

Career Growth Roadmap

Executive Leadership Lab | Module 1 | January

Instructions: Complete this worksheet in one sitting (30-45 minutes). Be honest and specific. This roadmap will guide your growth for the entire year—revisit it monthly and bring it into performance conversations.

1 North-Star Role + Direction

What is your "next best role"?

Promotion? Lateral move? Career pivot? Expanded scope in current role?

Describe your target role or position...

Why does this matter to you?

Connect this goal to your values and motivation

What drives you toward this goal?

Define success: What must be true in 6-12 months?

Be specific about what success looks like...

2 Current Reality

What's true about your situation right now?

Describe your current role, responsibilities, challenges...

What type of plateau are you experiencing?

Skill Plateau — Capability gaps

Role Plateau — Scope is capped

Identity Plateau — Playing small

Other / Combination

What's your primary plateau driver?

Unclear target

Unclear value proposition

Low visibility

Weak sponsorship

Over-functioning / burnout

Fear / avoidance

3 Strengths + Value Themes

Top 3 strengths to leverage:

What you're already known for and do exceptionally well

1

Strength 1...

2

Strength 2...

3

Strength 3...

Top 2 gaps to close:

Skills, experiences, or perceptions you need to develop

1

Gap 1...

2

Gap 2...

2-3 value themes to build your brand around:

What do you want to be known for next?

e.g., Strategic thinker, Cross-functional collaborator, Change leader...

4 Constraints + Realities

What constraints are you working with?

Time, energy, caregiving, politics, budget

Be honest about your limitations...

What support do you need?

Resources, people, flexibility

What would make this easier?

Focus on what you can *control* and *influence*, while accepting what you cannot change.

5 90-Day Goals

1

Goal 1: What will you accomplish in 90 days?

How will you measure success?

2

Goal 2: What will you accomplish in 90 days?

How will you measure success?

3

Goal 3 (optional): What will you accomplish?

How will you measure success?

6 First Moves (Next 14 Days)

3 actions that create immediate momentum:

1

Action 1...

2

Action 2...

3

Action 3...

1 conversation to schedule:

Who? About what?

1 win to track and document:

What accomplishment will you capture?

7

Accountability Plan

Who will hold you accountable?

Name(s) and relationship...

How often will you check in?

Weekly? Bi-weekly? Monthly?

Date completed:

mm/dd/yyyy

Next review date:

mm/dd/yyyy