

10Q Executive Career Direction Worksheet

First...why this exists.

Because it's not your resume. Your network isn't the problem, either. Your obstacle is **clarity**.

This is a problem that doesn't solve itself.

Also, it won't get solved by talking to more people, sending out more coffee chat invites, or polishing a story around a direction you don't fully believe in anymore (*or yet*).

After 5, 10, 20+ years in medical device, it makes sense to hesitate before running harder in the same direction. The resistance you're feeling shouldn't be ignored because it's good data. If you did, you'd fall into a trap that many smart, experienced operators end up stuck for years – and they wind up either burnt out, or resentful, or unfulfilled.

So, let's do the **work and get your clarity back.**

This worksheet is designed to force clarity *before* action. Real answers will create constraints and eliminate options, which is counterintuitive but *very* wise to do. Then, you'll have a better chance at finding a direction that is something you can commit to and run at. **Here we go.**

How to Use This Worksheet

- **10 Questions. One sitting. No editing.**
- **Short answers allowed – but not vague ones. Be real. Go deep.**
- **Any answer that sounds “reasonable” probably isn't honest enough yet.**

Instructions

Set aside uninterrupted time. Answer each question **in writing**. Don't optimize for polish or optics (believe me, we've heard it all – this doesn't help). Lean into truth, rawness, and clarity. This is a decision-making tool.

Note from Claire

This worksheet is not for the faint of heart. It's intended to create clarity through constraint. If answers feel uncomfortable, that is expected—and useful.

The 10 Critical Questions

1. Problem Value

What industry am I in?

Response:

What problem am I *actually best* at solving – and would people still pay me for it if my title disappeared?

Response:

2. Energy Audit

Which parts of my last three roles drained me fastest and which ones consistently sharpened me?

Role 1:

Drains:

Sharpens:

Role 2:

Drains:

Sharpens:

Role 3:

Drains:

Sharpens:

Throughlines: What do you notice that is similar among these three observations?

3. Core Driver Trade-Off

If I had to remove one of these permanently—status, money, or control—which would hurt the least?

Response:

4. Decision Ownership

What kind of decisions do I want to be responsible for *five years from now*—and which ones do I never want back on my plate?

Want:

Never Again:

5. Phase Fit

Do I want to build, fix, scale, or defend—and why *now*?

Response:

6. Chaos vs. Structure Threshold

What is the maximum amount of chaos I will tolerate for upside—and the minimum amount of structure I require to perform at my best? Would my family agree?

Response (use examples, not adjectives):

7. Transferable Advantage

If I left my industry tomorrow, what advantage would I carry with me that others in a new field wouldn't?

Response:

8. Updated Ambition

What does “ambition” look like for me *now*—and how has that definition changed in the last 5–10 years?

Now:

Then vs. Now:

9. Non-Negotiable Costs

What personal cost am I no longer willing to pay for professional success?

Response:

10. The Regret Test

If I do nothing and stay on my current path for the next 3 years, what will I regret not changing *right now*?

Response:

