



The Identity Friction Framework

**Career identity isn't a problem, until it becomes the only reference point
Identity works best when it is broader than any single role**

Role vs Capability

Do you define yourself by your job title or by the skills underneath it?

Reaction vs Situation

When work goes badly, does it feel temporary or personal?

Structure vs Self

**If your role changed tomorrow,
would your sense of direction disappear with it?**

Expansion vs Narrowing

**Are other parts of your identity growing alongside your career or waiting
behind it?**
