

Strengthening Fit

Dimensions of Fit

You ✨

How you show up

- I'm performing and adding value
- I'm displaying a growth mindset
- I'm seeking feedback and support, as needed
- I'm utilizing the company's training and resources
- I feel like my authentic self at work

Company ❤️

Values, culture, trajectory

- Company values align or overlap with mine
- Company values me and my contributions
- Company is growing and financially sound
- My compensation is in line with my value and market value

Role 🏢

Current scope and future options

- I'm challenged but not overwhelmed
- I'm leveraging my strengths
- I have a manager who cares about my success
- I'm growing

Environment 🌻

Other conditions that impact you

- My environment is comfortable
- My environment is conducive to how I work best
- I am creating integration between work and life

How to Strengthen Fit

The bullet points below are examples to inspire how you can be proactive to strengthen fit in your current circumstances. This is not intended to be a comprehensive list.

1

Grow in place

- Work on your mindset
- Identify team members you can learn from
- Take advantage of company trainings
- Participate in company Employee Resource Groups
- Are you performing?
- Are you thriving?

2

Explore an expanded role

- Ask for a stretch assignment
- Add responsibilities to current role for a dual role (e.g., Product and digital marketing)

3

Make a lateral move

- Improve breadth and depth of knowledge
- Build on stretch assignment
- Work on teams you collaborated with

4

Get promoted

- Know your path to promotion. Seek clarity (in writing) if you're unsure.
- Communicate your goals to your Manager
- Schedule regular checkins with your manager
- Know your market rate [refer to Money / Week 5 resources]

5

Build support around you

- Share best practices with your co-workers
- Seek out a sponsor who will champion you with Management
- Participate in mentoring programs
- Use Momentum cohort for inspiration and guidance

Instructions

Let's explore specific aspects of work and what fits you. Place an X in the column that reflects what you like and how you work best. There are no right or wrong answers, only what's true for you.

What fits me?

	I really like		I like a mix of both		I really like	
Flexible work hours						Defined work hours
Focused on details						Focused on big picture
My manager is "hands on"						My manager is "hands off"
Collaborating with others						Working independently
Travelling a lot						Never travelling
Working on short-term projects						Working on long-term projects
Lots of structure already established						Minimal structure
Managing others						Independent contributor
Implementing						Creating
Being a generalist						Being a specialist
Low risk - prefer things to be predictable						High risk - prefer a big challenge with unpredictable results
Part of a small team						Part of a big team
Working within my team						Working cross-functionally
Analytical environment that's data driven						Creative environment that's idea or concept driven
My co-workers are my friends and we socialize outside of work						My co-workers are my co-workers. We are friendly but keep things strictly professional.
Fast paced / rapid growth						Slower paced / slower growth
Big company						Small company
Working remotely						Working at a company office

Reflection Questions

1. How might you improve how you show up each day? How can you take more responsibility for your mindset and posture?

2. Evaluate the current fit with your company (1 = weak fit, 5 = strong fit). Identify any specific areas that fall short and why they matter to you.

3. How does the concept of Fit apply to your personal life?

4. What actions can you take to strengthen fit in your current circumstances?

Deeper Dive Materials

Books

[*Life is in the Transitions, Mastering Change at Any Age*](#) by Bruce Feiler

[*You Turn: Get Unstuck, Discover Your Direction, and Design Your Dream Career*](#) by Ashley Stahl

[*Leaders Eat Last*](#) by Simon Sinek

[*The Culture Quotient*](#) by Gregory Besnor

[*Braving the Wilderness*](#) by Brene Brown

Articles

[10 Questions to Ask During an Interview](#)

[Best Interview Questions to Assess Company Culture](#)

