

*From a career by default — to a career by design*

**Are you making this decision with the right information?**

This checklist identifies where you are in your career decision and where a structured diagnostic adds most value. Work through each section that applies to your situation. Answer honestly. The pattern of your answers reveals more than any single question.

**How to use:** Answer YES or NO to each question. Count your YES answers per section. Use the interpretation guide on page 2 to understand what your score means and what to do next.

O1

**PROMOTION DECISION READINESS**

*For the woman considering or offered a more senior role*

	DIAGNOSTIC STATEMENTS	YES	NO
1.	I can clearly name what this role requires that my current role does not.	<input type="checkbox"/>	<input type="checkbox"/>
2.	I know what I am permanently giving up to take this position — in time, focus, and relationships.	<input type="checkbox"/>	<input type="checkbox"/>
3.	I have mapped the key stakeholders in the new environment — including those I cannot yet read.	<input type="checkbox"/>	<input type="checkbox"/>
4.	I understand how my operating style will be perceived in this specific culture — not just whether I can perform.	<input type="checkbox"/>	<input type="checkbox"/>
5.	I have calculated the energy cost of this role — not just whether I can do it, but at what sustained price.	<input type="checkbox"/>	<input type="checkbox"/>

SECTION SCORE

----- YES out of 5

O2

**STRUCTURAL TRANSITION CLARITY**

*For the woman navigating a reorg, new leadership, or a shifting mandate*

	DIAGNOSTIC STATEMENTS	YES	NO
1.	I know what staying in my current role will cost me — professionally and personally — in the next 12 months.	<input type="checkbox"/>	<input type="checkbox"/>
2.	I can name the specific conditions under which leaving becomes the right decision — not just a relief.	<input type="checkbox"/>	<input type="checkbox"/>
3.	I have separated my emotional response to the situation from my strategic assessment of my options.	<input type="checkbox"/>	<input type="checkbox"/>
4.	I know which of my current stakeholders and allies will still be relevant after this transition completes.	<input type="checkbox"/>	<input type="checkbox"/>
5.	I have a clear picture of what I am worth in the external market right now — independently of my current title.	<input type="checkbox"/>	<input type="checkbox"/>

SECTION SCORE

----- YES out of 5

03

STRATEGIC RE-ENTRY PREPARATION

For the woman returning after a deliberate or involuntary break from senior leadership

	DIAGNOSTIC STATEMENTS	YES	NO
1.	I know which version of my career I am returning to — and whether I still want it on those terms.	<input type="checkbox"/>	<input type="checkbox"/>
2.	I have a clear, honest, and professionally credible narrative for the break — one I can state without apology.	<input type="checkbox"/>	<input type="checkbox"/>
3.	I know which of my skills and experience are most valuable in today's market — not the market I left.	<input type="checkbox"/>	<input type="checkbox"/>
4.	I have identified the environments where my operating style is an asset — and where it will cost me unnecessarily.	<input type="checkbox"/>	<input type="checkbox"/>
5.	I know what conditions the next role must meet to be sustainable — not just possible — for me to perform well in it.	<input type="checkbox"/>	<input type="checkbox"/>

SECTION SCORE \_\_\_\_\_ YES out of 5

INTERPRETING YOUR ANSWERS

**4 – 5** YES IN THIS SECTION · PROCEED WITH CLARITY

You have the clarity to proceed. The remaining uncertainty is structural, not informational. A diagnostic confirms the fit before you commit.

**Recommended next step:** Book a 30-minute intake call. The diagnostic will map the specific risks you cannot see from the inside.

**2 – 3** YES IN THIS SECTION · PLAUSIBLE GAPS

A plausible decision with specific blind spots. Name the NO answers. Each one is a question the diagnostic is built to answer before you commit.

**Recommended next step:** Identify your lowest-scoring section. That is where the diagnostic adds most value for your current situation.

**0 – 1** YES IN THIS SECTION · NOT YET READY


The decision is not yet decision-ready. You are operating on assumption, momentum, or pressure. Pause before committing to irreversible steps.

**Recommended next step:** The diagnostic is designed for exactly this moment — before the window closes and options narrow.

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If your answers revealed gaps you cannot resolve alone, the ARYS Career Diagnostic was built for exactly this moment. A structured, confidential engagement that produces a written Leadership Operating Blueprint — yours to keep, act on, and use in the conversations that matter. Not coaching. A diagnostic with a named output.

**BOOK A FREE 30-MINUTE INTAKE CALL:**  
[arysleaders.com/contact](https://arysleaders.com/contact)



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Leadership Profiler & Career Strategist · PXT Select® Certified · 16+ Years at 3M · ARYS Executive Partners, Fribourg

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