



A Strategic Advantage

Get Focused. Get Found. Get Hired.



Marie Zimenoff, M.Ed., NCC, NCRW, CCMC, CELDC
marie@astrategicadvantage.com • 800.517.2080

ARE YOU CREATING YOUR OWN GLASS CEILING?

3 THINGS THAT ARE STALLING YOUR CAREER GROWTH

3 Roadblocks to Career Success

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The 4 "P" Action Plan

P

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P

Career Roadblock Self Assessment

Clarity (rate each of the following from 1=not true for me to 5=that's me!)

- ___ I know my strengths and how I can apply them in my job today
- ___ I know the skills I like to use, the daily work activities I enjoy, whether or not these are part of my current job
- ___ I know what motivates me at work even if I'm not particularly motivated right now
- ___ I know how my work adds value for my current employer
- ___ I know how the skills I want to use more could add value for an employer (current or future)

- ___ **Total**

If you scored 17 or fewer, clarity may be contributing to your career stagnation. It is difficult for others to help you find opportunities or to seek them out yourself when you lack clarity! See the Clarity resources below.

Confidence (rate each of the following from 1=not true for me to 5=that's me!)

- ___ I believe and act as if I am an equal to everyone within my organization (not above or below)
- ___ I openly share my ideas within my organization or within interview conversations
- ___ I can share my ideas without having to be right and admit when I don't know
- ___ I know how my work adds value for my current employer
- ___ I am familiar enough with my stories of success to share them naturally when appropriate (interviews, performance reviews, project meetings, etc.)

- ___ **Total**

If you scored 17 or fewer, confidence may be contributing to your career stagnation. It is difficult for others to see you as worthy if you don't value yourself! See the Confidence resources below.

Communication (rate each of the following from 1=not true for me to 5=that's me!)

- ___ I build genuine relationships within my organization, with customers/vendors, and/or with hiring managers or recruiters
- ___ I am known for timely communication with others (in my job or in the job search process) and timely delivery of work
- ___ I regularly acknowledge others, ask questions to understand, and listen more than I talk
- ___ I know how to present myself and deliver information in an engaging way
- ___ I openly share my ideas without having to be right admit when I don't know

- ___ **Total**

If you scored 17 or fewer, communication may be contributing to your career stagnation. It is difficult to advance if others don't really know you (or don't like you)! See the Communication resources below.

Resources

Assessments:

Reach 360 (personal brand assessment, anonymous responses): www.reachcc.com/360reach

StrengthsFinder: <http://strengths.gallup.com/110440/About-StrengthsFinder-20.aspx>

Emotional Intelligence 2.0: <http://www.emotionalintelligence.net/products/emotional-intelligence-2.0/?gclid=CILCub2J8cECFcPyMgodf1AA-A>

Clarity:

What Color is Your Parachute? (book): <http://www.jobhuntersbible.com/>

Podcast: [Career Focus](#)

Podcast: [Branding](#)

Career Distinction (book): [Amazon](#)

Ditch, Dare, Do (book): [Amazon](#)

Confidence & Communication:

CEO Material (book): <http://www.debrabenton.com/CEO-Material.htm>

Podcast: [Emotional Intelligence](#)

How to Win Friends and Influence People (book): [Barnes & Noble](#) or [Amazon](#)

- [Principles from](#) (PDF)

- In the [digital age](#) (Forbes article)

Podcast: [LinkedIn](#)

Podcast: [Social Media Overview](#)

Podcast: [Twitter for Job Search](#)

Podcast: [Networking \(aka Building Relationships\)](#)

Additional resources available at <http://www.astrategicadvantage.com/resources/4587133675>

Connect with Marie:

www.astrategicadvantage.com

800.517.2080

marie@astrategicadvantage.com

www.linkedin.com/in/mariezimenoff/

@workwithpurpose