

Erica Rivera.

FOR THE EMPLOYED-BUT-UNEASY HIGH PERFORMER

The Portable Career Audit

15 questions to separate your value from the title, company, or version of success that used to validate it, and measure how much of your career would survive losing the job tomorrow.

15 QUESTIONS

SCORESHEET

30-DAY PLAN

BY ERICA RIVERA · FORMER GOOGLE + INDEED RECRUITER · CPCC

ERICA RIVERA COACHING

THE PORTABLE CAREER AUDIT

BEFORE YOU SCORE

What this audit measures

Career leverage is what remains when the badge stops working: the evidence, positioning, relationships, and options that travel with you. Most high performers never measure it, until a reorg, a leadership change, or a layoff measures it for them.

The 15 questions cover the 5 places leverage lives:

☐ **Evidence** · does proof of your work exist outside internal systems?

☐ **Position** · does the market know what you are?

☐ **Visibility** · do the right people know it?

☐ **Relationships** · who would pick up the phone?

☐ **Options** · is there more than 1 door?

How to score

2 = solidly yes · 1 = partially · 0 = no. Be honest; nobody sees this but you. A low score is not a verdict on your ability. It is a map of where 1 decision you do not control could hurt you, and exactly where to start fixing that.

DATE OF THIS AUDIT

RE-AUDIT DATE (90 DAYS FROM NOW)

A Evidence

Does proof of your work exist outside internal systems?

0 1 2

- 01 Could you name, today, the 10 highest-value problems you have solved, with outcomes and numbers, without logging into your employer's tools? ☐ ☐ ☐
- 02 Does documentation of your best work exist somewhere you own (a portfolio, case studies, a private evidence bank)? ☐ ☐ ☐
- 03 Could you explain your value to a stranger without using your company's name or internal terminology? ☐ ☐ ☐

Evidence subtotal

B Position

Does the market know what you are?

0 1 2

- 04 Is there a clear through-line across your career that you could state in 1 sentence? ☐ ☐ ☐
- 05 Does your LinkedIn describe the problems you solve, or just the titles you have held? ☐ ☐ ☐
- 06 Does your title reflect your actual scope, and could you prove the gap if it does not? ☐ ☐ ☐
- 07 If your role were eliminated tomorrow, do you know what you would target first, and what an adjacent second lane would be? ☐ ☐ ☐

Position subtotal

C Visibility

Do the right people know it?

0 1 2

- 08 Do people outside your current company associate you with a specific kind of problem? ☐ ☐ ☐
- 09 In the last 90 days, has anyone outside your employer seen evidence of your thinking: a post, a talk, a panel, a substantive conversation? ☐ ☐ ☐
- 10 Would a recruiter searching for someone at your level, in your specialty, plausibly find you? ☐ ☐ ☐

Visibility subtotal

D Relationships

Who would pick up the phone?

0 1 2

- 11 Could you list 30 people who have seen your work firsthand and would take your call this month? ☐ ☐ ☐
- 12 Have you talked to any of them in the last quarter without needing something? ☐ ☐ ☐
- 13 Do you know 3 people who have already made the move you might want to make: leadership, pivot, consulting, advisory? ☐ ☐ ☐

Relationships subtotal

E Options

Is there more than 1 door?

0 1 2

- 14 If you wanted or needed to leave in 90 days, do you have more than 1 viable path? Not hypothetically, but with a first step you could name? ☐ ☐ ☐
- 15 Could any part of your expertise earn money independently of an employer (consulting, advising, fractional work), and have you ever scoped what that offer would be? ☐ ☐ ☐

Options subtotal

Reading your score

SECTION	SUBTOTAL
A • Evidence (max 6)	
B • Position (max 8)	
C • Visibility (max 6)	
D • Relationships (max 6)	
E • Options (max 4)	
TOTAL (max 30)	

24–30 • Portable.

Your leverage exists. The work now is maintenance: keep the evidence current, the relationships warm, and the options real before you need them.

15–23 • Employer-dependent.

Your value is real, but too much of it is stored inside 1 company's walls. The highest-return move is building your evidence bank and external visibility now, while you are employed and unpressured, not after a disruption prices it for you.

0–14 • Exposed.

This is not a verdict on your ability; high performers score here constantly, precisely because they were heads-down delivering. It means 1 decision you do not control could send you to the market with your strongest work invisible. Start with Evidence. Everything else builds on it.

Your 30-day portability plan

Find your 3 lowest-scoring questions. Those are not your weaknesses. They are your highest-return moves, because they are cheap to fix while you are employed and expensive to fix after a disruption.

Lowest score #1

QUESTION NUMBER + WHAT A 2 WOULD LOOK LIKE FOR ME

THE FIRST CONCRETE STEP, AND THE DATE I WILL DO IT BY

Lowest score #2

QUESTION NUMBER + WHAT A 2 WOULD LOOK LIKE FOR ME

THE FIRST CONCRETE STEP, AND THE DATE I WILL DO IT BY

Lowest score #3

QUESTION NUMBER + WHAT A 2 WOULD LOOK LIKE FOR ME

THE FIRST CONCRETE STEP, AND THE DATE I WILL DO IT BY

The best time to build portability is while you are employed and unpressured. Not after a disruption prices it for you. Put the 90-day re-audit date in your calendar before you close this workbook.

THE WORK BEHIND THE WORK

You do not have to carry this alone.

This workbook is the work I do with private clients, in miniature.

If you worked through these pages and thought “this is exactly where I am,” bring your specific situation to a private consultation. We talk about where you are, and whether I can help. No pressure, no ambush.

[Request a private consultation →](#)

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