



YOUR CLARITY PROFILE

Grounded

*The identity you are leading from
and the one you are becoming.*



Your personal profile, from your audit results

THE GROUNDED PROFILE

Based on your results from the 'Why You're Second-Guessing Yourself' leadership audit

Grounded

SCORE BAND 15-25

You've built something many people spend years searching for. Not perfection, not certainty, but a steadiness that isn't constantly shaken by setbacks, opinions or the need to prove yourself.

That doesn't mean you never question yourself. Most great leaders do. The difference is that those moments don't define your decisions, your confidence or the way you lead.

You've learnt to recover quickly. You don't spend long second-guessing yourself or measuring your worth by the outcome. Your confidence comes from something much deeper than your latest success or your last mistake. That's no small achievement.

If one or two of the questions made you pause, please don't dismiss them. The biggest shifts rarely begin when life falls apart. They begin when someone who's already doing well decides they're capable of even more.

The opportunity now isn't to prove yourself. It's to decide what you want this next chapter of your life and leadership to look like.

*The foundation is built.
The question now is what will you build because of it?*

WORTH KNOWING

Research led by psychologist Dr Tasha Eurich found that while 95% of people believed they were self-aware, only 10 to 15% met the study's criteria. Self-awareness is not about having no doubts. It is about recognising what influences you and being willing to look honestly at what you find.

Tasha Eurich, Harvard Business Review, 2018.

"Is this really me?"

This may feel familiar

-  A doubt appears, but you do not allow it to take over.
-  You say no without attaching a paragraph of justification.
-  You hear hard feedback, feel the discomfort, and stay curious anyway.
-  You rest without feeling you have to earn it, and you wake feeling restored.
-  You notice the old urge to prove something without feeling you have to act on it.
-  You are the same woman wherever you are, in the boardroom, at the kitchen table or alone with your thoughts at 6am.

My invitation is to give the final two a little more thought, as they may show you where your steadiness still needs attention. Steadiness should support your growth, not become a reason to stay where you are. Consider where you may now be ready to stretch.

HOW OTHERS SEE YOU

"Is this really me?"

What others see is close to what you experience

OTHERS SEE

-  Calm under pressure.
-  Someone who trusts her judgement.
-  Someone open to honest feedback.
-  Someone who is comfortable with success.

YOU EXPERIENCE

-  Pressure, but it rarely takes over.
-  Decisions made, then rarely revisited.
-  Feedback heard without immediately becoming defensive.
-  Achievements enjoyed without needing them to prove your worth.

For many women, what others see and what they experience internally can be very different. In your case, the two are closely aligned. The steadiness others recognise is largely the steadiness you feel. That is rarer than you might realise, and something worth protecting with intention.

WHERE YOU MAY NOTICE THIS

“Is this really me?”

How your steadiness serves you, and where to stay aware

Your steadiness influences how you think, lead and respond. Here is where it may be supporting you, followed by what to notice in each area.

 CAREER You make career decisions based on what you genuinely want, rather than what you feel you need to prove. Notice whether feeling comfortable is stopping you from pursuing what you really want.	 BUSINESS You grow your business from a clear vision, rather than fear or pressure. Notice where you may be holding back, even though you are ready for more.	 RELATIONSHIPS The people closest to you know the real you, not only the capable version. Notice if being strong makes it difficult to ask for support or admit when you need someone.
 PARENTING You show your children that their worth is not measured by achievement. Notice if praise starts to focus more on what they achieve than who they are.	 FRIENDSHIPS You are someone others can rely on. Notice whether you allow your friends to support you too.	 HEALTH You notice what your body needs before it has to demand your attention. Notice if you recognise the signs but continue to put off responding to them.
 MONEY You earn money without using it as proof of your worth or success. Notice whether you can receive and enjoy it without guilt or explanation.	 DECISIONS Once you have made a decision, you trust yourself and move forward. Notice if you begin questioning it again when the stakes feel higher.	 REST You allow yourself to rest without feeling you have to earn it first. Notice whether rest starts to feel acceptable only when you can justify it.

"I hadn't considered what this could mean."

Your score reflects five different patterns

Your result reflects five patterns that can influence how you see yourself, make decisions and lead. This profile introduces them. The full guide will help you understand which patterns are most present for you and how they may be shaping your experience:



Proving Your Worth

Your confidence becomes closely tied to what you achieve, produce or get right. When results change, your sense of worth can change with them.



Seeking Certainty

You often know what you think, but continue looking for reassurance, information or evidence before fully trusting your own judgement.



Carrying It Alone

You have become so capable and dependable that asking for help, showing vulnerability or allowing yourself to need support can feel uncomfortable.



Doing More

When progress slows or uncertainty appears, your instinct is to work harder, add more or keep pushing, even when more effort is not what is needed.



Outgrowing Your Identity

The habits, beliefs and ways of operating that helped you succeed may no longer fit the woman you are becoming.



Each pattern can follow the same simple loop: something triggers it, you return to a familiar response, that response brings short-term relief, and over time it creates a cost. Your result suggests these patterns are not currently leading you. The full guide will help you recognise the early signs, so you can protect the steadiness you have built.

“What can I do with this today?”

The Friday Grounding

This page is yours to return to each week. Staying grounded is not a one-off insight. It is something you strengthen through small, honest moments of reflection. Set aside five minutes each Friday and ask yourself these three questions.

1 What did I take responsibility for this week that wasn't mine?

Notice where you may have taken on more than belongs to you.

2 Where did I trust my own judgement, and where did I look outside myself for certainty?

Notice the moments when you trusted what you already knew.

3 What am I proud of this week that has nothing to do with what I achieved?

Keep your sense of worth connected to more than results.

Five minutes, once a week, to notice what is changing and what needs your attention.

The full Grounded Guide expands this into 14 days of deeper reflection, supported by recorded audio coaching from me.

GOING FURTHER

"I want to understand this properly."

Ready to understand what your result means for you?

This profile has shown you the steadiness you have built. The full Grounded edition of The Clarity Guide is a 14 day guided coaching experience created for this result. With accompanying audio coaching, it will help you protect it, use it with intention and recognise what could quietly pull you back into old patterns.

-  **Work through the guide with me beside you**
A series of pre-recorded coaching audios to support your reflections, deepen your understanding and help you decide what comes next.
-  **A 14 day guided coaching experience**
Short daily reflections designed to help you deepen your understanding of your result and put what you notice into practice.
-  **The five patterns, explored in depth**
Understand how each pattern may appear for you, what can activate it and the early signs to notice.
-  **The Pattern Loop, explained**
See what triggers a familiar pattern, what keeps it going and where you can interrupt it.
-  **Where the patterns appear beyond work**
Explore how the patterns can influence your career, business, relationships, parenting, friendships, health, money, decisions and rest.
-  **The research behind the patterns**
Understand why these responses develop and what can help you create lasting change.
-  **A weekly five-minute practice**
Simple, repeatable and designed for a diary that is already full.



I wrote every page for the woman who answered the audit the way you did. If this profile felt like being seen, the guide feels like being understood.

Gemma x

£47

Get the Grounded Guide + Audio Coaching

GEMMAEASDON.CO.UK

*“Steady ground was never meant to be stood on.
It was meant to be built on.”*



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