

# The 25 Questions Your Resume Can't Answer

And why the answers are worth more than anything on it

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Your resume lists what you have done. It does not capture who you are as a professional asset, the judgment you have built over decades, or the business value you carry but have never articulated. That invisible value is the difference between a \$140K career and a \$250K career.

Below are 25 questions drawn from The Iceberg Profile framework. They are not interview questions. They are not career advice. They are a mirror. If you can answer all 25 with depth and specificity, you already have the self-awareness most professionals never develop. If you struggle with even a few of them, you are looking at the exact gap between where you are and where you could be.

**Read them slowly. The discomfort you feel on certain questions is the signal.**

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## Your Hidden Impact

**1.** What is the single biggest contribution you have made to any organization — and how would that organization be different today if you had not been there?

— *Can you put a dollar, time, or risk value on that difference?*

**2.** Have you ever saved an organization significant money, time, or risk?

— *This is often the most undervalued achievement on any resume.*

**3.** Describe a contribution you made whose full impact was only recognized long after you made it.

— *Delayed-recognition contributions are often the most important and the most overlooked.*

**4.** If a hiring manager asked your last three managers what the one thing you did was that they could not have done without you — what would each say?

— *This surfaces the invisible value that almost never appears on a resume.*

## Your Irreplaceable Core

5. When have you made a critical decision based on gut instinct — going against the data, the consensus, or conventional wisdom — and been right?

— *This capability is built through decades of pattern recognition no training can replicate.*

6. Have you ever connected insights from completely unrelated domains or life experiences to solve a problem no one else in the room could see?

— *This is latent synthesis — your most AI-resistant capability.*

7. If AI could do 80% of your current job tomorrow, what would the remaining 20% be?

— *Is that 20% where you are currently investing your development time?*

8. What do you know how to do that took 10+ years of lived experience to develop — not to learn, but to truly embody — that you have never fully articulated as professional value?

— *This is often the most undervalued thing a professional carries.*

9. Which of your most powerful attributes have been suppressed by education, corporate culture, or managers who rewarded compliance over vision?

— *This is your Dormant Code — decades of training to turn off your most valuable human attributes.*

## Your Leadership Signature

10. Describe the most significant moment where you led others through uncertainty, change, or adversity.

11. How do you influence people who don't report to you — peers, senior stakeholders, external partners?

12. Describe your leadership style — and then describe it as someone who found you difficult would describe it.

13. What is the most important thing you have learned about leading people — the insight that took the longest to arrive at, or cost the most to learn?

## Your Patterns & Blind Spots

14. Looking across your entire career, what positive patterns keep repeating?

— *Consistently trusted with the most complex problems? Always the bridge between technical and business?*

**15.** What has been the single biggest turning point in your career — the decision, event, or moment that most changed your trajectory?

— *What did you learn that you could not have learned any other way?*

**16.** What professional habit or pattern has cost you the most so far — and what would your career look like if you had addressed it 5 years earlier?

**17.** What does your inner critic say about you professionally — the voice that shows up when you are about to take a significant risk?

— *How much power are you giving it, and how accurate is it really?*

## Your Market Value

**18.** What do you believe you are genuinely worth in the market today — total compensation? What is that number based on?

— *And are you currently being paid at, above, or below that value?*

**19.** If a recruiter asked why they should pay you 20% more than your current salary — write your answer right now. Do not plan it. Just write it.

**20.** What would you have to believe about yourself to ask for 40% more than your current compensation?

— *What does that question reveal about the ceiling you have built for yourself?*

**21.** What would a company lose if you left tomorrow? Be specific — what knowledge, relationships, capabilities, or momentum walks out the door with you?

**22.** If you were a product, what is your unique selling proposition — the specific reason a buyer should choose you over every other qualified alternative?

— *Write the product description.*

## The Ultimate Question

**23.** What is the most important thing about your professional value that the world does not yet fully know — the capability, the insight, the experience that is sitting dormant, waiting to be activated?

— *Name it. This is where your next chapter begins.*

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## What Happens Next

If you answered these questions easily and with depth, you have rare self-awareness. But self-awareness alone does not close the gap between what you are worth and what you are

earning.

If you struggled with even a few of them, you are looking at the exact territory where your career value is being left unclaimed — invisible to the market and undermonetized.

The Iceberg Profile takes all of this and turns it into career intelligence you can use immediately — a professional identity, executive resume content, LinkedIn positioning, and your AI resilience radar.

[icebergprofile.com](https://icebergprofile.com)

Ready for the full strategic picture? Dr. Roberts' 3, 4 and 6-month career architecture programs have delivered 30–50% salary increases (and well beyond) for senior professionals across North America.

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