



THE UNSHAKEABLE CAREER™

Leadership Under Structural Change
Reflection Guide

Andrea C. McLean
Creator of The S.O.A.R. Method®





The S.O.A.R. Method[®]

A Leadership Operating System

Shift your mindset
Overcome challenges
Activate your plan
Reflect and refine

Structure creates stability under pressure.

Shift: Name the Moment

Leadership Under Compression

Most professionals today are not unclear about strategy.

The challenge is competing demands inside reduced margin.

1. Where do I feel the greatest structural compression right now?

2. Which two priorities feel in tension?

3. Where am I reacting instead of evaluating?

What Is in My Control

You cannot control structural shifts.

You can control prioritization, positioning, and energy allocation.

List three areas fully within your control:

1. _____

2. _____

3. _____

What will I stop over-investing energy in?

Shift Deeper: Strategic Value Audit

Define Your Enterprise Value

If your title disappeared tomorrow, could you clearly articulate your value?

Complete this statement:

I help _____ achieve _____ by _____.

Refinement Questions:

- Is this impact-focused or activity-focused?
- Does this connect directly to enterprise priorities?
- Could senior leadership describe this clearly?

Rewrite your refined statement:

Value Translation

Choose one current initiative.

Before (task description):

After (enterprise impact description):

Who needs greater clarity about this impact?

1. _____

2. _____

Activate: Ownership & Alignment

Business of One

You are responsible for managing your capability.

Where am I operating reactively instead of architecting intentionally?

What strategic strength am I under-leveraging?

The End-of-Day Gate

Before accepting new commitments, pause and evaluate.

Apply this to one current request.

What priority does this serve?

What must shift if I say yes?

If unclear, what conversation is required?

Managing Up During Change

Draft your alignment question:

“Of these initiatives, which requires primary focus this quarter?”

When will I ask this?

What clarity am I seeking?

Reflect & Refine Forward

Cognitive Discipline

When pressure increases, pause before responding.

Recall one recent reactive moment.

What would a disciplined response have looked like?

Your 30-Day Strategic Move

In the next 30 days, I will:

This action strengthens my visibility or influence by:

Metric of success:

Continue the Work

For structured implementation beyond reflection, scan the QR code to explore The Unshakeable Career™ online program.



Self-paced. Structured. Immediately applicable.