

COMPANION CAREER PLAN

Next-Role Readiness Plan

Turn “I want the next role” into a plan for becoming ready for it.

A title isn't a development plan. Define the role you want, understand what it actually requires, and compare those requirements with the capabilities and evidence you have today.

01 THE ROLE

The role I want next:

Why this role:

Where could this opportunity come from?

- | | |
|--|---|
| ☐ Current account | ☐ Current employer |
| ☐ New contract/program | ☐ New employer |
| ☐ Expanded current role | ☐ Other: _____ |

02 WHAT THE ROLE REQUIRES

BUSINESS MANAGEMENT

What would I need to be capable of?

INTERNAL BUSINESS PROCESS

What would I need to be capable of?

CUSTOMER & BUSINESS RELATIONSHIP MANAGEMENT

What would I need to be capable of?

LEARNING & GROWTH

What would I need to be capable of?

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My Readiness Gap

Now compare what the role requires with your Self-Assessment, Capability Map, Career Evidence Tracker, and feedback from your 1:1 conversation.

REQUIREMENT	CAN DEMONSTRATE	NEED MORE CAPABILITY	NEED MORE EXPERIENCE	EVIDENCE I HAVE
	■	■	■	
	■	■	■	
	■	■	■	
	■	■	■	
	■	■	■	
	■	■	■	

MY THREE BIGGEST READINESS GAPS

1.
2.
3.

THE ONE THAT MATTERS MOST

If I could close only one of these gaps in the next 90 days, which would most improve my readiness?

Why?

COMPANION CAREER PLAN

From Current Role to Next Role

WHERE I AM	WHAT I NEED	WHAT I'LL DO	WHO NEEDS TO SEE IT	NEXT ROLE
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01 CAPABILITY

The capability I need to build:

02 EXPERIENCE

The experience I need to gain:

A real situation where I could gain it:

03 EVIDENCE

What would demonstrate that I'm ready?

04 VISIBILITY

Who needs to know I'm capable of this?

How will they see the evidence?

05 ACTION

What will I do in the next 30 days?

What will I do in the next 60 days?

What will I do in the next 90 days?

When will I reassess my readiness?

AM I READY?

- ☐ I understand what the next role actually requires.
- ☐ I can demonstrate the critical capabilities.
- ☐ I have evidence that I've applied them in real situations.
- ☐ The people who make or influence the decision have seen that evidence.

My current assessment:

- ☐ NOT YET — I know what I need to build.
- ☐ DEVELOPING — I'm actively closing the gaps.
- ☐ READY — I have capability, experience, evidence, and visibility.

Don't wait until a role opens to start becoming ready for it.

YOU CAN BUILD THIS ON YOUR OWN. YOU DON'T HAVE TO.

If you've worked through these resources, you should now have a much clearer picture of the role you want, the capabilities you've built, the gaps that remain, and the evidence you still need. If you'd like an experienced outside perspective on your plan, let's work through it together.

SCHEDULE YOUR 1:1 NEXT-LEVEL MSP PM SESSION →