



# Taking the Zig Zag Route- Why you should embrace nonlinear career paths



Tuesday  
15<sup>th</sup>  
August  
2023

# Your Host Today...



**Imrah Mughal**  
People Development Analyst  
Talent Development Unit



# Antoinette Oglethorpe

>25 years of experience developing leaders in the Private Sector and now consulting with the UN System

- Speaker and Author on Talent Development
- Professional Career Coach and Counsellor

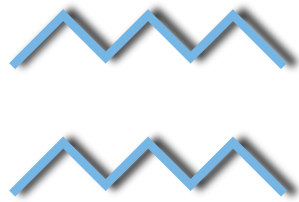
“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



# As a result of attending this webinar, you will:

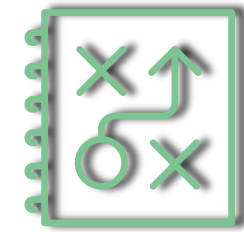
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Understand the advantages of nonlinear career paths



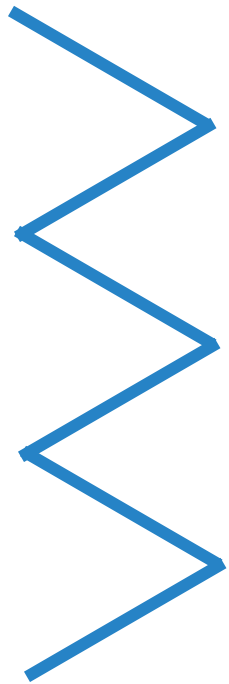
Recognize the importance of adaptability and flexibility



Develop strategies for navigating a nonlinear career path

# What We'll Cover in this Webinar

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The Hidden Benefits of a Nonlinear Career Path

The Power of Adaptability

Navigating a Nonlinear Career Path





The Hidden Benefits of a Nonlinear Career Path

# The Squiggly Career

“

We need to forget about plans and focus on possibilities.

*Helen Tupper and Sarah Ellis*



# Question

How has your career progressed?

Has it been a traditional, linear career path or ladder?

Or has it been more of a zig zag?

PLEASE TYPE YOUR ANSWERS  
INTO THE CHAT BOX





# Benefit #1

# Gaining Diverse Skills and Experiences



# Benefit #2

## Discovering New Opportunities



# Benefit #3

## Building a Resilient Mindset



# Benefit #4

## Expanding Your Network





# Benefit # 5

## Cultivating a Personal Narrative



Empowered lives.  
Resilient nations.



# Reflection



What benefits have you gained from a nonlinear career path?

What insights do you have to share?

What questions do you have?

*Please type any comments or questions into the chat box*





# The Power of Adaptability





**Adaptability allows us to...**



A woman with her hair pulled back, wearing a dark tank top with a circular badge on the chest, stands in a field of tall, leafy plants. She is looking down with a thoughtful expression. The background shows a dirt path and more of the field under a clear sky. The entire image has a light blue overlay.

...embrace the evolving landscape

...emphasize lifelong learning







...embrace the power of networking

A young girl in the foreground is smiling broadly while balancing a large, full white sack on her head. She is wearing a dark-colored t-shirt with a logo and text. The background shows a community setting with several people, including children, sitting on benches or tables. The scene is overlaid with a semi-transparent blue filter. The text "...cultivate resilience" is centered over the image in a white, sans-serif font.

...cultivate resilience



A photograph of three women sitting at a table with a sewing machine. The woman on the left is smiling, the woman in the middle is looking directly at the camera, and the woman on the right has a neutral expression. They are all wearing patterned clothing. The image has a blue tint and a semi-transparent blue overlay.

...embody an entrepreneurial mindset

A woman in a white lab coat is working in a laboratory. She is looking down at a piece of equipment on a table. The background shows laboratory shelves and equipment. The entire image has a blue overlay. The text "...seek feedback and self-reflection" is written in a bold, blue font across the middle of the image.

**...seek feedback and self-reflection**



A man wearing a hat and a woman are walking across a wooden bridge over a river. A dog is also on the bridge behind them. The background is a lush green landscape with tall grasses. The entire image has a blue tint.

...embrace change as an opportunity

# Activity

Think about situations in which you have demonstrated adaptability and flexibility and situations where you might have struggled.

Write down specific areas where you feel you could enhance your adaptability and flexibility. Be honest and specific, focusing on both personal and professional contexts.

Now, write down potential strategies and actions you can take to enhance your adaptability and flexibility. Think creatively and consider different approaches you could take.



# Activity



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## Navigating a Nonlinear Career Path

# Networking

Embrace diversity

Be proactive

Cultivate a genuine presence



# Building a Professional Brand

Define your unique value  
proposition

Leverage digital platforms

Demonstrate thought leadership



# Developing a Growth Mindset

Embrace curiosity

Embrace failure as a learning  
opportunity

Embrace change and agility



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Resilient nations.



# Reflection

What has been useful about what we've covered so far?

What insights have you gained?

What questions do you have?

*Please type any comments or questions into the chat box*





What remaining questions do you have?



# Thank You!



*Empowered lives.  
Resilient nations.*

For any further questions, reach out to us on:

**E-mail:** [career.development@undp.org](mailto:career.development@undp.org)

**Yammer:** Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>