



YOUR CLARITY PROFILE

Established

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



Your personal profile, from your audit results

THE ESTABLISHED PROFILE

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

YOUR RESULT

Established

SCORE BAND 48-60

These patterns appear to be influencing your leadership regularly, rather than only during particularly demanding moments. You remain highly capable and are very often the person others turn to, but the way you are operating may be asking more of you than anyone else can see.

You may be holding yourself to standards that keep moving, carrying responsibility automatically and responding to uncertainty by pushing harder. These responses have probably contributed to your success. They may also be making it difficult to rest properly, ask for support or feel secure in what you have already achieved.

This result does not question your ability. It shows that certain patterns have become deeply familiar. Familiar does not mean fixed. Once you can recognise what is happening, you can begin deciding which responses still serve you and which ones you are ready to change.

*You have become someone others can rely on.
The next step is learning that you do not have to carry everything
to remain that woman.*

WORTH KNOWING

The World Health Organisation recognises burnout as an occupational phenomenon linked to chronic workplace stress that has not been successfully managed. Sustained exhaustion is not evidence that you lack strength or resilience. It is a sign that the way you are working and carrying responsibility deserves your attention.

World Health Organisation, ICD-11, 2019.

"Is this really me?"

This may feel familiar

-  Waking already tired, with your mind running through the day before your feet touch the floor.
-  Taking a moment to compose yourself before walking into the room as the woman everyone expects you to be.
-  Wanting to step away from everything for a while. Not from your life, but from being responsible for so much of it.
-  Taking time off without fully switching off. You may leave the work, but the work does not always leave you.
-  Hearing "I don't know how you do it all" and feeling pressure rather than pride.
-  Taking responsibility for decisions, emotions and outcomes that were never entirely yours to carry.

Notice what connects these experiences. None of them points to a lack of capability. They show how much you are carrying and how rarely you allow yourself to put any of it down.

When a way of operating has supported you for years, it can begin to feel normal. Recognising its cost is often where something new becomes possible.

"Is this really me?"

The cost they cannot see

OTHERS SEE

-  Calm and capable under pressure.
-  The person who never drops a ball.
-  Someone with an extraordinary capacity for responsibility.
-  "I don't know how she does it all."

YOU EXPERIENCE

-  Holding yourself together while the pressure and doubt remain private.
-  The constant mental effort of remembering, managing and anticipating everything.
-  Saying yes before considering what carrying one more thing will cost you.
-  Sometimes not knowing either. Only knowing that stopping or asking for help feels difficult.

The woman others see is real. They see your capability, strength and dependability. What they may not see is what it currently costs you to sustain them.

Closing that gap does not mean becoming less capable. It means creating a way of leading that asks less of you personally.

WHERE YOU MAY NOTICE THIS

“Is this really me?”

It was never just about work

When a pattern has become deeply familiar, it rarely stays within one part of your life. It can influence how you work, relate, rest and respond to yourself. Notice what feels familiar:



CAREER

Success can feel like something you must continually maintain, leaving little space to enjoy what you have achieved.



BUSINESS

Growth remains closely tied to your personal effort.
Notice *where being involved in everything has started to limit both you and the business.*



RELATIONSHIPS

The people closest to you may receive what is left after everyone else has needed something. **Notice** *when being present starts to feel like another responsibility.*



PARENTING

Children learn from how you treat yourself as well as what you tell them. **Notice** *when carrying everything begins to look like the normal way to live.*



FRIENDSHIPS

Conversations may stay practical or focused on other people. **Notice** *if you are rarely the person who shares what is really happening or allows herself to be supported.*



HEALTH

Your body may be giving you signals that are becoming harder to ignore. **Notice** *if you respond only when those signals begin to interrupt your plans.*



MONEY

You may have created financial success without experiencing the security or freedom you expected it to bring. **Notice** *when the goal keeps moving.*



DECISIONS

You may carry important decisions alone, continue thinking about them long after they are made or feel personally responsible for every outcome.



REST

You may take time away while remaining mentally available to everyone and everything. **Notice** *when rest changes your location without changing your pace.*

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

Your score reflects five familiar patterns

Your result reflects five patterns that can influence how you see yourself, make decisions and lead. At this level, one or more may have become a regular part of how you respond to pressure, responsibility or uncertainty. Each pattern can appear on its own. They can also overlap and strengthen one another. The full guide will help you understand which are most present for you, what activates them 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.



These patterns do not always follow one fixed order. Uncertainty might lead you to seek more certainty, carry more alone or respond by doing more. That response may bring temporary relief, which makes it more likely to be repeated the next time pressure appears. Over time, the sequence can begin to feel automatic. The full guide helps you recognise the sequence that is most familiar to you and where you can begin changing it.

“What can I do with this today?”

The Weekly Pattern Check

This page is yours to return to each week. When patterns have become deeply familiar, change begins by noticing one response and making one different choice. You do not need to address everything at once. Set aside five minutes and ask yourself these three questions.

1 Where did I feel the most pressure this week, and how did I respond?

Notice whether you sought more certainty, took on more responsibility, worked harder or questioned what you had already decided.

2 What was I carrying that could have been shared, questioned or left undone?

Consider the responsibility you accepted automatically, without first deciding whether it was yours.

3 What is one small choice that would support me better next week?

Choose something specific. Ask for help, hold a boundary, close a decision, take something off your list or allow enough to be enough.

Five minutes, once a week, to recognise an automatic response and choose what you would like to do differently.

The full Established 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 helped you recognise where familiar patterns may now be shaping how you lead, make decisions, carry responsibility and respond to pressure. The full Established edition of The Clarity Guide is a 14 day guided coaching experience created for this result. With accompanying audio coaching, it will help you understand why these responses have become so familiar, what keeps them in place and how to begin changing them without turning change into another demand you have to carry alone.

-  **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 be operating for you, what activates it and what can help you respond differently.
-  **The Pattern Loop, explained**
See what activates a familiar response, how one pattern can reinforce another and where you can interrupt the sequence.
-  **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 support meaningful, 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 Established Guide + Audio Coaching

GEMMAEASDON.CO.UK

*“Changing these patterns does not
mean lowering your standards.
It means leading with the same ambition,
at far less personal cost.”*



gemmaeasdon.co.uk