Podsheet

How to move beyond a job title

Squiggly Careers®

Your job title describes one part of what you do. But if it shapes how you see yourself and your career, it can limit the future possibilities you explore.

Focusing on your talents and the teams where you could use them instead can help you to spot different ways to progress in your squiggly career.

How to explore opportunities beyond your title

Start with spotting your talents

Notice what people ask you for help with. Maybe they come to you when they're stuck on a decision or need to explain a tricky idea.

Those requests can give you clues about what you're good at.

Idea for action:
Write down two things people often ask you to help with.

What do those requests tell you about your talents? Then try putting it in your own words.

It could sound like: *"I help people get clear on what to do next."*

Map the teams around you

Teams within the same function can do very different work.

Looking beyond labels like marketing or finance helps you discover teams you might otherwise overlook.

Idea for action:
Try drawing yourself in the middle of a page.

Around you, add the teams you work with, then try to add the teams they work with too.

If you get stuck, ask someone: *"Which other teams do you work with, and what do you work on together?"*

Then explore your talent–team fit

Look at your map and notice where your talents could be useful.

Getting closer to a team helps you explore whether you'd enjoy the reality of the work as much as the idea.

Idea for action:
Choose one team from your map and ask someone on it, *"What did you do yesterday?"*

If something they share sparks your curiosity, ask if you could sit in on a meeting or help with a project where you could use your talents differently.

Coach yourself

Where could I try using one of my talents this week?