

DIAGNOSTIC TOOL

Executive Promotion Readiness Scorecard



A Forensic Self-Diagnostic Across the Six Dimensions That Drive Advancement

FROM: Brian Baldari, Executive Architect | ResilExec Coaching • CLASSIFICATION: Executive Tool

Enterprise systems evaluate advancement candidates across ten measurable dimensions. Most high-performers are strong on two or three. Advancement to the senior executive level requires sustained strength across all ten. Rate yourself honestly: 1 = Significant Gap, 5 = Executive Ready.

RATE EACH DIMENSION (1 = SIGNIFICANT GAP → 5 = EXECUTIVE READY)

Strategic Thinking

Do you consistently operate at the direction level — pattern recognition, future-state clarity, and business acumen — not just execution?

1 2 3 4 5

Enterprise Perspective

Can you articulate your work's impact on the full enterprise — financials, cross-functional outcomes, organizational risk?

1 2 3 4 5

Executive Presence

Do you command credibility, composure, and clarity in high-stakes rooms with senior leaders — without over-explaining?

1 2 3 4 5

Cross-Functional Influence

Can you drive outcomes and alignment across functions without positional authority?

1 2 3 4 5

Sponsorship Advocacy

Do you have at least one C-suite leader actively advocating for you in closed-door talent discussions?

1 2 3 4 5

Organizational Visibility

Are you consistently visible in the forums, initiatives, and conversations where advancement decisions are made?

1 2 3 4 5

Leadership Brand Clarity

Can you articulate your unique strategic value in one sentence — and do key decision-makers share that perception?

1 2 3 4 5

Performance Reputation

Is your track record of delivering enterprise-level outcomes well known beyond your direct chain of command?

1 2 3 4 5

Risk Appetite & Confidence

Do you pursue stretch opportunities and make high-stakes calls under ambiguity — or wait for certainty?

1 2 3 4 5

Promotion Timing Alignment

Are organizational conditions — succession gaps, budget cycles, leadership transitions — aligned with your readiness?

1 2 3 4 5

SCORE INTERPRETATION

40 – 50

Executive Ready

30 – 39

Promotion Emerging

20 – 29

Development Required

Below 20

Strategic Repositioning
Needed

Any score below 40 indicates a structural advancement gap — not a performance deficit.
The Purpose-Driven Ascent™ system is designed to close each gap in sequence.

© 2020 Resilient Performance Coaching LLC d/b/a ResilExec Coaching. All Rights Reserved.