The First-Year Seat Audit

9 QUESTIONS · 3 MINUTES

How to score it

Score each statement 0 to 3. 0 = not yet, 3 = consistently true. Your lowest pillar is where your next promotion is being decided right now.

Pillar 1: Decisions

- I decide at the tempo the role demands, not the one that feels safe.
- I own decisions fully, without softening the edges.
- I consult to sharpen the call, not to spread the risk.

Pillar 2: Presence

- When I get pushback, my sentences get shorter, not longer.
- I can hold a silence when I don’t know the answer.
- I lead with the recommendation before the detail, without apology.

Pillar 3: Reputation

- I know, not guess, how the 3 people who decide my next promotion describe me.
- How I’m read in senior rooms matches the leader I know myself to be.
- I have a deliberate intention for how I want to be experienced this year.

What now?

Wherever you landed, the gap closes in the rooms you're already in. Reply and tell me your lowest pillar. Or start with The First 60. Beijos, Mari