

REALITY CHECK EXERCISE

Directions: Read each statement beneath the dimensions list below and check the statement that most closely matches your life – not as you want it to be, but as it is. Complete the quiz first before looking at the scoring that begins on page 71.

1. My Education

Score

- I have about the same education as other people seeking the same positions that I'm seeking.
- I have an additional degree that will differentiate me from other people seeking the same positions that I'm seeking.

2. My Work Experience

Score

- I am still early in my professional career and do not have a lot of significant experience yet.
- I have significant professional experience in my chosen field. I am not in a management position.
- I have significant professional experience in my chosen field. I am in a management position (manager or director).
- I have significant professional experience in my chosen field. I am in an upper management position (Vice President or higher).
- I am moving into the later phase of my career. I have less than 5 years before retirement.

3. My Family Commitments

Score

- I have few significant family commitments that I need to coordinate with my work.
- I have some significant family commitments that I need to coordinate with work, but I get a lot of help in meeting those commitments.
- I have some significant family commitments that I need to coordinate with work, and I get some help in meeting those commitments.
- I have a full plate of family commitments and I get little help in managing them.

4. My Additional Commitments

Score

- I do not have any significant social or community involvement outside of work that demands my time.
- I participate in some community involvement outside of work.
- I am very actively involved in community activities outside of work that place significant demands on my time (school, local politics, religious involvement, community theater, sports, charitable organizations, etc.).

5. My Ability to Travel

Score

- Business travel does not complicate my life. I have no problem doing it.
- Business travel does complicate my life, but I am willing to do as much of it as is required for my job.

- Business travel complicates my life and I would prefer a job that has limited travel (one trip or less a month).
- My ideal job would have little or no travel requirements.

6. My Promotional History

Score

- I am new to my current organization.
- I have been with my current organization less than 2 years and have not been promoted, but I have received favorable performance reviews.
- I have been promoted once within my current organization.
- I have been promoted more than once within my current organization.
- I have been with my current organization 2-5 years and have not been promoted.
- I have been with my current organization more than 5 years and have not been promoted.

7. My Ability to Relocate

Score

- I am unable to relocate.
- I am open to the idea of relocation.
- I am completely able to relocation.

SCORING

STEP 1:

Go back and record your points in the boxes to the right of each dimension based on the following scoring.

1. My Education

- I have about the same education as other people seeking the same positions that I'm seeking. **Score 0 points**
- I have an additional degree that will differentiate me from other people seeking the same positions that I'm seeking. **Score 2 points**

2. My Work Experience

- I am still early in my professional career and do not have a lot of significant experience yet. **Score 0 point.**
- I have significant professional experience in my chosen field. I am not in a management position. **Score 1 point**
- I have significant professional experience in my chosen field. I am in management position (manager or director). **Score 2 points.**

- I have significant professional experience in my chosen field. I am in an upper management position (Vice President or higher). **Score 3 points.**
- I am moving into the latter phases of my career. I have less than 5 years before retirement. **Score 0 point**

3. My Family Commitments

- I have little to no significant family commitments that I need to coordinate with my work. **Score 3 points**
- I have some significant family commitments that I need to coordinate with work but I get a lot of help in meeting those commitments. **Score 2 points**
- I have some significant family commitments that I need to coordinate with work, and I get some help in meeting those commitments. **Score 1 point**
- My plate of family commitments is completely full right now and I get little help in managing them. **Score 0 points**

4. My Additional Commitments

- I do not have any significant social or community involvement outside of work that demands my time. **Score 2 points**
- I participate in some community involvement outside of work but not a lot. **Score 1 point**
- I am very actively involved in community activities outside of work that place significant demands on my time (school, local politics, religious involvement, community theater, sports, charitable organizations, etc.). **Score 0 points**

5. My Ability to Travel

- Business travel does not complicate my life. I have no problem doing it. **Score 2 points**
- Business travel does complicate my life, but I am willing to do as much of it as is required for my job. **Score 2 points**
- Business travel complicates my life and I would prefer a job that has limited travel (1 trip or less a month). **Score 1 point**
- My ideal job would have little or no travel requirements. **Score 0 points**

6. My Promotional History

- I am new to my current organization.
Score 0 points
- I have been with my current organization less than 2 years and have not been promoted yet, but have received favorable performance reviews. **Score 1 point**
- I have been promoted once within my current organization. **Score 2 point**
- I have been promoted more than once within my current organization.
Score 3 points
- I have been with my current organization 2-5 years and have not been promoted yet.
Score 0 points
- I have been with my current organization more than 5 years and have not been promoted yet. **Subtract 1 point.**

7. My Ability to Relocate

- I am unable to relocate. **Score 0 points**
- I am open to the idea of relocation.
Score 1 point
- I am completely able to relocation.
Score 2 points

ADD YOUR POINTS FROM ALL 7 DIMENSIONS:

MY SCORE = _____

STEP 2:

Check the response below that most closely matches your goals over the next 2-3 years.

My 2-3 Year Goal:

- a. My 2-3 year goal does not include being in a management position.
- b. My 2-3 year goal is to be in lower management.
(Supervisor, Manager)
- c. My 2-3 year goal is to be in middle management
(Director, Executive Director)
- d. My 2-3 year goal is to be in upper management.
(Vice President, Senior Vice President)
- e. My 2-3 year career goal is to be in a top management position
(Chief Operating Officer (COO), Chief Financial Officer (CFO), Chief Technology Officer (CTO), Chief Executive Officer (CEO), and Presidents)