

FREE ASSESSMENT – DOWNLOAD AND COMPLETE

Promotion Ready *Assessment*

How ready are you — really? Work through all 8 steps of the leadership communication framework and find out exactly where you stand and what to focus on first.

8 steps · 24 statements · 10 minutes · Your honest picture

01 Strengths

02 Strategy

03 Standards

04 Stakeholders

05 Speaking Up

06 Structure

07 Staying Calm

08 Sharing Successes

This is your *Promotion Ready Assessment.*

"After nearly 20 years of coaching professional women, I can tell you one thing with complete confidence: the gap between the women who get promoted and the women who don't is almost never about ability. It's about how they communicate their value, their ambition, and their readiness. This assessment shows you exactly where your leadership communication is working for you — and where it isn't."

— Liz Boswell, *Bold Moves Coaching*

HOW IT WORKS

Each of the 8 steps covers a specific leadership communication skill that determines whether capable women get promoted. This is an assessment, not a quiz — there are no trick questions, just an honest picture of where you are right now. Tick every statement that is **genuinely true for you right now** — not aspirationally true, actually true. Add up your ticks at the end and the score guide will show you exactly where to focus first.

Maximum score: 24. There's no right or wrong — just useful information.

Step 01

Strengths

Understand yourself

Step 02

Strategy

Get clear on your direction

Step 03

Standards

Define what you're aiming for

Step 04

Stakeholders

Know who matters

Step 05

Speaking Up

Be seen and heard

Step 06

Structure

Have the right conversations

Step 07

Staying Calm

Perform under pressure

Step 08

Sharing Successes

Own what you've achieved

Strengths

Understand yourself — before you try to change anything else.



"This is the foundation of everything. And believe me when I tell you, most people skip it — not because they don't think it matters, but because nobody's ever made them stop and look at it properly."

- I know how I naturally communicate — my pace, my style, the way I come across — not just in theory, but in the moments that count.

- I can talk about my genuine strengths without trailing off, deflecting to the team, or immediately following up with a "but."

- I know at least one thing other people see in me that I've been dismissing or minimising — and I'm actually doing something about it.

MY SCORE FOR STEP 01

___ / 3

Strategy

Get clear on your direction — turn ambition into a plan.



"I want to be promoted" isn't a strategy. It's a wish. This step is about turning it into something with actual steps, an actual direction, and an actual timescale."

- I have a specific, written plan for my next career step — not in my head, not "sort of," actually written down.

- I know what my organisation specifically values when they decide who gets promoted — and I can say it out loud, clearly.

- I can name the two or three things that, if I focused on them right now, would make the biggest difference to what happens next.

MY SCORE FOR STEP 02

___ / 3

Standards

Define what you're aiming for — you can't hit a target you haven't set.



"Most people are working hard to deliver at their current level, when what's needed is evidence they can operate at the next one. There's a difference — and it starts with knowing what that next level actually looks like."

- I can describe — specifically, not vaguely — what leadership looks and feels like at the next level in my organisation.

- I am already doing at least one thing that belongs to the next level, in a way that the right people can actually see.

- I've broken my promotion goal into specific steps with real timescales — not just a general sense of "soon."

MY SCORE FOR STEP 03

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Stakeholders

Know who matters — and build those relationships deliberately.



"Promotion decisions are rarely made by one person in one room. Most of the women I work with don't know who's in the other rooms — or what those people think of them."

- I can name every person — beyond my direct manager — who has a say in whether I get promoted.

- The most influential people in my organisation have a clear, accurate picture of what I've delivered and what I'm ready for next.

- I have a deliberate plan for each of my key relationships — not just my manager, all of them.

MY SCORE FOR STEP 04

___ / 3

Speaking Up

Be seen and heard — in the moments that count.



"This is the one that surprises people the most. Then suddenly they realise — nobody can read their mind. Nobody knows they want it. Nobody knows what they think. Because they haven't said it."

I share my ideas and opinions in senior spaces — not just when I'm certain, but when I have something worth saying.

I have told the right people, clearly and directly, that I want to be promoted. Not hinted. Said it.

I don't regularly hold back what I think because I'm worried about how it'll land, what they'll think, or whether it's my place to say it.

MY SCORE FOR STEP 05

___ / 3

Structure

Have the right conversations — properly prepared, not just hoped for.



"The conversations that shape careers don't go well by accident. They go well because someone prepared for them — knew what they wanted to achieve, how they were going to get there, and what they'd do if it went sideways."

- I know how to structure a promotion conversation — what to bring, how to frame what I've done, and how to close it with a clear next step.

- I've had a direct conversation with my manager about what specifically needs to happen for me to be promoted. Not a vague chat — a real one.

- There is no important conversation I've been putting off because I don't know how to start it or where it might go.

MY SCORE FOR STEP 06

___ / 3

Staying Calm

Perform under pressure — composure is a learnable skill.



"How you show up when you're put on the spot tells people a lot about how you'll handle the next level. It's one of the things I work on most with clients — because it's one of the things that costs people promotions most often."

- When I'm challenged unexpectedly — in a meeting, a review, or a conversation I didn't see coming — I respond with clarity, not panic.

- I have a reliable way of buying myself thinking time that doesn't make me look uncertain or unprepared.

- I feel genuinely ready — not just crossing my fingers — for the tough questions in my next promotion conversation.

MY SCORE FOR STEP 07

___ / 3

Sharing Successes

Own what you've achieved — without it feeling like showing off.



"I don't want to sound like I'm showing off! I hear this more than almost anything else. And it's costing women their promotions. There's a difference between boasting and being clear. We need to find yours."

- I keep an up-to-date record of my achievements — specific, evidenced, and in my own words — because I know I'll need it when it counts.

- I can tell you right now, clearly and without trailing off, what I've specifically contributed to my organisation in the last six months.

- I talk about my work with confidence. Not arrogance — confidence. I know the difference, and I know which side of the line I'm on.

MY SCORE FOR STEP 08

___ / 3

Your Assessment Results.

Add up your ticks across all 8 steps. Your score gives you an honest picture of where your leadership communication stands right now.

MY ASSESSMENT SCORE

Add the scores from all 8 steps and write your total here

/ 24

0 – 8

The foundations need building.

I know that might sting a little — but this is genuinely the best thing to find out right now, before another year passes. Every single one of these steps is learnable. You're not behind. You just have a clearer picture than most people ever get, and that's where it starts.

Your next step → **Practically Promoted**

9 – 15

You're moving — and there are specific gaps slowing you down.

Look back at the steps where you scored 0 or 1. Those aren't random — they're the things standing between you and the promotion you're ready for. The gaps are too broad to patch in a single session. What you need is the full framework, worked through properly.

Your next step → **Practically Promoted**

16 – 20

You're close. Closer than you think.

The gaps you have are costing you — not because you're not capable, but because something specific is missing. Practically Promoted is the right next step — it gives you the full foundation, worked through properly, with support at every stage.

Your next step → **Practically Promoted**

21 – 24

You're promotion ready. Now nail the conversation.

You're in strong shape. The foundations are there. The next step is making sure you walk into your promotion conversation fully prepared — clear on your story, ready for the questions, and confident under pressure. Book a call with Liz and let's make that happen.

Your next step → **Book a call with Liz**

BEFORE YOU CLOSE THIS

"What is one thing I could do this week that would move me forward on my lowest-scoring step?"

Write it down. Not because the answer has to be perfect — but because naming it is the thing that turns "I should really do something about this" into actually doing something about it. Your next step is on the following page.

Based on your score, here's your *next step*.

You've done the honest work. Here's exactly where to go next — based on where you are right now.

IF YOU SCORED 0 – 15

Practically Promoted

The 12-week coaching programme

£1,699

You need the full framework — not just interview prep. Practically Promoted takes you through all 8 steps with 1:1 coaching, group circles, DISC profiling, and 12 weeks of direct support. This is where capable women who are ready for more build the complete picture.

→ boldmovescoach.co.uk/practically-promoted

Not sure where to start?

Book a short call with Liz — she'll give you an honest answer about your next step.

boldmovescoach.co.uk/contact-8

"Whatever your score — completing this assessment means you now know more about where you are than most women ever take the time to find out. That matters. What you do with it next is what counts."

— Liz Boswell