

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

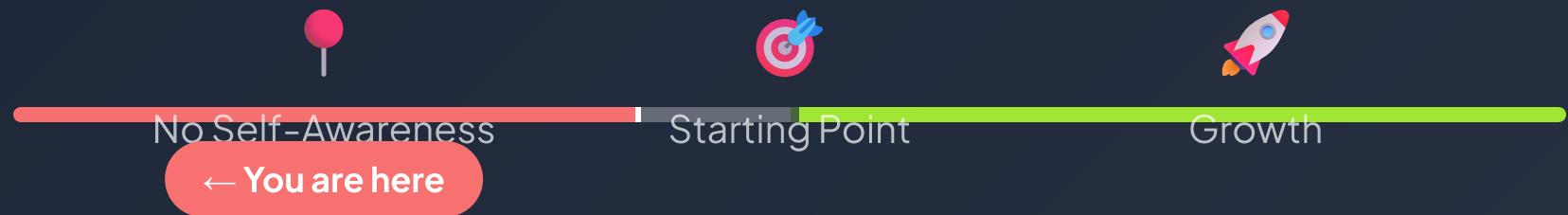


Haven't reflected  
on feedback



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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