

The BOLD MOVES brief

EPISODE 21: Turn quiet Brilliance Into Career Momentum

THE CORE TRUTH

Sometimes brilliant people stall in their careers because no one sees how good they are.

Relationships and reputation do the heavy lifting. It's about building trusted relationships and real connection.

So the bold move is to turn effort into evidence and contacts into champions.

KEY TAKEAWAYS

- Find Your Friends is about depth. Ditch transactional interactions for trusted allies — Amplifiers, Challengers, and Anchors.
- Be Seen means making your value legible. Translate effort into outcomes and moments that travel.
- Most professionals are either Collectors (lots of shallow connections) or Loyal Lurkers (strong but small circles). The sweet spot is the Builder: being generous, intentional, consistent.
- Strategic visibility is storytelling with purpose.
- Momentum happens when your work circulates through people, not just performance metrics.

ACTION MOVES TO TRY

- **Complete the 'What kind of networker are you?' quiz** to find out if there are ways to improve your connections.
- **Interrupt the Transaction.** Before your next "quick ask," check your ask-to-offer ratio. Can you give first?
- **The Three Names Rule.**
Write down:
1 person to reconnect with,
1 to thank,
1 to introduce to someone else.
Do it monthly - that's momentum.
- **Outcome Out-Loud.** At your next meeting, replace "I worked on..." with "As a result of that project,"
- **Wrap up your week with a quick note to a stakeholder** - not a "look how great I am" update, but a "here's what's moving" moment. Translate effort into outcomes, add one insight or challenge you're exploring, and show the story behind the work.

THINK
ABOUT HOW
YOU'RE
SHOWING
UP

CONVERSATION STARTER WITH YOUR BOSS

"I know I'm doing a good job but I struggle to express this. Could we explore ways for my work to be shared or seen more broadly - maybe through cross-team projects or presenting outcomes at the next review?"

ADD THIS TO YOUR BOLD MOVES BANK

- Draw your current circle. Label each person as Amplifier, Challenger, or Anchor. Each time you find a new connection add them to your circle. This will help you focus on keeping in touch with them.
- Create a 'Visibility Habit' Pick one consistent move that keeps your work visible: a fortnightly update, a team demo, or a "what we learned" post.