**Step 1: 20 Questions for Career Growth Assessment**

(Scale: Strongly Agree → Strongly Disagree)

1. I hesitate to pursue new opportunities unless I feel completely ready.
2. I avoid applying for roles or projects if I do not meet every requirement.
3. I wait for others to recognize my contributions rather than promoting my own work.
4. I hold back from networking because it feels uncomfortable or self-serving.
5. I stay in familiar roles or tasks even when I feel capable of more.
6. I struggle to advocate for myself in high-stakes conversations.
7. I downplay my accomplishments when discussing them with others.
8. I hesitate to take risks that could accelerate my career.
9. I avoid seeking mentorship or sponsorship, even when I know it could help me grow.
10. I struggle with balancing my personal brand with my actual performance.
11. I let fear of failure prevent me from aiming higher in my career.
12. I sometimes wait for permission instead of creating my own opportunities.
13. I feel uncomfortable asking for feedback that could help me improve.
14. I underinvest in building visibility across my organization or industry.
15. I avoid leadership opportunities unless I feel overprepared.
16. I hesitate to express ambitious career goals to others.
17. I struggle to see myself as fully qualified for the roles I aspire to.
18. I avoid conflict that could increase my visibility or influence.
19. I feel stuck in my current role even though I want to grow.
20. I prioritize being dependable in my current position over pursuing new challenges.

**🧠 Step 2: Draft Archetypes for Career Growth Resistance**

1. **The Invisible Contributor**  
   Works hard but avoids self-promotion, visibility, and recognition. Growth stalls because others don’t see their full value.
2. **The Risk Avoider**  
   Prefers certainty and over-preparation. Growth stalls because they wait for perfect readiness and avoid bold moves.
3. **The People-Pleaser**  
   Prioritizes being reliable and agreeable over advocating for advancement. Growth stalls because they sacrifice ambition for harmony.
4. **The Over-Qualifier**  
   Believes they must meet every single requirement before moving forward. Growth stalls because they miss opportunities others take.
5. **The Comfort Zoner**  
   Stays in familiar roles or environments. Growth stalls because they choose safety over stretch.

**📝 Question Mapping to Career Growth Archetypes**

**1. The Invisible Contributor**

Avoids visibility and self-advocacy.

* Q3. I wait for others to recognize my contributions rather than promoting my own work.
* Q6. I struggle to advocate for myself in high-stakes conversations.
* Q7. I downplay my accomplishments when discussing them with others.
* Q14. I underinvest in building visibility across my organization or industry.

**2. The Risk Avoider**

Fears failure, seeks certainty, avoids bold moves.

* Q1. I hesitate to pursue new opportunities unless I feel completely ready.
* Q8. I hesitate to take risks that could accelerate my career.
* Q11. I let fear of failure prevent me from aiming higher in my career.
* Q15. I avoid leadership opportunities unless I feel overprepared.
* Q17. I struggle to see myself as fully qualified for the roles I aspire to.

**3. The People-Pleaser**

Overprioritizes harmony and dependability over ambition.

* Q4. I hold back from networking because it feels uncomfortable or self-serving.
* Q18. I avoid conflict that could increase my visibility or influence.
* Q20. I prioritize being dependable in my current position over pursuing new challenges.

**4. The Over-Qualifier**

Believes they must meet every requirement before moving forward.

* Q2. I avoid applying for roles or projects if I do not meet every requirement.
* Q12. I sometimes wait for permission instead of creating my own opportunities.
* Q13. I feel uncomfortable asking for feedback that could help me improve.
* Q16. I hesitate to express ambitious career goals to others.

**5. The Comfort Zoner**

Prefers the familiar, avoids stretch assignments.

* Q5. I stay in familiar roles or tasks even when I feel capable of more.
* Q9. I avoid seeking mentorship or sponsorship, even when I know it could help me grow.
* Q10. I struggle with balancing my personal brand with my actual performance.
* Q19. I feel stuck in my current role even though I want to grow.

**📊 Resistance Scoring**

**Scale (same as others):**

* Strongly Agree = 5
* Agree = 4
* Neutral = 3
* Disagree = 2
* Strongly Disagree = 1

**Archetype Calculation:**

* Add the scores for the questions tied to each archetype.
* The highest scoring archetype = **dominant career growth archetype**.
* No secondary archetypes shown (to stay consistent across all assessments).

**Overall Resistance Score (sum of all 20 answers):**

* **20–40 = Low Resistance** → Growth feels natural, barriers minimal.
* **41–70 = Moderate Resistance** → Capable but slowed by subtle patterns.
* **71–100 = High Resistance** → Resistance strongly stalls visibility, risk-taking, or upward movement.

**Career Growth Results**

**🌟 Understanding Your Resistance**

Your answers reveal that resistance is shaping how you approach your career growth. Resistance is not a flaw. It is the emotional friction that makes visibility, risk-taking, and advancement harder than they need to be. These patterns may feel protective, keeping you safe from rejection, conflict, or failure. Over time, they quietly limit your opportunities, recognition, and upward movement.

**📊 Career Growth Resistance Levels**

**Low Resistance (20–40):** You pursue growth with confidence and clarity. While challenges still arise, resistance has minimal influence on your advancement. You take risks, seek visibility, and create opportunities without being held back by fear or self-doubt.

**Moderate Resistance (41–70):** You are capable and ambitious, but subtle resistance slows your momentum. You may hesitate to promote yourself, delay applying for new opportunities, or avoid conflict that could raise your visibility. These patterns don’t stop your growth, but they make progress slower and more draining.

**High Resistance (71–100):** Resistance strongly shapes your career path. You avoid risks, hold back from visibility, and stay in familiar roles even when you want more. On the surface, you may look steady and reliable, but resistance keeps you under-recognized, under-advancing, and stuck in the same cycle.

**🧠 Career Growth Archetypes**

***The Invisible Contributor***

This archetype works hard but avoids visibility. Accomplishments are downplayed, recognition is left to others, and advocacy feels uncomfortable. On the surface, this looks like humility and reliability. In reality, it keeps contributions hidden. Resistance shows up as silence when visibility is needed most, which stalls advancement and leaves others unaware of the true value being created.

***The Risk Avoider***

This archetype waits for certainty before moving. Risks feel dangerous, readiness never feels complete, and bold opportunities are delayed. On the surface, this looks like caution and thoroughness. In reality, it prevents growth, because perfect conditions never arrive. Resistance shows up as hesitation, keeping progress tied to safety instead of stretch.

***The People-Pleaser***

This archetype prioritizes harmony and dependability over ambition. Networking feels self-serving, conflict is avoided, and visibility is sacrificed for likeability. On the surface, this looks cooperative and team-focused. In reality, it leaves growth stalled, because advancement requires taking space, raising a voice, and sometimes saying no. Resistance shows up as over-accommodation, which limits influence and upward movement.

***The Over-Qualifier***

This archetype believes advancement requires meeting every requirement first. Opportunities are passed up, permission is waited for, and feedback is avoided out of fear of inadequacy. On the surface, this looks responsible and diligent. In reality, it creates paralysis — waiting for readiness that never fully comes. Resistance shows up as over-preparation and self-doubt, which causes missed chances for advancement.

***The Comfort Zoner***

This archetype chooses the familiar over the stretch. Mentorship is avoided, personal branding feels unnatural, and movement into new roles is delayed. On the surface, this looks steady and loyal. In reality, it creates stagnation. Resistance shows up as staying safe, which keeps the person in a holding pattern rather than climbing higher.