

SELF-ASSESSMENT HOW READY ARE YOU FOR A PROMOTION?



Part 1. - Questions

1. My performance is consistently above average. I am getting good reviews from my manager and clients.

very often

sometimes

hardly ever

2. I volunteer for stretch assignments, additional work, offer help to my manager and co-workers.

very often

sometimes

hardly ever

3. I help my coworkers learn anything they need to the job right without being asked.

very often

sometimes

hardly ever

4. I am positive, energetic at work and do not participate in rumors or complain to them about issues.

very often

sometimes

hardly ever

5. If I see a problem, I bring it forward to my manager and propose a solution to it as well.

very often

sometimes

hardly ever

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Part 1. - Questions c.d.

6. I take constructive feedback from my Manager or peers without being defensive, ask questions to understand where I can improve, and apply the learnings right away.

very often
sometimes
hardly ever

7. When given an assignment, I deliver it on time, ask questions along the way if needed to ensure I can provide quality work; and raise any issue right away.

very often
sometimes
hardly ever

8. I look for better ways of doing daily tasks, and when I come up with a new idea, I share it with my manager and peers

very often
sometimes
hardly ever

9. I am happy when my coworkers succeed.

very often
sometimes
hardly ever

10. I enjoy my position and company I work for.

very often
sometimes
hardly ever

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Part 2. - RESULTS

Count how many of each type of response you have.

Mostly "very often" (at least 7 out of 10)

Great work! You are on the right way to being promoted. You are a leader! Keep up your great work; it will pay off.

Have a look at the areas where your answers were not "very often." Think about ways you can improve and move them to "often." Ask your manager to help you or reach out to me - we can have a quick free consultation to see what can you do to get there fast.

Mostly "sometimes"

It looks like you are a good employee overall but moderately committed to the job you are in.

Ask yourself "why"? Maybe you like your work, but you do not want the promotion and this time. Perhaps you have been in your role for long and becoming complacent - watch out for this, there is nothing worse like sliding from enjoying your work and feeling accomplished to negativity and stress coming from being in a job you hate. Or maybe you have been in this job for a while and think they the promotion is owed to you. Nothing is ever owed to you; you have to work for it hard, show you want it and you can be best at it.

Have a chat with your manager, best friend or parents about your situation, they might have some good insight to help you move in the right direction. Prefer someone impartial? I am here to listen and provide feedback. Reach out and let's schedule something.

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Part 2. - RESULTS c.d.

Mostly "hardly ever"

Ouch! You are in the wrong position. If you like the company consider moving within. One caveat though - if you are not pulling your weight off now, might be hard to switch as managers talk and give feedback to each other. Be fair - do a good job and good things will come your way.

If you do not like the company you are in either, just find an industry and work that will give you joy and where you can excel. Being in a job that you hate is stressful for you, your loved ones and your coworkers. You are probably bringing people around down and spreading negativity. Do you really want to live this way? If you are not sure what you are good at, ask people that know you well, they will have some great insights. You can also look for assessments online that can help you with that. There are many jobs out there that can make you feel happy accomplished and fulfilled. Do yourself a favor and find one!

A mixed bag of chips (a bit of everything)

Do you like your job, your team, and the company? Be honest with yourself. To be successful in any career consistency is key. You cannot rock it for 3 months and think that you are ready to get promoted. And then when you don't; you get mad at the world and your performance slides. You are shooting yourself in the foot and negatively prolonging your career path.

Remember any job has parts you will love and components you'd others do instead. The trick is to find the one you love 80-90% of. Ask yourself why is that? What are the root causes of my flip-flopping? You can ask your manager for feedback and help with identifying those, or maybe you have a trusted coworker? Maybe the job is not for you, or perhaps you just need a good plan and accountability partner to keep you motivated.

If you think it's the latter - I can help! Shoot me a note and let's chat.

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