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# Things Nobody Tells You After a Promotion

*(but you should know)*



# **1. Your Outstanding Just Became Average**

- After a promotion, what made you exceptional is now just the starting line
- You're measured against new peers where high performance is the norm, not the exception

## **Power move:**

- Pick one skill that stands out at this level and double down on it
- Get clear on expectations
- Track your wins to rebuild confidence at your new “average”

## **2. You'll Have Less Time for What Made You Great**

- Hands-on work takes a back seat after promotion
- Your schedule is filled with more meetings

### **Power move:**

- Block specific time for execution work, but be strategic - choose the most impactful moments to be hands-on
- Block time for deep work and for the tasks you enjoy

### **3. Your Mistakes Are More Visible Now**

- The spotlight is brighter, and more people are watching
- Small errors can have bigger ripple effects

#### **Power move:**

- Pause before acting: take 10 seconds to review decisions and spot avoidable mistakes
- Ask for feedback early
- Own mistakes quickly, and plan to fix them

# **4. Your Success Changes Lots of Relationships**

- Old peers act differently
- Some distance themselves, while others expect special treatment

## **Power move:**

- Acknowledge the change, clarify expectations and set boundaries
- Listen first: in 1:1s, ask about their goals to rebuild trust and show you're still approachable

## **5. The Lonely Truth About Moving Up**

- Your peer group shrinks
- Fewer people understand your challenges, and you can't share everything with your team anymore

### **Power move:**

- Build relationships with peers in other companies facing similar challenges
- Create safe spaces where you can be fully open, such as with a coach or a mastermind group

# **6. Imposter Syndrome Gets Louder, Not Quieter**

- Each new level brings more uncertainty and higher stakes
- Self-doubt grows with every step up
  - even for the most qualified

## **Power move:**

- Write down imposter thoughts and counter them with facts
- Lean on a mentor or friend to remind you of your strengths
- Set one realistic goal per week and focus on progress, not perfection

## **7. Your Brain Never Shuts Off**

- The mental load increases dramatically because you're carrying more responsibility and bigger decisions
- Your mind races after hours, making it hard to switch off

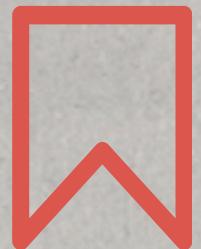
### **Power move:**

- Schedule recovery breaks and do something that takes your mind off work
- Treat your mental energy like a business resource (because it is)

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