THE NEXT MOVE

A Career Growth Check-In

A practical guide to reflect on where you are,
strengthen how you show up, and take ownership of what's next.

REFLECT • REFRAME • ACT

Created by Chatika Britton

Flourish & Lead Academy

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A Career Growth Check-In

Turn four leadership lessons into one courageous next step.

You do not have to wait for a title, a promotion, or someone else's permission to take ownership of your growth.

Career growth is not only about the next role. It is about learning to use discernment, trust your capability, build the right community, and develop a presence that creates confidence at every level. This check-in is designed to help you pause long enough to see where you are - and then decide what you will do next.

YOUR CAREER PULSE CHECK

Rate each statement from 1 (not true right now) to 5 (very true right now).

I use discernment about who has access to my plans and goals.	1 2 3 4 5
I trust my own capability even when someone else does not see my next level yet.	1 2 3 4 5
I have people around me who help me regain perspective after setbacks.	1 2 3 4 5
I can communicate clearly and credibly with people at different levels of the organization.	1 2 3 4 5
I intentionally ask for feedback about how I show up - not only what I accomplish.	1 2 3 4 5
I am taking ownership of my next stage of growth.	1 2 3 4 5

What is working?

Where do I feel stuck?

NOTICE THE PATTERN	NAME THE GAP	CHOOSE THE RESPONSE
Which of your ratings surprised you most?	What is missing between where you are and where you want to be?	What is within your control to change now?

THE QUESTION TO CARRY WITH YOU:
What would change if I stopped waiting for someone else to manage my career?

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FOUR LESSONS TO TAKE WITH YOU

The stories are personal. The questions are yours.

01 DISCERNMENT

What has a mistake taught me about access, trust, and boundaries?

THE LESSON
Not everything you are building needs to be shared with everyone. Discernment is not isolation; it is learning who has earned access to your plans.

What am I building right now, and who truly needs to know?

02 SELF-BELIEF

What opportunity might self-doubt cause me to miss?

THE LESSON
Someone else's decision about you does not have to become your decision about yourself. Do not let one person's assessment become the ceiling on what you pursue.

Where am I allowing someone else's view of me to outweigh my own evidence?

03 COMMUNITY

Who helps me recover when a setback shakes my confidence?

THE LESSON
The right support system does more than comfort you. It reminds you of what is true when disappointment makes it hard to see clearly.

Who are the people I can call for perspective, truth, and encouragement?

04 EXECUTIVE PRESENCE

How do I show up when the title is not doing the talking for me?

THE LESSON
Executive presence is not a title. It is how you communicate, build credibility, create confidence, and engage effectively across levels.

If I walked into a room with senior leaders today, what would my presence communicate?

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EXECUTIVE PRESENCE WITHOUT THE TITLE

Build the presence before you need the position.

Executive presence is the ability to create confidence and trust through how you show up.

It is not about sounding like someone else or performing an executive persona. It is about becoming increasingly credible, clear, composed, reliable, and adaptable while remaining authentic to who you are.

CREDIBILITY	Do people trust what I know - and trust me to say when I do not know?	1 2 3 4 5
COMMUNICATION	Can I explain the same issue differently to a peer, an employee, and a senior executive?	1 2 3 4 5
COMPOSURE	When pressure rises, do I bring clarity or add to the chaos?	1 2 3 4 5
RELIABILITY	Do people trust me to follow through without being chased?	1 2 3 4 5
JUDGMENT	Do I bring thoughtful options and recommendations instead of only identifying problems?	1 2 3 4 5
AUTHENTICITY	Does my presence feel like a stronger version of me rather than an imitation of someone else?	1 2 3 4 5

ASK FOR THE FEEDBACK YOU ACTUALLY NEED

Performance feedback often tells you *what* you accomplished. Growth feedback should also tell you *how* you are showing up.

ASK:	How do I come across when I present information or raise an issue?
ASK:	Would you feel comfortable putting me in front of senior leadership? Why or why not?
ASK:	What is one thing I could change that would strengthen my presence?
ASK:	Where do you already see me operating at the next level?

One person I will ask for intentional feedback:

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MY NEXT MOVE

A 30-Day Career Ownership Plan

You do not need to fix everything. Choose the move that matters now.

PROTECT One plan, goal, or idea I need to handle with greater discernment:	
PURSUE One opportunity I will stop talking myself out of:	
CONNECT One person I will intentionally strengthen a relationship with:	
ASK One piece of feedback I will request about how I show up:	
DEVELOP One executive-presence behavior I will practice:	

MY 48-HOUR MOVE

What is the smallest meaningful action I can take in the next 48 hours?

MY 30-DAY COMMITMENT

By _____, I will _____.

I will know I followed through when _____.

Your career does not change because you had a good reflection.

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