

ACCELERATE PATH • PRE-SESSION 1

# The Green Light Audit™

Are you ready for visibility tactics?

L2 LaunchToLead

## Before You Begin

This self-assessment determines if you're ready to pursue **visibility and promotion tactics**—or if there's foundational work needed first.

### The Core Principle

Performance is not the differentiator—it's the *prerequisite*. Before any visibility tactics work, you must be bulletproof in your core role. This audit checks that foundation.

**Be brutally honest.** This isn't about feeling good—it's about knowing where you stand so we can build the right strategy for you.

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The "Competence Entry Fee"

### 1. Can you do your day-to-day job with very little help?

You're not asking senior engineers "how do I do X, Y, Z?" for fundamental tasks.

Yes, I'm fully self-sufficient on all core responsibilities

Mostly yes, but I occasionally need help on edge cases

I still regularly ask for help on fundamental tasks

## 2. Do people come to YOU for help?

Others ask how to do things—you're not the one always asking.

- Yes, I'm a go-to person on my team for my area
- Sometimes—it depends on the topic
- Not really—I'm still the one asking others more often

## 3. What was your last yearly performance review rating?

- "Exceeds Expectations" or equivalent
- "Meets Expectations" or equivalent
- Below expectations, or I haven't had a review yet

## 4. Is your manager giving you MORE responsibility over time?

Increased scope, bigger projects, more autonomy.

- Yes, I'm consistently getting bigger/more complex work
- Somewhat—occasional stretch assignments
- No, my scope has stayed the same or decreased

## 5. Has your manager praised you for going above and beyond?

Recognition for extra effort, not just doing your job.

Yes, I've received specific recognition for extra work

Some general positive feedback, nothing specific

No, or I haven't gone above and beyond recently

#### 6. Could you train someone else on your core work tasks?

Yes, I've done it or could confidently do it

Probably, but I'd need to prepare

No, I'm still learning too much myself

#### 7. Could you onboard a new team member effectively?

Show them the ropes, introduce them to stakeholders, explain team processes.

Yes, I've done it or am fully capable

Partially—I could help but not lead the whole process

No, I'm still getting onboarded myself in many ways

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The 85% Threshold

## 🎯 What We're Measuring

Have you extracted 85% of what this role offers in terms of **learning, influence, impact, and improvement**? If not, you may be asking for promotion prematurely.

### 8. How much more can you LEARN from this role?

- Not much—I've absorbed most of what this role offers
- Some things, but I've learned the major skills
- A lot—I'm still learning fundamental aspects

### 9. Have you maximized your INFLUENCE in this role?

Built relationships, established credibility, become a trusted voice.

- Yes, I've built strong influence within my scope
- Partially—I could still expand my influence more
- Not really—I haven't focused on building influence yet

### 10. Have you made the major IMPACT improvements available to you?

Fixed obvious problems, improved processes, delivered major wins.

- Yes, I've captured the major wins available in this role
- Some—there are still clear improvements I could make

- Not yet—there's significant low-hanging fruit I haven't addressed

### 11. Are you hitting diminishing returns in this role?

The role is "running dry"—you're hungry for more and this isn't satisfying anymore.

- Yes, I'm ready to drink from a new firehose

- Somewhat—I'm getting restless but still learning

- No, there's still plenty of juice to squeeze from this role

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Skip-Level Access & Presentation Ability

### 12. Could you present to stakeholders what your role/team does?

Explain your work clearly to people outside your immediate team.

- Yes, I've done it or could confidently do it

- Probably, with some preparation

- No, I'd struggle to present to stakeholders

### 13. Does your skip-level (manager's manager) know your name and value?

If your manager got hit by a bus, would the skip-level know who you are?

Yes, they know me and my contributions

They know my name but not my specific value

No, I'm invisible to my skip-level

#### 14. Do you have documented evidence of your accomplishments?

Specific wins with metrics, positive feedback, impact statements.

Yes, I track my wins with specific metrics/evidence

I have some examples but nothing organized

No, I don't track or document my accomplishments



## Your Green Light Audit Results

**90%**

 **GREEN LIGHT**

You're ready for visibility and promotion tactics. Let's accelerate.

Score: 38 / 42

Role Mastery

**21/21**

100%

Role Saturation

**9/12**

75%

Visibility Readiness

**8/9**

89%

### Detailed Analysis

#### ✓ Role Mastery: Excellent

You've paid the "Competence Entry Fee." You're self-sufficient, a go-to person, and your manager sees your value.

#### ! Role Saturation: Getting Close

You're approaching saturation but may be leaving value on the table. Consider what big wins remain.

#### ✓ Visibility Readiness: Strong

You can present, your skip-level knows you, and you track your wins. Ready for advanced tactics.

### What This Means for Session 1

Great news—you have a solid foundation. In Session 1, we'll focus on:

- Building your Visibility Strategy (skip-level access, Echo Emails)
- Creating your Evidence Arsenal for the promotion conversation
- Identifying your Gravity Leaders and influence expansion opportunities

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