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# INSPIRE TO EXCEL

## CAREER SERVICES

Empowering women to achieve *authentic* success™

## CAREER TRANSITION READINESS ASSESSMENT

### Determine where you are in your career journey

*This assessment will help you:*

- Identify if you're experiencing temporary frustration or genuine misalignment
- Understand your readiness for career transition
- Determine specific next steps based on your unique situation

### Instructions

Rate each statement from 1-5: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

### Part 1: Internal Signals Assessment

\_\_\_\_\_ I frequently experience Sunday evening anxiety about the upcoming work week

\_\_\_\_\_ I feel my skills and talents are consistently underutilized in my current role

\_\_\_\_\_ I no longer feel a sense of purpose or meaning in my work

\_\_\_\_\_ The aspects of my job I once enjoyed no longer bring satisfaction

\_\_\_\_\_ My frustrations persist across different projects, teams, or circumstances

**Internal Signals Score: \_\_\_\_\_ (Add all ratings for a total of 5-25)**

### Part 2: External Signals Assessment

\_\_\_\_\_ Recent organizational changes have limited my growth opportunities

\_\_\_\_\_ My organization's priorities no longer align with my professional interests

\_\_\_\_\_ My personal values have evolved in ways that create tension with my work

\_\_\_\_\_ I've noticed promising opportunities in fields that interest me

\_\_\_\_\_ My work-life integration needs have changed significantly

**External Signals Score: \_\_\_\_\_ (Add all ratings for a total of 5-25)**

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### Part 3: Reflection Questions

1. What specific aspects of your current work environment no longer nurture your growth?
2. How have your values evolved since you began your current role?
3. What would meaningful work look like for you at this stage of your career?

### Interpreting Your Results

#### *Internal Signals Score:*

- 5-10: You're likely experiencing normal workplace fluctuations
- 11-17: You may be at a career inflection point worth exploring
- 18-25: Strong signals that your inner wisdom is guiding you toward change

#### *External Signals Score:*

- 5-10: Your external environment remains relatively stable
- 11-17: Some external factors suggest potential for transition
- 18-25: Strong external indicators that change may be beneficial

#### *Combined Assessment:*

When both scores are high (18-25), your inner wisdom and external circumstances are aligned, suggesting it's time to take action toward career change. Your reflection responses will help guide your next steps.

### Your Growth Journey Continues

Remember that career transitions are natural parts of professional growth. Trust your inner wisdom while considering external realities. This assessment is a starting point—a compass to help guide your next steps.

Ready for personalized guidance? Visit <https://www.inspiretoexcel.com/careerservices> to explore how coaching can help you navigate your unique transition with confidence.

Let's keep growing! 🌱

*Dr. Erica Walls is a Women's Career Strategist & Leadership Coach who empowers mid-career women to achieve authentic success through continuous growth.*