

Is This a Performance Issue or a Classification Error?

A 5-question self-check for professionals managing capacity privately

There are no right or wrong answers. Notice which statements feel familiar.

Question 1

My work still meets expectations, but it requires more effort than it did a year ago.

- Strongly disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly agree
-

Question 2

I am compensating in advance (overpreparing, working ahead, staying visible) to prevent problems from showing.

- Never
 - Occasionally
 - Often
 - Almost always
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Question 3

If my performance dipped slightly, I believe it would be interpreted as something wrong with me, not as response to conditions.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Question 4

The pressure I feel right now is less about doing more, and more about avoiding the cost of getting something wrong.

- Strongly disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly agree
-

Question 5

What feels most important to protect right now? (Choose up to two)

- Professional credibility
 - Decision authority
 - Stamina / sustainability
 - Timing or trajectory
 - Room to maneuver
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What This Means

If several of these statements resonated, what you're experiencing may not be a performance problem. It may be sustained invisible work being misclassified.

This self-check doesn't tell you what to do. It helps you name what's actually happening before you act on the wrong assumption.

If you want to think this through privately, confidential consultation is available.

[Schedule a Private Consultation](#)
