

The Discomfort Map

CAREER SHIFT EDITION

The Discomfort Map helps you spot where discomfort shapes your choices in a career shift. Use it when job search, networking or a career shift makes you delay, soften your message, overprepare or avoid an important action.

The point is not to remove discomfort. The point is to stop letting discomfort decide your route.

USE THIS WHEN you are delaying or softening a move that matters	TIME 15 minutes	YOU WILL GET one situation + one My Move
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1 · MAP

Rate each situation from 1 to 5. 1 = little discomfort. 5 = I regularly avoid, delay, soften or overprepare this.

SITUATION	1	2	3	4	5
Ask someone in your network for 15 minutes to get their perspective					
Reach out to someone you do not know on LinkedIn					
Follow up when someone has not replied					
Ask someone you know less well for an introduction					
Approach a company before a role is advertised					
Call a recruiter or hiring manager about a role					
Apply even when you do not meet every requirement					
Be clear about the role or direction you are looking for					
Go into an interview knowing you will be tested					
Ask a direct question about fit, expectations or concerns					
Notice the situations you rated 4 or 5. Leave everything else alone for now.					

2 · READ YOUR 4S AND 5S

Your 4s and 5s are the situations you rated 4 or 5 above. This is where discomfort is strongest and therefore influences what you do and how.

EXPOSURE being seen wanting something, trying, or not knowing	UNCERTAINTY acting before you know how it will land	REJECTION / TENSION risking silence, no, awkwardness or pushback
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WHAT DISCOMFORT MAKES YOU DO INSTEAD?

wait overprepare soften the ask stay vague avoid follow-up act only when nearly certain

3 · THE ONE QUESTION

Is this preparation improving the move, or protecting you from the response?

4 · ONE SITUATION, ONE MOVE

Pick one situation you rated 4 or 5. Preferably not the easiest.

THE SITUATION What exactly are you avoiding or softening? 	NEXT CONDITION What has to become true next?
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MY MOVE

In [real situation], I will [small action], so I can test whether [next condition] begins to become true.

FINISH BY WRITING

The discomfort that most often changes my route is _____.

This week I will practise on _____.

Afterwards I will do _____.