**Transcript**

**Michelle Gibbings:** Hi there, I'm Michelle Gibbings andwelcome to Career Clinic. So this is youropportunity to get questions answeredabout your career. I get lots of peoplewriting to me all the time askingquestions about what they need to donext and how they need to step up inwhat they need to show that's differentfor them to be able to progress in a waythat is meaningful for them and so thisismy opportunity to answer some of those questions that I receive.

One ofthe ones that I've received recently wasvery much around you know, I've had thisbig career, it's been really interesting**,** I've done lots of different things butwhat I'm really finding now is I'mstagnating. I'm trying to get to thatnext level and I just don't seem to beable to get to the next level. What do Ido? Do I change careers? Do I keeppersisting? What are my options?

When you find yourself in this type of situation,it can be very easy to externaliseeverything and by that I mean we lookexternally and we think well it's myboss's fault if I'm not progressing, it's the environment, it's external factors,it's just the wrong time - a whole raft ofthings that don't really mean that welook into ourselves and work out what itis that we need to do differentlybecause the most important thing is ifyou want to change something with yourcareer, is that you take fullaccountability for that and work outwhat it is that you need to dodifferently and that may start withdigging into what is it that could beholding you back. Is it your technicalskills? Is it how you interact withpeople? Is it your network? Is it howyou're seen in the market, yourpositioning or your brand? What is it thatyou're known for and is there adisconnect between what it is you want to be known for and what you're actuallyknown for because particularly if youwant to move up into more senior roles,it's really important that people seeyou as leader, that they see you assomeone who gets things done, who's ableto make complexdecisions, who's able to navigateambiguous, complex changing environments and so if there is a gap between thoseperceptions, between what it is you wantto be and where you are, what do you needto do differently? What do you need to do to close the gap?

Perhaps your network isn't as deep or asstrong as it needs to be and you mightneed to do some work digging intobuilding deeper relationships**,** relationships and areas where they mightbe able to help you navigate the system in which you're working and most importantly, do you have a sponsor? Isthere someone in your organisation who'sable to advocate for you? Who's going tobe the voice in the room to say that'sthe person that we need to hire? Youmight also need to challenge yourselfand think if I'm pigeon-holed, if I'mseen in a certain way in an organisationand that's not shifting, do I need tomove somewhere else? There are occasionswhere it makes sense to move to otherorganisations because that can be anopportunity for you to rebrand andreposition yourself and lastly, are theregaps in your skill set? What are thecompetencies that you have or you don'thave and what effort are you going to putin place to close those gaps? Is itadditional learning? You said that youneed to get a coach or a mentor. Arethere other activities, workshops**,** volunteer work, things that you canvolunteer to get involved with that'sgoing to give you access to the new skills and competencies that you're looking for?

So when you're thinking about what needs to change, it absolutely starts with you. That doesn't mean you don't rely on help and it doesn't mean that you go to don't go and get advice but when something's not working in the work environment for you, it’s really important for you to challenge yourself and work out what it is that you need to do differently to. Take care, good luck and I'll see you soon.