

# 16 Signs you're holding yourself back

And how to  
stop doing it.  
(A checklist  
for when  
you're feeling  
stuck.)



# Feeling stuck?

It's not always your boss.

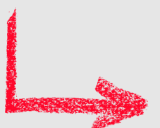
Sometimes it's your habits, patterns, and silence.

This checklist is for professionals who want to stop spinning and start leading with intention.

For each of the 16 statements:

- ✓ Check Yes if it feels true for you right now.
- ✗ Check No if it doesn't.

Then see where you land, and what to do next.



Yes

No

1

**I wait to be noticed instead of speaking up.**

☐☐

Visibility isn't a reward. It's a skill.



*Share one recent win out loud, not just in your head.*

2

**I vent, but only to people who can't change anything.**

☐☐

Venting without action is noise. Not strategy.



*Choose one conversation to have with the right person.*

3

**I downplay my accomplishments.**

☐☐

Humility is good. Invisibility is not.



*Practice saying, "Here's what I'm proud of," without apologizing.*

4

**I assume my work will speak for itself.**

☐☐

It whispers. Then gets ignored.



*Ask someone influential if they know what you actually do.*



Yes

No

5

**I rarely ask for help.**

☐☐

Struggling solo isn't strength. It's silence.



*Choose one thing to delegate  
or ask about this week.*

6

**I avoid risk unless  
success is guaranteed.**

☐☐

Perfect is comfortable. Progress is messy.



*Take one step forward  
before you feel fully ready.*

7

**I only reach out when  
I need something.**

☐☐

That's not a network. That's a panic button.



*Reconnect with one  
person just to check in.*

8

**I wait for  
permission to act.**

☐☐

Leadership isn't granted. It's claimed.



*Identify one decision you  
can make without waiting.*



**9****I stay busy instead of staying focused.**

Yes

No

☐☐

Hustle is not the same as progress.



*Cut one low-impact task from your plate today.*

**10****I take feedback as criticism.**☐☐

If it stings, it probably matters.



*Revisit a piece of feedback and mine it for something useful.*

**11****My attitude is wearing thin.**☐☐

Frustration isn't harmless. It spreads.



*Take inventory. What's draining you, and what needs to shift?*

**12****I haven't defined what success looks like for me.**☐☐

If you don't know the goal, you can't win the game.



*Write your own definition of "success" in one sentence.*



Yes

No

13

**I shrink to fit in instead of standing out.**

☐☐

Comfort zones aren't careers. They're cages.



*Say one thing out loud that you usually keep to yourself.*

14

**I think leadership looks a certain way.**

☐☐

Usually louder. Often male.



*Make a list of what leadership looks like on you.*

15

**I wait to feel confident before acting.**

☐☐

Confidence doesn't show up first. You do.



*Pick one thing you're avoiding. Start anyway.*

16

**I assume others have it figured out.**

☐☐

They don't. They're just louder.



*Ask one question you've been afraid might sound "dumb."*

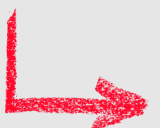


# Now what?

## Score yourself.

Count how many Yes responses you have.

- 0–4 Yes:** You're on track. Keep checking in, and keep showing up.
- 5–10 Yes:** Some habits are holding you back. Time for a reset. Choose three actions and start this week.
- 11–16 Yes:** The patterns are clear, and they're costing you. Don't wait for a perfect plan. Pick one change and begin.





**Find this useful?**



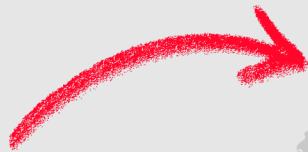
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