



MOMENTUM NAVIGATE
INSIDE A CAREER DECISION PROFILE

Career Decision Profile

*See how Navigate uncovers the insights
behind better career decisions.*

A fictional example created to demonstrate
the depth and structure of a Momentum Navigate
Career Decision Profile.

Career Decision Profile

Prepared for Lauren Mitchell

"You're an accountability-driven operator who turns messy P&Ls into predictable, scalable systems - and you're done being the only adult in the room."

THE ASSUMPTION I'D CHALLENGE

ASSUMPTION

You believe you're looking for a company without politics, where the best data-backed decision wins on its own merits.

REFRAME

You're not looking for the absence of politics - you're looking for a leader whose politics are aligned with accountability. Every organization has politics; you thrive when they reward discipline instead of tenure.

EVIDENCE

Drawn from repeated frustration with 'politics over outcomes' paired with attraction to PE-backed and founder-led turnarounds, which are among the most politically charged environments in the market.

YOU THRIVE IN

- You thrive when handed a complex, broken P&L and given authority to fix it, reporting to a leader who cares exclusively about results.
- You do your best work when you can build the operating system - team, processes, KPIs, and review cadence - from the ground up.
- You thrive in cultures that are impatient for progress and treat operational excellence as a competitive advantage, not a cost center.
- You perform best when your mandate is written down, sponsored by the CEO, and shielded from committee-driven second-guessing.

YOU AVOID

- You should avoid founder-led companies where the founder is still the primary center of gravity for every decision and true operational ownership is impossible.
- You should avoid organizations where 'consensus' is code for indefinite delay and no one is willing to be accountable for a call.
- You should avoid environments where your role is to produce dashboards for leaders who have no intention of acting on what the dashboards show.

PATTERNS WE CONNECTED

- The environment that drains you most - 'unclear decision-making' and 'no accountability' - is a near-perfect description of the early stage of the environments you say you want: 'high-growth' and 'building from scratch.' You're not looking for a startup; you're looking for a scale-up that is ready to professionalize.
- Your language repeatedly separates 'the work' from 'the politics,' yet the roles you're targeting (Chief of Staff, VP of Ops) are ones where influence and stakeholder management are the work - not a distraction from it.

EXECUTIVE COACH PERSPECTIVE

HIGH • STRENGTH AS LIABILITY

You are drawn to messy turnaround situations but allergic to the political ambiguity and lack of discipline that defines them. You're not seeking chaos - you're seeking a clear mandate to conquer chaos. Success for you is replacing a broken system with a predictable one.

Evidence: Drawn from your preference for 'turnaround situations' and 'building from scratch' contrasted with your deep frustration with 'unclear decision-making authority' and leaders who 'won't commit to change.'

HIGH • PATTERN

You consistently position yourself as the sole driver of accountability. This makes you invaluable, but it also risks creating a dependency on you as a single point of failure - leading to burnout and making it harder for the organization to internalize the ownership culture you're trying to build.

Evidence: This pattern emerged from your statement about being 'done being the only person in the room who drives accountability,' implying this has been a recurring role.

MODERATE • BLIND SPOT

Your aversion to 'managing up' may be preventing you from taking on more strategic roles. At the VP, Chief of Staff, or Head of Strategy level, influencing peers and managing executive stakeholders is the core of the work. Viewing this as politics rather than strategy may be limiting your altitude.

Evidence: Based on the tension between your goal roles (Chief of Staff, VP of Ops) and your stated drain of 'managing up more than I manage forward.'

WHERE YOU'LL THRIVE

- You'll thrive when you own the full operating cadence - weekly business reviews, quarterly planning, and the KPI framework - rather than inheriting someone else's version of it.
- You'll thrive with a CEO who publicly reinforces the standards you set, especially when a senior peer pushes back on accountability.
- You'll thrive in businesses where the unit economics are already proven and the constraint is execution discipline, not product-market fit.

WHERE YOU'LL STRUGGLE

- You'll probably struggle if the CEO or your direct leader is a charismatic founder who agrees with your recommendations in the room and then quietly overrides them in one-on-ones.
- You'll become disengaged when you have to spend more than a third of your time justifying your decisions to peers or stakeholders who don't share ownership of the outcome.

- You'll probably struggle if you inherit a team of long-tenured employees who are deeply attached to the way things have always been done and are protected from consequences by the CEO.
- You'll struggle in cultures that celebrate effort and intent over measurable outcomes, because your instinct is to reset the standard rather than reward proximity to it.

YOU'RE LIKELY FRUSTRATED BY

- You're likely being interviewed for roles that match your title ('Director of Operations') but not your true function: an accountability driver. Teams hear 'operations' and think you'll clean up processes - then get spooked when you install a system that measures their outcomes and holds them to a new standard.
- Your frustration isn't with brokenness itself - it's with organizations that lack the will to stay fixed. You're targeting turnarounds without sufficiently vetting whether leadership has the stomach for the discipline that follows the initial clean-up.

PATTERNS TO WATCH

- You are drawn to the fire but exhausted by the smoke. Your attraction to turnaround and build-from-scratch situations conflicts with your intolerance for political maneuvering, and you risk repeatedly joining chaotic environments hoping you'll be the exception, only to burn out as the sole champion for stability.
- Under pressure, you may mistake 'autonomy' for 'absence of leadership.' Your desire for ownership could lead you to accept a role where leadership is simply checked out, leaving you with a mandate but no support, budget, or strategic partnership.

YOU'RE BEST POSITIONED FOR

Shift your narrative from 'I fix broken operations' to 'I build the operational infrastructure for the next stage of growth.' Frame past turnarounds not as reactive firefighting, but as the foundational work that enabled scale, profitability, or a strategic pivot.

YOUR COMPANY ARCHETYPES

PE-Backed, Thesis-Driven Turnaround

85% fit

WHY THIS ARCHETYPE — AND WHY 85%

This environment directly solves for your primary frustration: a lack of committed leadership. In a PE-backed deal, the investment thesis is the commitment. The firm is financially and strategically aligned with driving the exact kind of P&L-focused, data-driven change and accountability you excel at. Your desire for ownership and a clear, results-oriented mandate is the entire model of PE operations.

WHY NOT HIGHER

The pace can be relentless and the playbook more rigid than you expect. Your preference for building from scratch may clash with a PE firm's pre-defined set of operating tools and KPIs.

RISKS THAT COME WITH IT

The risk is that you become a pure instrument of the PE firm's will, with less strategic autonomy than you hope for. You could also find the focus on short-to-medium term value creation (a 3-5 year exit) at odds with a desire to build for the long term.

Mature Scale-Up, Post-Product-Market Fit

75% fit

WHY THIS ARCHETYPE — AND WHY 75%

This environment maps directly to your skills in process improvement, cross-functional leadership, and building for scale. Unlike early-stage startups, the leadership team here is likely feeling the pain of their own operational debt and is more receptive to a leader who can install systems for accountability and efficiency. It combines the fast-moving, high-growth elements you enjoy with a genuine, business-driven need for structure.

WHY NOT HIGHER

You are done doing work for leaders who won't commit to change. Many founders at this stage intellectually agree on the need for process but emotionally resist giving up control, which could recreate the very dynamic you're trying to escape.

RISKS THAT COME WITH IT

The primary risk is a culture clash. You, the voice of process and accountability, may be seen as bureaucracy by veterans who thrive on chaos. If the CEO doesn't actively champion your work and protect you politically, you will become the bad guy who slows things down.

New Venture Within an Enterprise

65% fit

WHY THIS ARCHETYPE — AND WHY 65%

This setup is a hedge against your biggest frustrations. While large companies have bureaucracy, a new venture often gets a special charter to operate outside normal channels, giving you the autonomy you crave. The leadership has, by definition, committed to the change by funding it. Your ability to manage a P&L and drive cross-functional alignment is paramount to proving the venture's value to the parent company.

WHY NOT HIGHER

You will inevitably have to manage up more than you manage forward to protect the venture's autonomy and secure resources. This directly conflicts with one of your stated drains.

RISKS THAT COME WITH IT

The greatest risk is the corporate immune system killing your project. The venture might succeed, but if it threatens established business units, the internal politics you loathe will come roaring to the forefront. You risk building something great only to see it suffocated by the parent company's inertia.

QUESTIONS WORTH CONSIDERING

- 01 Have you been optimizing for the excitement of a turnaround rather than the durability of the outcome that follows it?
- 02 Could your deep need for accountability be perceived as impatience for the human elements of change your team needs to move through?
- 03 Are you so focused on finding environments without politics that you're filtering out complex, high-impact roles where navigating stakeholders is the primary challenge?
- 04 What if the repetitive rebuilding you resent isn't a sign of bad leadership, but a necessary rhythm of high-growth companies you'd need to make peace with?

WHAT I'D TELL YOU BEFORE YOU ACCEPT YOUR NEXT OFFER

Before you accept your next offer, look past the promises of 'autonomy' and 'fast-paced culture.' Your primary risk is joining another organization that loves your results but won't tolerate the discipline required to achieve them. In the final stages, ask the leader you'd report to: 'Tell me about the last time you had to cut a popular but unnecessary project, or hold a senior peer accountable for missing a key metric.' Then follow up with: 'What was the political fallout, and how did you handle it?' Their answer will tell you more about their commitment to accountability than any mission statement.

QUESTIONS I'D WANT YOU TO THINK ABOUT

- 01 If the next role solved your frustration with politics but slowed your pace by half, would you still take it?
- 02 What would it look like to build a team so strong that you're no longer the only person in the room driving accountability?
- 03 Which of your current non-negotiables are actually preferences you've hardened after one bad experience?



READY TO DISCOVER YOUR OWN?

Your Career Decision Profile

This preview shows the depth of insight Navigate provides to help leaders evaluate opportunities with greater clarity and confidence.

Your Career Decision Profile is built from your experience, motivations, leadership style, frustrations, and career goals.

Your report includes:

- ✓ Executive-level career insights
- ✓ Leadership pattern analysis
- ✓ Company archetype recommendations
- ✓ Interview guidance
- ✓ Questions to ask before accepting an offer
- ✓ Personalized career strategy

Create your Career Decision Profile today.

CREATE MY PROFILE →

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