



Assessing which question is most compelling for you at this time

This tool will help you establish a baseline for where you are today, and will provide clues into which of the Three Questions you are most drawn to at this time. Check a total of any twelve (12) questions below that are similar to the questions you've been asking yourself about your job or work situation. See which column has the highest number of checkmarks. Then, see the bottom of the table to determine which of the Three Career Questions seems to capture the personal career challenge that's on your mind. Don't look at the bottom first.

	Check box		Check box		Check box
Why can't this person understand my point of view?		Why did my boss move to another city?		Will I be able to utilize my skill set here?	
Have I tried all ways of communicating I can think of? Are there more?		Why did the senior member of our group switch to another team?		Why isn't this fun anymore?	
Have I asked others for perspective/ideas?		Why was the structure of this team changed with practically no discussion or input from us?		Why did this challenge me in the past, but not now?	
How can I succeed wearing all these hats?		Why is our product sales and marketing team not going after new customers?		What's next?	
What is "success" to me?		Where can I go if the next logical step is a position that is filled for the foreseeable future?		Where is the "horizon"...the challenge?	
Will collective teamwork ever work with my style?		If we operate better when supervision is gone, why would I want to "advance" to that role?		Am I losing ground in this role?	
How can I Move Up if I don't know more about _____?		Will this organization continue to survive?		I want to be a great manager. Is now the right time?	
Why don't the new people ask me for help or advice?		How do I get more control of this situation?		Am I capable of management responsibility here, or should I move to another organization?	
How can I seem older to gain the credibility with the older peer-group?		Am I doing work that virtually anyone could do?		What is there to learn now?	
Am I being too critical of others because I'm feeling critical of myself?		Why does this not feel like my tribe?		Have I learned everything I can from this position?	
How can I use what I know about other people's personalities (from these personality assessments we did together) to change the way I communicate with them?		Would I even want a promotion if I got one?		Why are we discussing this again? I thought we resolved this issue.	
TOTAL # CHECKED		TOTAL # CHECKED		TOTAL # CHECKED	
<u>Adapt</u>		<u>Move Out</u>		<u>Move Up</u>	