WHAT'S YOUR

CAREER

AGILITY

QUOTIENT?

The world of work has changed. Instead of a linear career ladder, we're presented with a multitude of opportunities that span in all directions. And ways to keep growing without ever having to make a move. That is, if you've got the right mindset.

So, how much agility do you bring to your career thinking and planning? Take this quick quiz to determine your career agility quotient, then use the results and guiding principles provided below to learn how to become a career acrobat!

Take the Career Agility Quotient Quiz

Review each statement below and respond honestly about the extent to which you agree with each. No one will see your answers unless you choose to share them; so be as candid with yourself as you are comfortable for best results.

I tend to...	Completely Agree		Neither Agree nor Disagree		Completely Disagree
Equate career development with promotions and/or moves.	1	2	3	4	5
Frame my career goals in terms of positions that I aspire to.	1	2	3	4	5
Look to my manager or organization to take the lead in my development.	1	2	3	4	5
Rely on formal workshops, seminars and classes to meet my development needs.	1	2	3	4	5
Work consistently toward one very clear career goal at a time.	1	2	3	4	5
Update my career planning focus on an annual basis.	1	2	3	4	5
Base my career aspirations on roles that are vital to the business today.	1	2	3	4	5
Have tremendous clarity about where I see myself in 3-5 years.	1	2	3	4	5
Look forward to developing next-level skills in my next assignment.	1	2	3	4	5
Total Score:					

Total your responses within each column.
The more 'disagreeable' you are (the higher your score),
the greater your level of career agility!

Your Career Agility Level

Scores of 40-45 – You are performing career acrobatics.

You're flexible, nimble and able to respond and thrive in today's workplace. Continue to cultivate this mindset and go for the gold.

Scores of 35-39 – You are stretching out.

Your mind is definitely set in a direction that will promote the agility required for long-term career success. Keep moving in that direction.

Scores of 30-34 – You are warming up.

While some elements of your mindset will support career agility, others may slow you down and hold you back from the success you crave.

29 and below – Maybe it's time to limber up?

It's time to update and stretch your thinking which may be out of line with what's required for careers to thrive in today's workplace.

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Understanding Common Development Planning Misconceptions

Let's reflect on the a mindsets that served many of us well in the past, but will no longer align with the reality of today's workplace.

Confronting and updating the long-standing mindset and practices of the past is the first step toward developing a more agile approach to career development.

In the past, you could afford to...			But to thrive in today's environment, agile development is based upon your ability to...
Equate career development with promotions and/or moves.			Reimagine development in ways that allow for day-to-day growth right where you are versus waiting for a new role.
Frame my career goals in terms of positions that I aspire to.			Move beyond what you want to 'be' to what you want to 'do', so you can find meaningful ways to develop regardless of access to particular jobs.
Look to my manager or organization to take the lead in my development.			Drive your own development, taking the lead and setting the pace.
Rely on formal workshops, seminars and classes to meet my development needs.			Leverage work, projects and developmental experiences to access learning on your own terms.
Work consistently toward one very clear career goal at a time.			Keep your options open by working flexibly between and among multiple possible end goals.
Update my career planning focus on an annual basis.			Allow your career planning focus to remain fluid and make adjustments frequently to align with changing interests, needs and opportunities.
Base my career aspirations upon roles that are vital to the business today.			Establish looser aspirations based on roles that may not even have been invented yet.
Have tremendous clarity about where I see myself in 3-5 years.			Acknowledge the dynamic nature of the workplace and become comfortable with less clarity about the specifics of the future.
Look forward to developing next-level skills in my next assignment.			Find ways to develop next-levels skills in the work you're currently doing.

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How to Increase Your
Career Agility Quotient

Look Inward

Agile career development is firmly rooted in an intimate and evolving understanding of who we really are as people, including a deep appreciation of our interests, preferences, and values. The challenge is that our interests and preferences remain in flux and will change over time.

Agile career acrobats develop a lifelong habit of managing their evolving self-awareness through:

Reflection.

Taking time for reflective exercises like journaling (even for 3 minutes a day) offers a discipline for checking in and staying current around who we are today and who we're becoming.

Observation.

Hitting the mental pause button once or twice each day can provide valuable data about what you love, what nourishes you, and more — information that easily gets buried in the barrage of daily tasks and busy-ness.

Input.

Feedback from others can illuminate what we don't see, validate what we do, and/or 'right-size' our own views, and point out those times when we're legends only in our own minds.
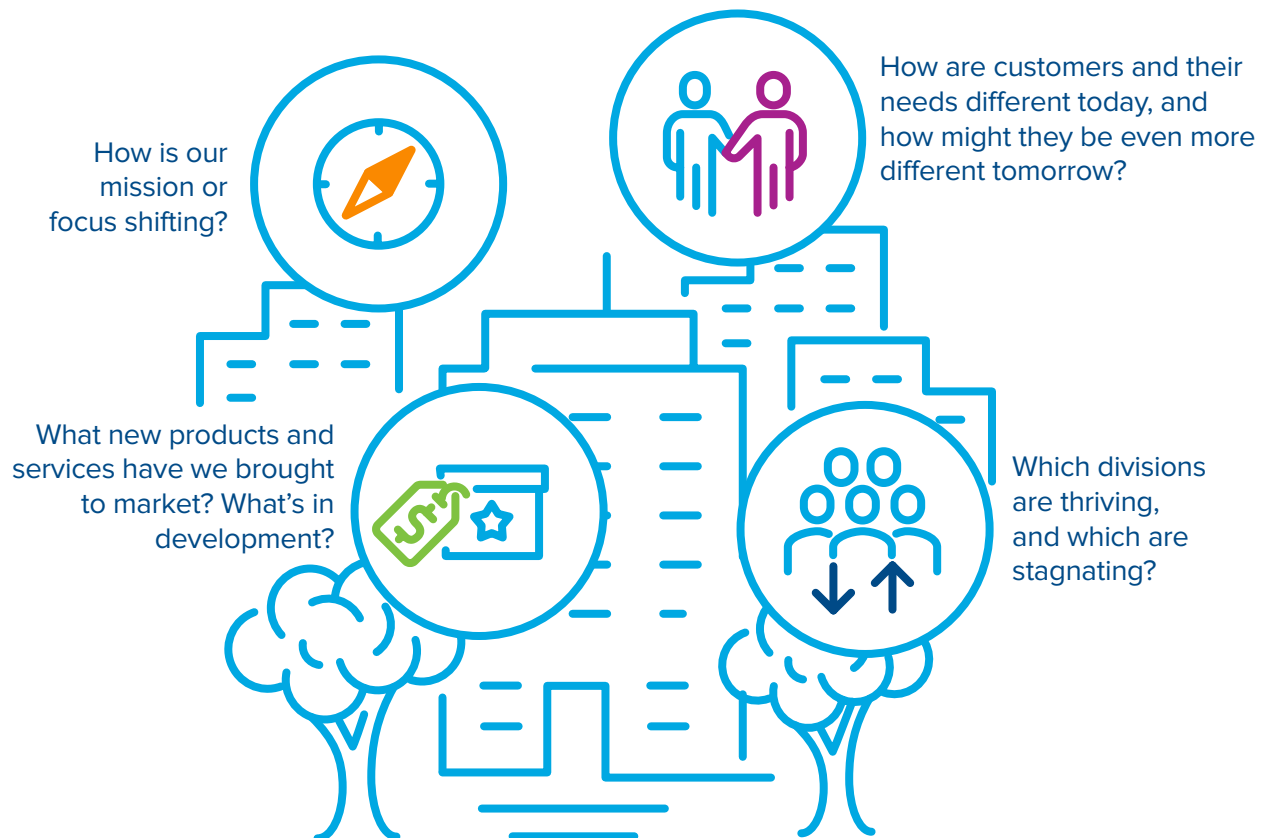
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Look Outward

Successful career acrobats understand the world within which they operate as well as they know themselves.

They are able to quickly gather and process information about the bigger picture and stay attuned to what's happening on the political, economic, technology, social, economic and cultural fronts. Careers develop within a context. And the sooner you truly understand that context, the sooner you'll be ready to lean into, leverage, and make the most of today's changeable environment.

Start with your own organization and ask yourself:

How is our mission or focus shifting?

How are customers and their needs different today, and how might they be even more different tomorrow?

What new products and services have we brought to market? What's in development?

Which divisions are thriving, and which are stagnating?

Step Forward in Your Career

Use these tips to help hone your acrobatic skills and propel your career to new heights.
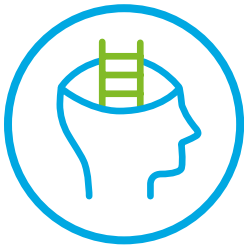
Hold expertise lightly.

Yesterday's knowledge or experience is likely not going to be sufficient to solve tomorrow's (or even today's) problems. As a result, adopt a learner mindset, be willing to let go of what you've done in the past and try something new.

Address missing pieces versus weaknesses.

Agile career acrobats recognize that their energy may be better used identifying and addressing gaps rather laboring over trying to improve weaknesses. This typically is less time-intensive; but it's also more focused on contemporary needs, more impactful, and more energizing as well.

Engage in rapid career prototyping.

Since promotions, mobility and job changes may not as available as in the past, seek out and welcome new experiences and challenges into your current role. Test them out and evaluate their fit (without ever changing roles). And make ongoing adjustments as needed for greater alignment, satisfaction, or growth.

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