

THE SUPERMAN TEST

Find the capability underneath the duty.

Job descriptions tell you what you did. They do not always show the capability that made you effective. Use this worksheet to move from task language to capability language.

The test

If the job title disappeared, what would still be true about how you create value?

CHOOSE ONE REAL DUTY

PROMPT

YOUR NOTES

Duty or responsibility

What did you actually have to notice, decide, explain, build, coordinate, or solve?

What made this difficult?

What did people rely on you for?

NAME THE CAPABILITY

PROMPT

YOUR NOTES

The capability underneath the duty

Evidence that I can do this well

Rephrase, Reframe, Repurpose

Move the capability beyond one job title or industry.

REPHRASE

Describe the capability in plain language. Remove company names, internal tools, acronyms, and job specific wording.

PROMPT

YOUR NOTES

Instead of saying...

I can say...

REFRAME

Ask where else this capability could matter. Focus on the problem it helps solve, not the title you had when you used it.

PROMPT

YOUR NOTES

This capability helps when...

People or teams who might value it...

REPURPOSE

List a few roles, projects, or environments where the same capability might create value. These are possibilities to investigate, not commitments.

PROMPT

YOUR NOTES

Possibility 1

Possibility 2

Possibility 3

Bridge to the next worksheet

Capabilities tell you what you can bring. Next Chapter Criteria help you decide which opportunities are worth bringing it to.