

THE HIRE LEARNING

Career Checkup

*Seven questions to ask before deciding
whether to stay, grow, or go.*

STAY

GROW

GO

A FREE RESOURCE FROM

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BEFORE YOU BEGIN

How to Use the Career Checkup

Not every frustrating week means you need a new job, and not every comfortable job means you should stay. A meaningful career move does not always require leaving your organization, either.

This Career Checkup will help you slow down long enough to evaluate what is actually happening in your career before you make your next decision. As you work through the seven questions, notice your first response, then challenge yourself to go a little deeper. Look for patterns rather than reacting to one bad day, one difficult conversation, or one disappointing decision.

There is no score at the end telling you what to do. Your answers will help you recognize whether this may be a season to:

Stay

Remain where you are with greater clarity and intention.

Grow

Pursue development, visibility, advancement, or a different opportunity within your current organization.

Go

Begin preparing strategically for your next opportunity.

You do not have to make the decision today, but you do need to be honest about what your career is telling you.



1 Am I still learning here?

A role does not have to be new to continue helping you grow. Consider whether your work is still developing your judgment, skills, confidence, leadership ability, industry knowledge, or professional range. If you are no longer learning, ask whether you have outgrown the role or simply stopped looking for ways to stretch within it.

REFLECT

What am I learning in my current role that will make me stronger one year from now?

2 Is there a realistic path for me to grow?

Wanting advancement and having a real path to advancement are not the same thing. Look beyond vague promises about your future, and consider whether the roles, sponsorship, development, and leadership support exist to help you progress. Growth may mean a promotion, but it can also mean broader responsibility, greater exposure, new skills, stronger relationships, or work that positions you for your next move.

REFLECT

What evidence do I have that meaningful growth is available to me here?

3 Am I being valued appropriately for what I contribute?

Value is bigger than praise. Consider your compensation, opportunities, access, visibility, workload, recognition, development, and the level of trust placed in you. Separate feeling appreciated from being appropriately rewarded and supported, because a workplace can tell you that you are valuable while consistently failing to treat your contribution as valuable.

REFLECT

Where do I feel valued, and where is there a gap between what I contribute and what I receive?

4

Is this job costing me more than it is giving me?

Every job requires something from you, and the real question is whether the exchange still makes sense. Think about your energy, peace, confidence, time, relationships, professional reputation, health, finances, and future opportunities. A difficult season does not automatically mean you should leave, although a consistent pattern of depletion deserves your attention.

REFLECT

What is this job giving me right now, and what is it consistently taking from me?

5

Am I staying because I choose to, or because leaving feels uncomfortable?

There is a difference between making a strategic decision to stay and remaining somewhere because change feels risky. Fear of starting over, losing seniority, making less money, interviewing again, disappointing people, or entering the unknown can keep you in a role long after it stops making sense. Leaving is not automatically the right decision, but fear should not be the only voice making the decision for you.

REFLECT

If fear were removed from the decision, what would I seriously consider doing next?

6

If nothing changed over the next 12 months, would I still choose this job?

Imagine your role one year from today with the same manager, compensation, responsibilities, workplace dynamics, advancement opportunities, and frustrations. Would you knowingly choose another year of this experience? Your answer may reveal whether you are responding to a temporary issue or relying on change that no one has actually promised.

REFLECT

What would need to change for me to feel good about remaining here another year?

7

Am I prepared for another opportunity if one appears?

Wanting something different and being ready for something different are not the same thing. Career preparation can include updating your résumé, documenting accomplishments, strengthening skills, rebuilding your network, researching the market, identifying target roles, sharpening your interview skills, or preparing financially for a transition. You do not have to decide to leave before you start preparing, because preparation gives you options.

REFLECT

What are the three things I need to do now to create more career options for myself?

1.

2.

3.

READ YOUR RESULTS

Stay, Grow, or Go?

Review your responses to all seven questions. Rather than searching for one answer that makes the decision for you, look for the pattern.

Stay

Staying may make sense if your role still provides meaningful value, learning, stability, opportunity, or alignment with your priorities. If you choose to stay, make it an intentional decision.

ASK YOURSELF

What do I want to accomplish while I am here?

What needs to improve?

What conversations do I need to have?

What would make staying feel like a choice rather than a default?

Grow

You may not need to leave your organization; you may need a different experience within it. Growth might include a promotion, a lateral move, a stretch assignment, more visibility, a new manager or team, greater responsibility, additional training or credentials, or stronger internal relationships.

ASK YOURSELF

What would meaningful growth look like for me over the next 6 to 12 months?

Who needs to know I am interested in growing?

What have I done to position myself for the opportunity I say I want?

Go

Leaving does not have to begin with resignation; it can begin with preparation. If your answers consistently point to misalignment, limited opportunity, ongoing depletion, or a future you no longer want, it may be time to explore what else is available. Build your transition strategy before urgency makes the decision for you.

BEFORE YOU GO, PREPARE

Clarify what you want next.

Update your résumé and document your accomplishments.

Research your market value.

Reconnect with your network.

Strengthen any gaps that may limit your options.

YOUR DECISION

Your Career Checkup

Based on what I wrote today, I believe I am currently in a season to:

☐ STAY☐ GROW☐ GO☐ I AM NOT SURE YET

The next career action I need to take is:

You do not need to have your
entire career figured out.

You need enough clarity to make the next good decision.

If you are still determining what your next move should be, Dr. T's Career Services can help you move from uncertainty to strategy.

EXPLORE CAREER SERVICES AT [GRACEFULLYAMBITIOUS.COM](https://gracefullyambitious.com)

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