

ZIL CAREER CHANGE READINESS ASSESSMENT

Time Required: ≈60 minutes

Instructions: Answer all questions honestly. This assessment will help identify your strengths, growth areas, and your readiness to take on the career transition journey.

SECTION 1: CAREER CLARITY & DIRECTION

1. How clear are you about what you want in your next career move?

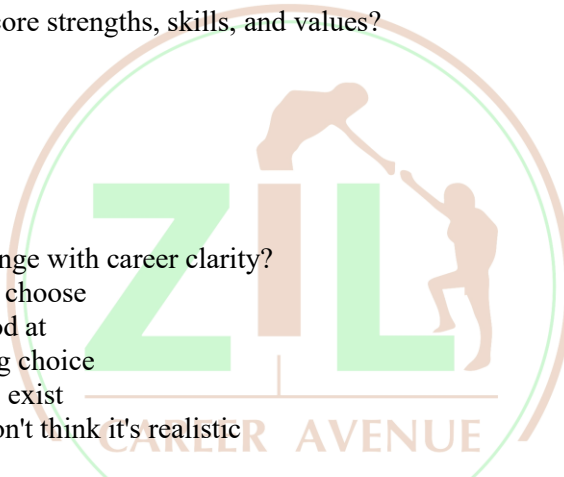
- Very unclear - I have no idea
- Somewhat unclear - I have vague ideas
- Moderately clear - I have some options
- Clear - I know my direction
- Very clear - I have a specific goal

2. Have you identified your core strengths, skills, and values?

- Not at all
- Slightly
- Somewhat
- Mostly
- Completely

3. What's your biggest challenge with career clarity?

- Too many interests, can't choose
- Don't know what I'm good at
- Fear of making the wrong choice
- Don't know what options exist
- Know what I want but don't think it's realistic



SECTION 2: CONFIDENCE & SELF-BELIEF

4. How confident are you in your ability to successfully change careers?

- Not confident at all
- Slightly confident
- Moderately confident
- Very confident
- Extremely confident

5. Which limiting beliefs hold you back? (Select all that apply)

- I'm too old to change careers
- I don't have the right qualifications
- I'm afraid of failure or judgment
- I don't have enough experience to compete

6. Do you struggle with imposter syndrome when considering new career paths?

- Never
- Rarely
- Sometimes
- Often
- Constantly

SECTION 3: STRATEGIC PLANNING & EXECUTION

7. Do you have a clear, actionable plan for your career transition?
- No plan at all
 - Very rough ideas
 - Basic outline
 - Detailed plan
 - Comprehensive roadmap with milestones
8. What's preventing you from taking action on your career change?
- Don't know where to start
 - Overwhelmed by the process
 - Lack of time
 - Financial constraints
 - Fear of leaving current stability
9. How effective are you at breaking down big goals into manageable steps?
- Not effective at all
 - Slightly effective
 - Moderately effective
 - Very effective
 - Extremely effective

SECTION 4: SKILLS & QUALIFICATIONS

10. Do you know what skills you need to develop for your desired career?
- No idea
 - Vague sense
 - Some understanding
 - Clear understanding
 - Complete clarity with development plan
11. What concerns you most about your qualifications? *(Select all that apply)*
- I need additional certifications or degrees
 - My experience doesn't translate
 - I have skill gaps
 - I don't know how to position my background
 - I'm worried about starting over
 - None - I'm confident in my qualifications
12. Are you actively upskilling or learning new competencies?
- Not at all
 - Thinking about it
 - Researching options
 - Taking some courses
 - Actively learning with clear goals

SECTION 5: NETWORKING & PERSONAL BRAND

13. How strong is your network in your desired career field?
- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Nonexistent | <input type="checkbox"/> Moderately strong |
| <input type="checkbox"/> Very weak | <input type="checkbox"/> Very strong |
| <input type="checkbox"/> Developing | |
14. How comfortable are you with networking and reaching out to people?
- | | |
|---|---|
| <input type="checkbox"/> Very uncomfortable | <input type="checkbox"/> Comfortable |
| <input type="checkbox"/> Uncomfortable | <input type="checkbox"/> Very comfortable |
| <input type="checkbox"/> Neutral | |
15. Is your LinkedIn profile and online presence optimized for your career goals?
- Not at all
 - Needs major work
 - Partially optimized
 - Mostly optimized
 - Fully optimized and active

SECTION 6: JOB SEARCH & INTERVIEW READINESS

16. Can you clearly articulate your career story and why you're making this change?
- Not at all
 - Struggle with it
 - Somewhat
 - Fairly well
 - Confidently and compellingly
17. What aspects of the job search concern you most? *(Select all that apply)*
- Writing a compelling resume for a new field
 - Explaining career change in interviews
 - Finding opportunities in the hidden job market
 - Handling rejection and staying motivated
 - Negotiating salary as a career changer
 - Articulating my value
18. How prepared are you for interviews in your target field?
- Completely unprepared
 - Minimally prepared
 - Somewhat prepared
 - Well prepared
 - Highly prepared and confident

SECTION 7: FINANCIAL & PRACTICAL CONSIDERATIONS

19. Have you assessed the financial impact of your career change?
- Haven't thought about it
 - Vaguely aware
 - Somewhat assessed

- Thoroughly assessed
- Complete financial plan in place

20. How much does financial security hold you back from making a move?

- Not at all
- A little
- Moderately
- Significantly
- It's my primary barrier

21. Do you have a financial runway or plan to sustain yourself during transition?

- Yes, I have significant savings
- Yes, I have some savings
- I'm planning to transition while employed
- I'm figuring it out as I go
- No, this is a major concern

SECTION 8: SUPPORT & ACCOUNTABILITY

22. How supported do you feel in your career change journey?

- Not supported at all
- Minimally supported
- Somewhat supported
- Well supported
- Extremely supported

23. What type of support would be most valuable to you? *(Select all that apply)*

- Someone to help me gain clarity
- Accountability and motivation
- Strategic planning and road-mapping
- Skills development guidance
- Networking strategies and connections
- Interview and job search coaching

24. How would you rate your self-accountability for making progress?

- Very poor
- Poor
- Fair
- Good
- Excellent

SECTION 9: TIMING & COMMITMENT

25. How urgent is this career change for you?

- Just exploring
- Thinking about it
- Want to change within 12 months
- Need to change within 6 months
- Need to change immediately

26. How much time per week can you dedicate to your career transition?

- Less than 2 hours
- 2-5 hours

- 5-10 hours
- 10-20 hours
- 20+ hours (full-time search)

27. What's your commitment level to making this change happen?

- Just curious
- Interested but hesitant
- Moderately committed
- Very committed
- Absolutely determined

SCORING INSTRUCTIONS

For Scale Questions (Questions 1, 2, 4, 6, 7, 9, 10, 12, 13, 14, 15, 16, 18, 19, 20, 22, 24, 25, 27):

- First option = 0 points
- Second option = 1 point
- Third option = 2 points
- Fourth option = 3 points
- Fifth option = 4 points

Calculate Your Section Scores:

1. Career Clarity (Q1, Q2):	Add scores, divide by 8, multiply by 100	%
2. Confidence (Q4, Q6):	Add scores, divide by 8, multiply by 100	%
3. Strategy (Q7, Q9):	Add scores, divide by 8, multiply by 100	%
4. Skills (Q10, Q12):	Add scores, divide by 8, multiply by 100	%
5. Network (Q13, Q14, Q15):	Add scores, divide by 12, multiply by 100	%
6. Job Search (Q16, Q18):	Add scores, divide by 8, multiply by 100	%
7. Financial (Q19, Q20):	Add scores, divide by 8, multiply by 100	%
8. Support (Q22, Q24):	Add scores, divide by 8, multiply by 100	%
9. Timing/Commitment (Q25, Q27):	Add scores, divide by 8, multiply by 100	%
Overall Readiness Score:	Add all 9 section scores, divide by 9	%

INTERPRETING YOUR RESULTS

75-100%: High Readiness	50-74%: Medium Readiness	0-49%: Early Stage
You have strong foundations in place. With targeted support in a few key areas, you're positioned for successful transition.	You have some foundations but need structured support. ZIL Coaching can help you build confidence, create strategy, and accelerate progress.	You would benefit significantly from comprehensive guidance. This is where coaching makes the biggest impact—helping you build clarity, confidence, and a roadmap forward.

YOUR INSIGHTS

Based on your responses, note your areas of strength and growth:

My Strongest Areas (highest scores):

1. _____

2. _____
3. _____

Areas Where I Need Most Support (lowest scores):




1. _____
2. _____
3. _____

My Biggest Barriers from Questions 3, 5, 8, 11, 17, 23:

NEXT STEPS

Your assessment reveals specific areas where personalized coaching can make the difference between staying stuck and owning your career transformation and success.

If you are ready for guidance; schedule your *complimentary 30-minute* Career Clarity Session:

 Email: CoachMe@zilcav.com |  Phone: +1.773.373.6947 |  Website: www.zilcav.com

In this session, we:

- Review your assessment results in detail
- Determine if coaching is the right fit for your goals

Contact Information:

Name: _____

Email: _____

Phone: _____

Best time to reach you: _____

Yes, I'd like to schedule a complimentary strategy session

Send me information about your coaching programs

This assessment is designed to provide insights into your career change readiness. Results are for informational purposes and do not constitute professional career advice. For personalized guidance, schedule a **Free** 30-Minute consultation.