



**Mary Connelly Coaching**  
**Stay / Go / Grow Questionnaire**

This questionnaire is designed for Director-level women navigating challenging bosses in male-dominated industries. Use it to assess whether it's time to stay, go, or grow in your current role.

**Instructions:**

Rate each statement on a scale of 1–5:

1 = Strongly Disagree, 5 = Strongly Agree.

Tally your points at the end and see which category resonates most.

**Questions**

1. I feel my current role contributes to the kind of leader I want to be.
2. Most days, my work leaves me energized rather than drained.
3. My boss and organization recognize and value my contributions.
4. I can express ideas and concerns without fear of dismissal, criticism, or retaliation.
5. I have opportunities here to stretch, learn, and advance my career in meaningful ways.
6. My organization's values and leadership culture align with my personal values.
7. I have the influence and authority I need to make an impact at my level.
8. My boss, while challenging at times, is someone I can learn from and navigate successfully.
9. I feel I can thrive as a woman leader here, even in a male-dominated environment.
10. When I imagine myself in this organization 2–3 years from now, I feel optimistic about the future.

### **Scoring & Interpretation**

Stay (40–50 points): You're in a role that's aligned with your values and career goals. Your boss may be challenging, but the environment supports your growth. Focus on leveraging strengths and building influence.

Grow (25–39 points): Some areas of your role are promising, but gaps exist (recognition, trajectory, or safety). This is an opportunity to invest in development, manage up, or reframe dynamics before making a big decision.

Go (10–24 points): The environment is draining, misaligned, or unsustainable. Your energy is better invested in seeking opportunities where your leadership can truly thrive.

