

Executive Transition Risk Scanner

Identify Your Fatal Pattern Before It's Too Late

Based on 200+ Executive Transitions / 87% Prediction Accuracy

The Uncomfortable Truth

40% of executive transitions fail within 18 months.

After analyzing 200+ senior executive transitions across 15 countries, we've identified five fatal patterns that predict failure with disturbing accuracy. Most executives are deep into one of these patterns before they recognize the warning signs.

This scanner helps you identify which pattern you're in. What you do with that knowledge determines your trajectory.

The Five Fatal Patterns

Pattern 1: The Competence Trap

"I was hired for my expertise, so I must demonstrate it constantly"

You're solving problems your team should handle. You're the smartest person in every room. You're creating bottlenecks because everything needs your touch.

Early Warning Signs:

- Your calendar is full of operational meetings
- You're editing documents you shouldn't even be reading
- Your team waits for your input on everything
- You're exhausted but feel indispensable

Quick Check: When did you last let your team fail on something manageable?

☐ Currently experiencing this pattern

Pattern 2: The Intensity Override

“My drive got me here—I just need to push harder”

You have one gear: full throttle. Every meeting feels urgent. Every initiative is critical. Your team describes you as “always on” and they’re starting to burn out.

Early Warning Signs:

- You can’t modulate your energy to the situation
- Celebrations immediately pivot to next challenges
- You mistake motion for progress
- People seem tired in your presence

Quick Check: Can your team predict your energy level before you enter the room?

☐ Currently experiencing this pattern

Pattern 3: The Political Blindness

“Results speak for themselves—politics is organizational waste”

You believe data drives decisions. You’re right about everything but somehow facing resistance. You’re winning arguments but losing influence.

Early Warning Signs:

- Surprise resistance to logical initiatives
- Believing your title creates automatic buy-in
- Sequential stakeholder management vs. orchestration
- Confusion why good ideas aren’t getting traction

Quick Check: Can you map who really has power vs. the org chart?

☐ Currently experiencing this pattern

Pattern 4: The Identity Crisis

“I need to be who they expect me to be”

You’re performing a version of leadership rather than being yourself. Every interaction feels scripted. You’re exhausted from maintaining the act.

Early Warning Signs:

- Different personas in different settings
- Questioning every natural instinct
- Feeling like an imposter despite qualifications
- Energy depletion from constant performance

Quick Check: Does your leadership feel authentic or performed?

☐ Currently experiencing this pattern

Pattern 5: The Integration Failure

“Success means giving everything to this role”

You’re winning at work while everything else degrades. Health, family, and personal sustainability are “temporary” sacrifices. Something’s going to break.

Early Warning Signs:

- Haven’t taken a real day off since starting
- Family mentioning your absence or distraction
- Physical symptoms of stress emerging
- Justifying unsustainability as “temporary”

Quick Check: What are you sacrificing that you swore you wouldn’t?

☐ Currently experiencing this pattern

Your Risk Assessment

If you checked 0 patterns: You're either in denial or genuinely integrating well. Book an assessment to confirm.

If you checked 1 pattern: You've identified your primary risk. Without intervention, this pattern will likely intensify over the next 60 days.

If you checked 2–3 patterns: You're in active transition crisis. Multiple failure patterns create compound risk. Immediate intervention recommended.

If you checked 4–5 patterns: Your transition is at critical risk. Every week without systematic intervention increases the probability of failure.

What These Patterns Really Mean

Each pattern has:

- **Predictable escalation timeline** (when it gets worse)
- **Organizational antibody response** (how the system rejects you)
- **Point of no return** (when recovery becomes impossible)
- **Specific intervention architecture** (how to reverse course)

Knowing the pattern isn't enough. You need to understand the underlying dynamics, the intervention methodology, and the precise sequencing of corrections.

Three Critical Questions

1. **Which pattern will derail you by Day 100?**
 2. **What's the cost of getting this transition wrong?**
 3. **Can you afford to self-navigate without expertise?**
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The Next Step: Strategic Assessment

The Executive Integration Assessment provides:

- Deep pattern analysis with root cause identification
- Transition complexity scoring
- Specific intervention architecture
- Success probability with and without intervention
- 90-day action blueprint

Duration: 90 minutes

Format: Confidential video session

Investment: Complimentary for qualified executives

Availability: 3 executives per quarter

Book Your Assessment

Don't wait until the pattern becomes irreversible. Most executives realize they need help around Day 60–75, when significant damage has already occurred.

Book Strategic Assessment

“The diagnostic revealed patterns I couldn't see but immediately recognized. It changed my entire approach.”

— Swiss Pharmaceutical EVP

Not Ready for Assessment?

Join 500+ senior executives receiving weekly insights:

- Pattern recognition techniques
- Intervention strategies
- Case studies from successful transitions
- Early warning systems

Download the Executive Transition Primer

Remember: These patterns aren't character flaws. They're predictable responses to transition complexity. The difference between success and failure isn't avoiding patterns—it's recognizing and correcting them before permanent damage.

Note: This scanner identifies surface symptoms. The full diagnostic framework, including intervention architectures and success blueprints, is available only through strategic assessment or formal engagement.