

## Throw these on the wall and see what sticks

### Sticky skills, like sticky content, grab you and keep you engaged.

These are the skills you use for fun or balance or “flow”- the ones you’d do all day. They have career-long and lifelong staying power.

Sticky skills feel good, too. They intrigue you, calling you back again and again. They may be challenging to develop but, when activated, they fill you up.

### Sure, proven competencies are the practical pillars of any career portfolio. But these aren’t enough. Not by a long shot.

If this seems obvious, consider how much energy and worry you invest in activities and requirements **someone else** wants you to master.

Untold potential is squandered on mastering Unmotivated Skills. Don’t go there. Do what you must but put your big money where the love is.

### Claim your sticky skills

First, uncover and prioritize what you’re good at **and** what thrills you. These are Motivated Skills, marrying both your highest competencies **and** preferences.

Remember that what motivates you is unique to you – whether it’s values or interests or an ability so natural and enjoyable you don’t even think of it as work.

For example, if money motivates you most then profitable projects will expose skills that stick. If kindness tops your motivator list then skills for heart-centered projects will stick. If being of service motivates you then skills that make a difference will stick.

### Try these sticky skill exercises

Like dragging a rock through sand, you can look back over your shoulder to identify which experiences have left their mark.

#### \*Build and consult your Motivated Skills Wall--

Post stickies of your many skills on a wall, lightly study them once a day. After a few weeks of recording, rearranging, and observing your Wall, you’ll discern which notes cling and which ones plop to the floor.

#### \*Tell your stories--

Compose 5 Peak Experience stories. Deconstruct what was most attractive and how skills used in these specific experiences reflect your unique abilities, interests, and strengths.

#### \*Answer the Self-Assessment Triad--

For each identified skill answer these 3 questions:  
How am I competent? How am I proven? How am I interested?

The ringer here is How am I interested?  
Without this, no amount of competency or experience will make a skill stick for long.

### Bottom line - if you’re not interested then fuhgeddaboutit.

Objective tests to measure abilities and interests are useful, but these self-reflection exercises will also help you tease out and harness what you love to do.

In your deep well of strengths, motivated skills are the glue for every other performance and career asset. Whenever possible, organize your goals and decisions around them.

Ok, go spotlight what’s on your wall. And don’t forget to sweep the floor.

To your work done well,

**Dottie**

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**PS.** For guidance to uncover and engage your sticky skills, give Dottie call.