



ANUSH GAGUA, MCC · EXECUTIVE COACH

The Career Clarity *Check*

Two honest assessments in one:
Are you ready for your next promotion —
and is it the role that's holding you back?

IS IT YOU — OR IS IT THE JOB?

Part 1: The Promotion Readiness Check

Part 2: The Burnout Assessment — Dr. Jacinta Jimenez's 6 Job Mismatches

From **Coach Anush Gagua** — MCC · Top 4% Globally
Executive Coach to 700+ Fortune 500 Leaders

Three Questions.

Complete Honesty Required.

Rate each question 1–10, then write your honest answer. Most people skip the writing. Don't — that's where the real clarity shows up.

QUESTION 01

How clearly can you articulate — right now, out loud — what makes you ready for the next level?

Not your resume. Not your results list. Your positioning: why you, why now, why this role.

1 = NOT AT ALL CLEAR · 10 = CRYSTAL CLEAR

1 2 3 4 5 6 7 8 9 10

WRITE IT OUT:

QUESTION 02

Are you known for your results — or are you known as the person the team can't function without?

There's a difference. One gets you promoted. One keeps you exactly where you are.

1 = STUCK IN EXECUTION · 10 = POSITIONED FOR WHAT'S NEXT

1 2 3 4 5 6 7 8 9 10

WHAT'S KEEPING YOU IN EXECUTION MODE?

QUESTION 03

If your manager left tomorrow, would your name still come up for the next move?

Your advancement shouldn't live or die on one relationship. How wide is your visibility?

1 = ONE CHAMPION ONLY · 10 = KNOWN ACROSS THE ORG

1 2 3 4 5 6 7 8 9 10

NAME 3 DECISION-MAKERS WHO KNOW YOUR VALUE:

The 6 Job Mismatches.

Is It the Load — or the Fit?

Based on Dr. Jacinta Jimenez's research on the 6 mismatches that create burnout. Rate each one 1-10: how big of a stressor is this for you right now?

① *Work Overload*

The volume, complexity, or pace of work consistently exceeds what's sustainable. You're running on empty — not temporarily, but as the norm.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ 1 = Manageable · 10 = Unsustainable

② *Lack of Control*

You have little autonomy over how, when, or what you work on. Decisions happen above you — about your work — without your input.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ 1 = Full autonomy · 10 = No control

③ *Lack of Reward*

Your contributions go unrecognized — financially, socially, or professionally. The effort you put in doesn't feel proportional to what you get back.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ 1 = Fully recognized · 10 = Invisible

④ *Breakdown in Community*

The sense of belonging, trust, or collaboration at work is fractured. You feel isolated, unsupported, or surrounded by conflict.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ 1 = Strong community · 10 = Disconnected

⑤ *Values Conflict*

What the organization asks of you conflicts with what you believe. You're being asked to act in ways that feel misaligned with who you are.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ 1 = Fully aligned · 10 = Deep conflict

⑥ *Absence of Fairness*

Promotions, opportunities, or recognition don't feel distributed equitably. The rules seem different for different people.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ 1 = Highly fair · 10 = Deeply unfair

Your Score: Add all 6 ratings. Divide by 6 for your average (out of 10). Multiply by 10 for your burnout percentage.

Example: $8+6+8+6+5+7 = 40 \div 6 = 6.7 = 67\%$ burnout load

YOUR RESULTS

What Your Scores Are Telling You

PART 1 — PROMOTION READINESS (OUT OF 30)

3-13 EARLY STAGE

Real gaps in clarity, positioning, or visibility.
Another cycle will pass without a strategy shift.

14-22 ALMOST THERE

The capability is there. What's missing is the positioning to make it undeniable. The most common place high performers get stuck.

23-30 READY TO MOVE

You're positioned well. The question is whether you're moving with intention or still waiting for someone to notice.

PART 2 — BURNOUT LOAD (AVERAGE OUT OF 10)

1-4 LOW BURNOUT

The role has real issues but they're workable.
Focus is on your promotion strategy.

5-7 CAUTION ZONE

Significant mismatches present. Advancing here requires addressing the environment — not just your performance.

8-10 HIGH BURNOUT

The mismatch itself may be the ceiling. That deserves a direct, structured conversation about the role — before it costs you your health or your momentum.

The truth will set you free — but initially it will piss you off and make you uncomfortable.
Are you going to address the issues or avoid them? It's your call.

I am here to support you to advance without sacrificing your life for work.

WHAT LEADERS SAY

The Results Speak. *Your Next Step.*

"I have had 2 promotions, more than 10X revenue responsibility and become a manager at Google. Anush is my secret to success... she helped me channel my energy into steps that helped me achieve more than I ever thought was possible."

— **Sam Mintz** · Head of Video, Google

"I can unequivocally say that her guidance has been nothing short of transformative, helped me gain profound clarity on my next career steps and craft a strategic path forward with confidence."

— **Humberto Siúves** · Senior Global Trade Counsel, Google

"Coach Anush has been instrumental to my career. She understands how to get to the root cause of an issue, teach you how to address complex—and often vague—scenarios, and to flourish as an authentic leader."

— **Jane Di Leo** · Vice President, Corporate Communications, Medtronic

YOUR NEXT STEP · ONE-TIME OFFER FOR FIRST-TIME CLIENTS

✓ The 100% Money-Back *Clarity Guarantee*

If you leave this session without a clear diagnosis of your promotion obstacle and your 90-day priorities, say so before we end the call and your session fee is fully refunded. **Book the session risk free.**

One hour. One clear plan. The Career Clarity & Executive Promotion Strategy Session — often fundable through your company's professional-development budget.

BOOK YOUR SESSION

calendly.com/coachanush/executive_promotion_strategy_session

98% client impact score · Top 4% globally · 700+ Fortune 500 leaders coached