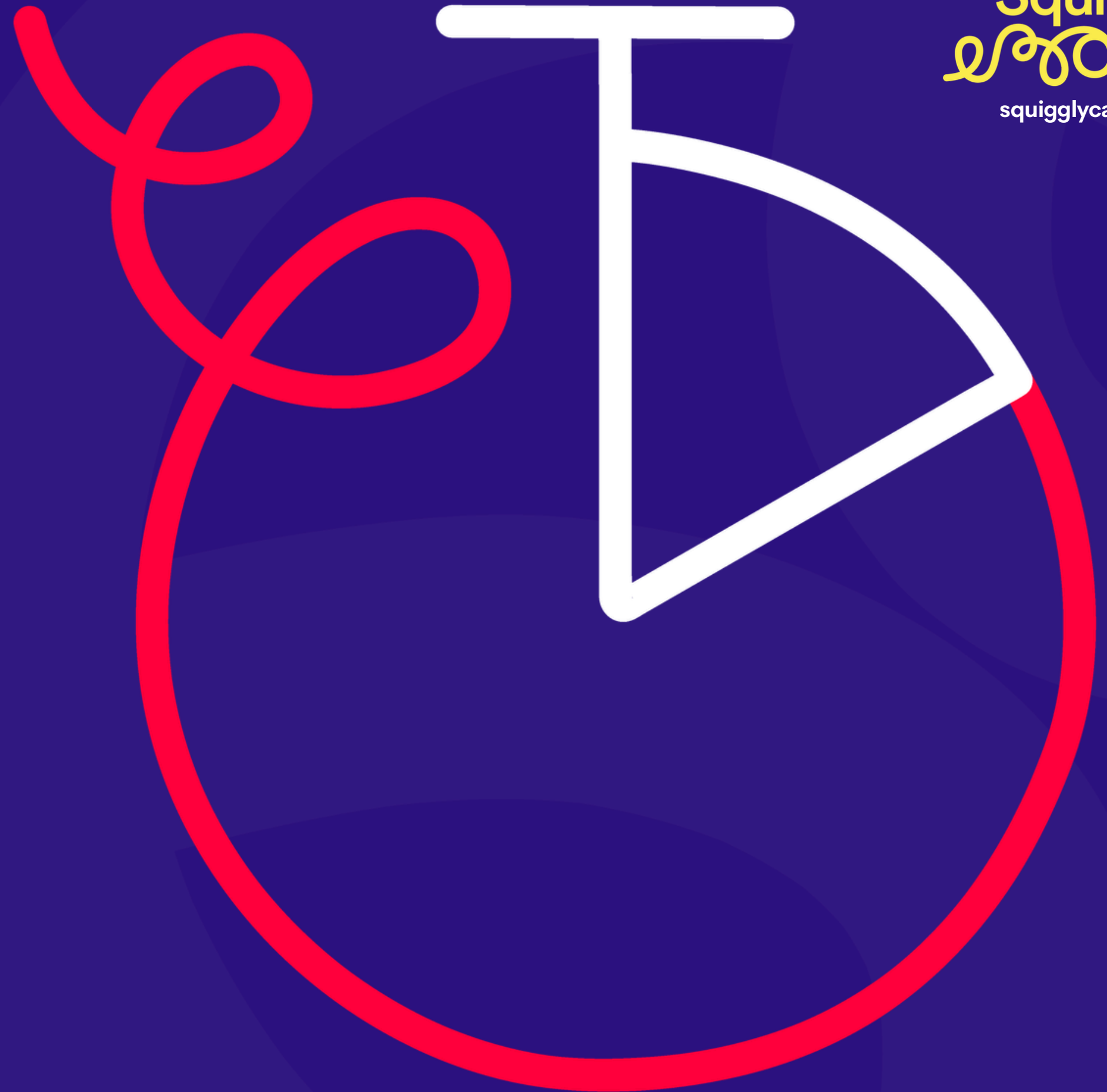
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Learn

September

Find more flow



September

Find more flow

With so many tasks to do and distractions in our day, we often feel frustrated and work without any flow.

Finding flow means doing challenging work that you enjoy and feeling rewarded by your efforts. When we're in flow we get to use our strengths and stretch them at the same time.

Coach Yourself

Questions

*What activities or tasks at work leave me feeling **energised** and **motivated**?*

*When during the day am I most **focused** and **productive**?*

*How can I **connect** more of my work to my **values** to boost flow?*

Idea for action

Find your flowmo

Reflect on when you have felt most engaged in the work that you were doing.

Write down the strengths that you were using and any other factors that contributed to your flow.

🌀 *Flow strengths = collaboration & drive.*

🌀 *Flow factors = time pressure and profile of project.*

Share your flow state

Start looking for opportunities to share with your manager and colleagues when you're at your best.

This sounds like:

*"I'm at my best when I'm using my **collaboration skills and drive*** to deliver **key business priorities***"*

**insert your own flow strengths & flow factors.*

September

Find more flow

"A strength is an activity that before you're doing it you look forward to doing it; while you're doing it, time goes by quickly and you can concentrate; after you've done it, it seems to fulfill a need of yours."

Marcus Buckingham

Episode 159

How to find your flow at work

Squiggly
Careers

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Podsheet

Ask the Expert Getting things done

Squiggly
Careers

Getting things done

At work, we all recognise the feeling of not making progress on the actions and projects that matter most to us.

David Allen's *Getting Things Done* methodology is designed to support us to do less with focus.

There are 5 steps:
1) Capture: collect what has your attention
2) Clarify: process what it means
3) Organize: put it where it belongs
4) Reflect: review frequently
5) Engage: simply do.

"Your head is for having ideas not for holding them." - David Allen.

Move from open loops to making progress

Open loops are ideas, actions, or thoughts that are 'hanging in limbo' in your mind. A thought pops into your head that might sound like:

I must remember to reply to that e-mail, I still haven't chatted to my colleague about xxx.

These open loops create ambient anxiety and drain our energy. It's useful to remind ourselves we can only hold around 4 things in our mind at any one time.

Project list

David Allen defines a project as anything that can't be completed in one action. Very few people have a current or complete project list.

"You can only feel good about what you're not doing, when you know what you're not doing" - David Allen.

How to get things done

2-minute rule

If you have a task that takes less than 2-minutes to do then do it immediately.

Don't postpone it. Or add it to your to-do list.

Define done

Everything you're working on should have a clear stopping point.

A point where you know you're done. Without this, it's difficult to make progress.

Weekly review

At the end of every week it's useful to have a moment to 'catch up' with yourself.

Review your calendar and notice what's you've missed. See what's coming up that might need action now.

Next action?

Try ending meetings and conversations with clarity by asking:

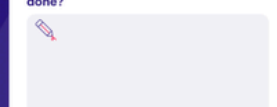
What's the next action?



"Small things done consistently, in strategic places, create major impact."

David Allen

What stops you from getting things done?



Recommended resources



Getting in control and creating space
Ted Talk from David Allen author of *Getting things done: The art of stress-free productivity*



Squiggly Careers Skills Sprint
Prioritising
We share more practical tips about how to prioritise on episode #344 of Squiggly Careers.

Episode 399

in o amazingif.com

Learn

October Career conversations



October

Career conversations

Career conversations are important to gain **insight into **opportunities** and identify areas of development to work on.**

However, the quality of career conversations is often limited by an over-reliance on managers, an assumption that 'once a year' is enough, and a lack of focus on the desired outcomes.

Idea for action

Put learning first

Ask yourself:

"What roles, opportunities and areas of work do I want to learn more about and who has got the knowledge I need?"

Schedule a monthly curious conversation to increase your career clarity.

Speak what you seek (and ask for support)

It's hard for people to help if they don't know what you want to do.

Practice saying:

"One of the things I'd like to get involved in is xxxx. What advice do you have?"

Summarise (and sense check)

After a career conversation, summarise what you have heard and share any actions that we're suggested.

This increases accountability from both parties.

Coach Yourself Questions



What are the current career possibilities within my organisation that I'd like to explore?

October

Career conversations

"Most people think they lack motivation when they really lack clarity."

James Clear

Episode 109

How to have a career conversation

Squiggly
Careers

Listen

Podsheet

How to increase your clarity

Increasing clarity doesn't mean reducing complexity.

It means we are better able to navigate uncertainty and ambiguity without creating confusion.

"Most people think they lack motivation when they really lack clarity."
- James Clear, Atomic Habits

Where do you need to increase clarity in your day-to-day role?

- Clarity of why you're here
- your purpose
- Clarity of what you do
- objectives, roles/responsibilities
- Clarity of how you get it done
- processes/systems

Coach yourself questions

What are your confusion creators? (places / processes / people)

When do you leave conversations confused?

Recommended resources

- Hit Refresh: The Quest to Rediscover Microsoft's Soul, by Satya Nadella
- CLEAR THINKING
- Clear Thinking: Turning Ordinary Moments into Extraordinary Results, by Shane Parrish
- How to ask better questions, Helen and Sarah explore different techniques to get the insights you need, Squiggly Careers #216

Episode 371

Squiggly
Careers

Creating clarity techniques

- 1. Mirror** – play back words, phrases, or statements that someone else has said more than once
- 2. Summarise** – your version of the key / most important points.
- 3. Use clarifying questions**
 - What is everyone's first action after this meeting?
 - What's our most important priority next week?
 - What help do we need to get there?
- 4. Repeat** – over-communicate key points you want people to remember e.g. "There are 3 things I'm going to tell you", then tell everyone the 3 things and then remind everyone what you've said.
- 5. Less is more** when it comes to clarity – What's the 100-word version? What are the 3 bullet points?

Creating clarity tactics

- 1. Work with the why**
Going back to your company mission, values or shared objectives is a useful filter for clarity.
- 2. Beginning, middle, end your meetings**
At the start of your meeting state what the desired outcomes are. In the middle, check in on progress. At the end, summarise conclusions and next steps.
- 3. Practice presenting the full picture**
If you see the whole, you have to make sure you really understand and make sense of it, to be able to communicate it to others.
- 4. Have a clarity co-pilot**
Ask someone to give you regular feedback on how effectively you create clarity:
 - When do I create clarity?
 - When do my actions create confusion?
- 5. Use visuals or prototypes to create clarity**
"If a picture is worth a thousand words, then a prototype is worth a thousand meetings." - IDEO

in o amazingif.com

Learn

November

Manage your boundaries



November

Manage your boundaries

Boundaries help us to protect our time and ensure we focus on the tasks that are most important. However demands and distractions can make work boundaries hard to maintain.

Learning to say 'no' in a way that works for you helps you to stick to your priorities.

Experiment with a 'no-cabulary' to gain confidence in responding to other people's asks that might get in the way of your achievements.

Idea for action

Use the:
'Not me' No

This sounds like:
"I don't think I'm the best person to lead that piece of work. I can suggest a couple of other people who might be a better fit."

Use the:
'Not now' No

This sounds like:
"I won't get to that this week as I'm focusing on project X but I will have some space next week. How does that sound?"

Use the:
'Not that way' No

This sounds like:
"I can't have a meeting because I'm working on a new initiative and it's a big focus for the business. How about I leave you a voice note with a few thoughts as an alternative."

Use the:
'Not right' No

This sounds like:
"Saying yes to this would mean I need to re-prioritise project X. From my perspective that doesn't feel like the right decision, but shall we have a chat to discuss?"

Coach Yourself Questions

 *What are my most important priorities, and how can I establish boundaries that protect them?*

November

Manage your boundaries

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***"Work is the relationship
we spend the most time
in, and yet it's also
the place where we
have the hardest time
setting limits."***

Nedra Glover Tawwab

Episode 121

How to manage your boundaries



Listen

Podsheet

Why your diary doesn't lie

**Squiggly
Careers**

Diving into your diary

Regardless of how you feel about work, your diary reflects the reality of what you spend time on, who you work with and how you are managing your impact.

If we leave our diaries to chance, or if they feel out of our control, we risk repeating unhelpful patterns. Looking at your diary differently can reveal useful insights for your development and help you make better decisions about your work.

Coach yourself question

Looking at your diary for the next week, what are 3 things that you notice?

Ideas for action

1. Relook at your priorities

Write down your top 3 work priorities.

Priorities:	% time:

Look at last week and next week and use the data in your diary to document what % of time are you spending on each of your priorities.

What could you stop, delegate or delay to create more space for your priorities?

2. Reflect on your people

Look at your diary over the last month and make a note of:

- What % of time is spent with people beyond your day job?
- What % of time is spent with internal vs. external people?
- What % of time is spent on your own?

Use data from your diary to reflect on whether you have the right balance for right now.

- Getting a new mentor = insight beyond day job

- Extend an invite = new reason to connect
- Meeting for you = more solo time for focused work

3. Recreate your boundaries

Write down the work/life boundaries that matter most to you.

Look at your diary to learn how often your boundaries get broken and why.

Name your boundaries and block them out in your diary.

Top tips to make them stick:

- Colour coding can help to make them stand out and make you more conscious of compromising them.

- Discuss your boundaries with the people who are most likely to create a conflict.

- Explain the importance of your boundaries and ask for support in protecting them.

Recommended resources

Designing Your Work Life

THE DANGERS OF BEING DUTIFUL



Short video making decisions vs. acting on impulse from [School Life](#).

How to manage your boundaries

on **episode 121** of the Squiggly Careers podcast.

Episode 395

in O amazingqif.com

December
Power up
your profile



December

Power up your profile

When you have a strong personal brand you pull possibilities towards you.

Being clear about what you want to be known for and making sure your strengths stand out is how you'll make that happen.

Your brand is built by what people see and what you say.

Investing in both of these areas is how you can power up your profile.

Coach Yourself

Questions

*What 2 things
do I want to
be known for?*

*How do my
actions and words
reflect my personal
brand?*

*What can I
do today to
strengthen my
brand?*

Idea for action

What people see

Focus on 2 talents that you want people to associate you with.

Think about how you can make them stand out more:

- ☞ In your day-to-day work (experiment with job crafting)
- ☞ During cross-functional projects (try volunteering for internal initiatives or events)
- ☞ In the activities you get involved in outside of work (explore professional communities that you could contribute to).

What you say

Your LinkedIn profile and career conversations are priority places to talk about your talents.

On LinkedIn, make sure what you want to be known for features in the first paragraph. In your career conversations, start with your strengths statement.

This sounds like:

"One thing that gives me energy is [insert your talent]. Today I use it in [talk about where/when]. I would love to talk to you about how I could use it more. One idea i've had is [share something the start the conversation]."

December

Power up your profile

*"Personal branding isn't just about personal gain; it's a way to create **lasting impact** and build confidence in your professional identity, all while contributing **value** to your current role."*

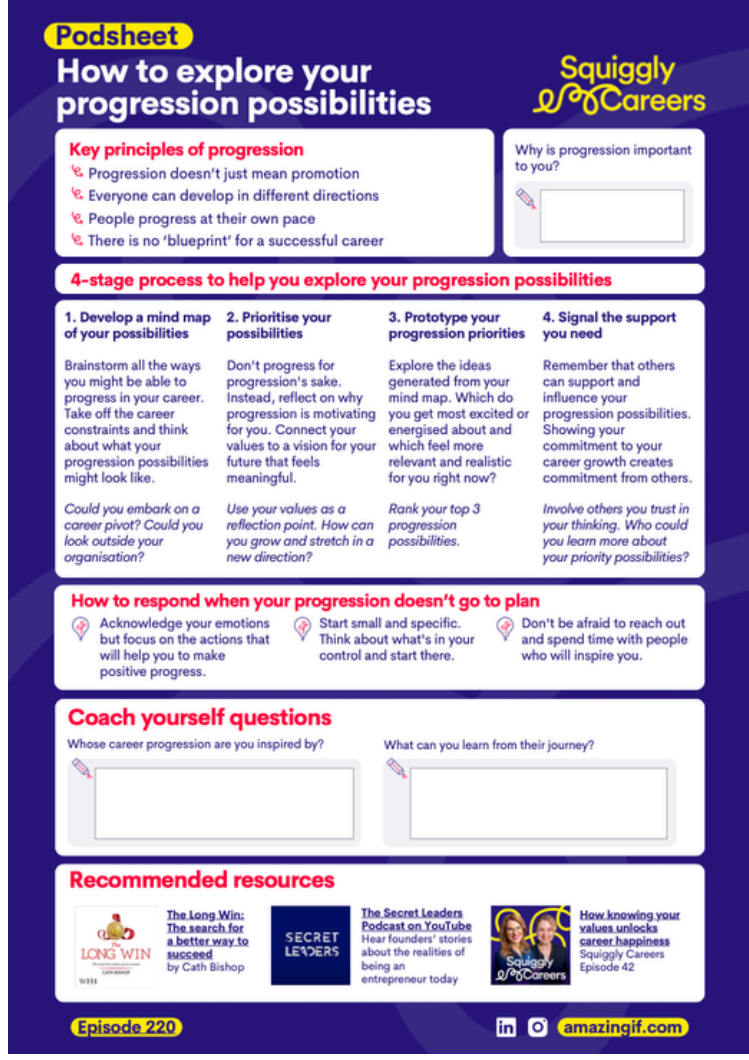
Dorie Clark



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Careers**

Building Your Brand
Bianca Miller-Cole

Listen



Podsheet
How to explore your progression possibilities
Squiggly Careers

Key principles of progression

- Progression doesn't just mean promotion
- Everyone can develop in different directions
- People progress at their own pace
- There is no 'blueprint' for a successful career

Why is progression important to you?

4-stage process to help you explore your progression possibilities

1. Develop a mind map of your possibilities	2. Prioritise your possibilities	3. Prototype your progression priorities	4. Signal the support you need
Brainstorm all the ways you might be able to progress in your career. Take off the career constraints and think about what your progression possibilities might look like.	Don't progress for progression's sake. Instead, reflect on why progression is motivating for you. Connect your values to a vision for your future that feels meaningful.	Explore the ideas generated from your mind map. Which do you get most excited or energised about and which feel more relevant and realistic for you right now?	Remember that others can support and influence your progression possibilities. Showing your commitment to your career growth creates commitment from others.
Could you embark on a career pivot? Could you look outside your organisation?	Use your values as a reflection point. How can you grow and stretch in a new direction?	Rank your top 3 progression possibilities.	Involve others you trust in your thinking. Who could you learn more about your priority possibilities?

How to respond when your progression doesn't go to plan

Acknowledge your emotions but focus on the actions that will help you to make positive progress.	Start small and specific. Think about what's in your control and start there.	Don't be afraid to reach out and spend time with people who will inspire you.

Coach yourself questions

Whose career progression are you inspired by?	What can you learn from their journey?

Recommended resources

The Long Win: The search for a better way to succeed by Cath Bishop	SECRET LEADERS: The Secret Leaders Podcast on YouTube Hear founders' stories about the realities of being an entrepreneur today	How knowing your values unlocks career happiness Squiggly Careers Episode 42

Episode 220
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