

## Assessment: Will You Succeed in Your New Role?

Take the following assessment to make sure that you have all of the bases covered when you start a new role. For each statement,

| Statement   | No | So-So | Yes |
|---|----|-------|-----|
| I am clear about my performance expectations in the new role – beyond what the formal job description says.                     |    |       |     |
| I have a clear understanding of what motivates my manager.  |    |       |     |
| I have a clear understand of what success means for my manager.   |    |       |     |
| I understand my manager’s communication style and how to adapt to it.   |    |       |     |
| I know what motivates each member of my team.   |    |       |     |
| I know the culture of the organization and fit in.  |    |       |     |
| I have identified the people with the most informal power in the organization and have a plan to build relationships with them. |    |       |     |
| I have identified the political landmines to avoid during my first 100 days.  |    |       |     |
| I have a good sense of pacing and am striking the right balance between observing/learning and taking action to get results.    |    |       |     |
| I have a development plan to continue to improve my skills and get even better in my new role.                                  |    |       |     |

If you checked No or So-So even once, your success may be at risk. This transition period is crucial. Don’t leave success to chance. Contact FocusCore today to learn more about our transition coaching program for executives and other leadership development tools.  
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