

CAREER GROWTH

Know Your **Gaps** Before You Get a Coach

Why most people aren't ready for mentorship

I keep seeing this pattern...

ENGINEER

"I'm stuck. I've hit a ceiling. I need coaching."

COACH

"Great. What do you think your biggest gaps are?"



THE PROBLEM

They **sense** something is wrong.
But they haven't figured out **what**.



Can't articulate
their gaps

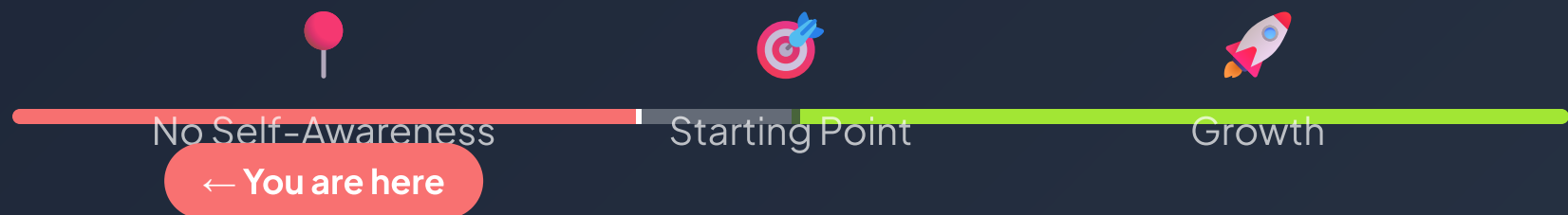


Haven't reflected
on feedback



Dismissed
criticism as
"unfair"

If you can't articulate your gaps,
you're not at zero.
You're in the **negative**.



STEP 1

Mine Your Existing Feedback

- What feedback keeps showing up in your reviews?
- What do managers consistently tell you to improve?
- What patterns do you see across multiple jobs?
- What's the theme you keep hearing?

Not getting feedback? That's a **problem too**.

"What's one thing I should work on to get to the next level?"

Ask your manager directly. Make it impossible for them to dodge. If they can't answer, they're not doing their job—or they're not paying attention.

STEP 2

Do a 360° Feedback Exercise



Seniors

"What would you improve if you were me?"



Peers

"What patterns do you notice in how I work?"



Juniors

"How could I support you better?"

Why most people never do this:



They never ask for feedback in the first place



They dismiss it as "biased" or "unfair"



They hear it but don't internalize it



They're scared of what they might learn

When you **know your gaps**, coaching actually works.



Hit the ground running with
clear goals



No wasted sessions
figuring out the problem



Start working on gaps
yourself right now



Measure progress against
specific areas

Don't show up to coaching **empty-handed.**

Know your gaps. Know where you want to grow.
Know what's holding you back.

Then make coaching count.



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