

START YOUR PATH TO PROMOTION



**SIGNS
MANAGERS
LOOK FOR**

**That Most
People Miss**

+ Action Steps You Can Take THIS Week

FOR INTROVERTS WHO ARE TIRED OF BEING OVERLOOKED WHILE OTHERS GET PROMOTED

You've been in the same role for years. You deliver results. You stay loyal. Yet when promotions are announced, it's always someone else's name.

The truth is, managers look for more than hard work. They are watching for signs of leadership readiness that most people miss, especially introverts who rely on results to speak for themselves.

This guide will help you identify those signs, score yourself, and discover where you need to focus so you can finally get noticed for promotion.

Let's get started!



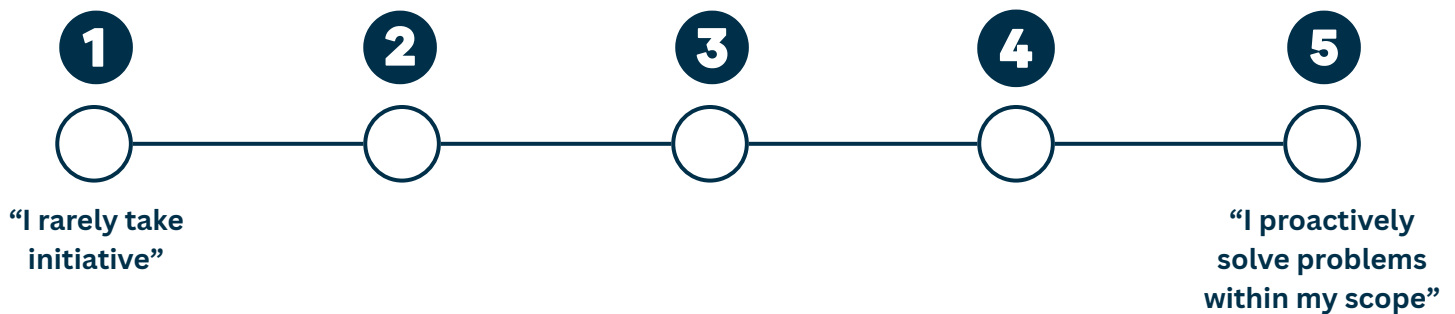


PERSONAL AGENCY

Leaders don't wait for permission. They solve problems and take initiative. They may not have all the answers but they know it is up to them to figure things out.

Action: Propose one solution this week, even if it is only a small reoccurring issue.

Score yourself (1-5):



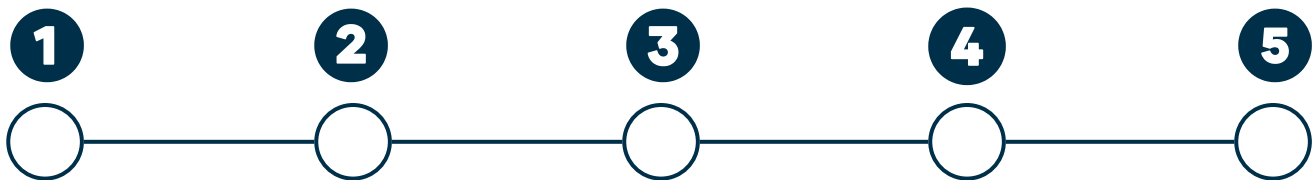
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VISIBLE AMBITION

You need to let people know you are looking to advance. Don't assume your boss knows your career goals. Otherwise they may think you are content in your current role. Also, mentioning it once is not sufficient.

Action: Tell your boss you're aiming for promotion and ask what milestones they'd need to see.

Score yourself (1-5):



“I’ve never spoken about promotion”

“I’ve added career development to my official performance plan”

4

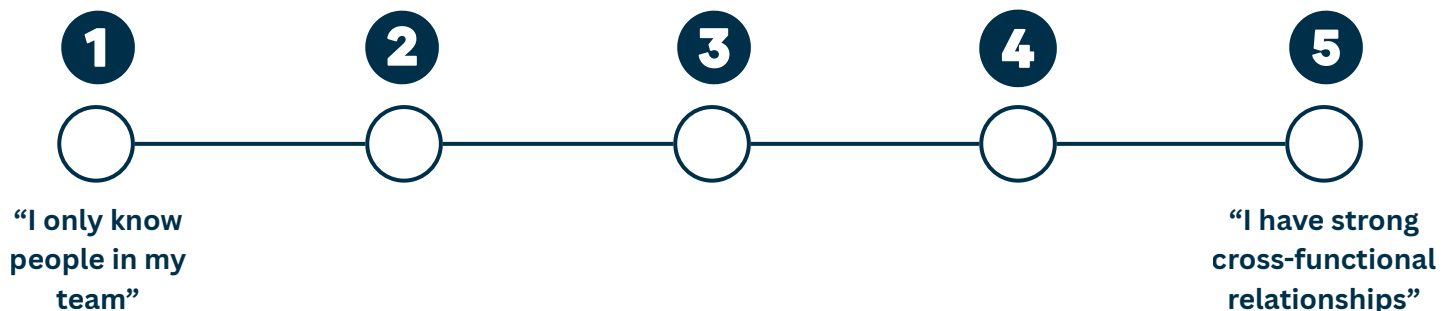
STRATEGIC NETWORKING

Leaders create influence by making connections and building trust with the other decision makers in the organization.

This is important because the decision to promote someone into management usually involves the input from a variety of managers, not just your immediate boss. Plus, these will be your future colleagues, it is good to meet them and start building that trust.

Action: Connect with one leader outside your team this month and learn what matters to them.

Score yourself (1-5):



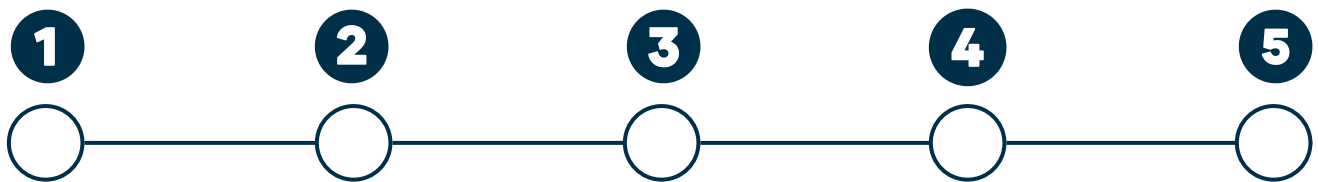
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COMMUNICATE LIKE A LEADER

This is not about talking more. It is about being heard. Leaders speak with clarity and decisiveness. They do not wait to be called upon to speak. And they discuss perspectives beyond the narrow scope of their specific team or department.

Action: Contribute one concise, strategic point at your next meeting. “My recommendation is X because it helps us achieve Y”

Score yourself (1-5):



“I rarely speak up”

“I consistently
shape discussions
with clear input”

PROMOTION READINESS SCORECARD

WORKSHEET

Instructions:

- Rate yourself 1–5 on each sign
- Add up your total score (max 25)

Signs of Leadership Readiness

Score

Proven Impact	
Personal Agency	
Visible Ambition	
Strategic Networking	
Communicate like a Leader	
Total (out of 25)	

RESULTS PAGE:

WHAT YOUR SCORE MEANS



5–9 points → Overlooked & At Risk

Hard work alone isn't enough and right now, managers don't see you as promotion material. The good news? With the right road map, you can change this fast.



10–17 points → On the Radar, But Stalled

You have strengths, but gaps are holding you back. Without fixing them, you risk staying invisible. Focus on 2–3 weak areas to accelerate progress.



18–25 points → Promotion-Ready

You're sending strong leadership signals. Keep sharpening them and focus on timing your ask for promotion. You're closer than you think.

MY ACTION PLAN

WRITE DOWN THE ACTIONS YOU WILL TAKE

Consider one or two of your low-scoring areas. Describe the particular steps you will take, who you will speak with, and when you will complete these actions.

ONE action I will take this week:

ONE conversation I will have this week:

ONE visibility step I will take:

NEED MORE GUIDANCE?

If your score isn't where you want it to be, you're not alone. Most senior professionals, especially introverts, discover they're missing at least 2 or 3 of these signs.

But knowing what you are missing is not the same as knowing how to actually make progress toward a promotion.

If you are not sure what your next step should be, then let's talk!

Click the link below to book a free 1:1 call with me. We will discuss your career goals and challenges and I will provide you with the personalized next steps you need to take to finally move your career forward.

Book a FREE 30-minute
promotion roadmap call



YES! I WANT MY PERSONALIZED PLAN!

Not a sales pitch - No fluff - Just clear action forward