THE CHANGEKEY PARTNERSHIP

SO YOU'VE BECOME INVISIBLE AT WORK

THE WORKSHEET PACK

All nine worksheets from the book, gathered in one place and formatted for a full page rather than the book's compact trim size — so there's always room to write.

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WORKSHEET 1 OF 9

Where Do You Sit? A Quick Locus-of-Value Check

This isn't a formal, scored psychometric instrument — that comes later in the book, once the Value Account framework is in place. It's a quick, honest self-check, designed to help you notice your own pattern before you carry on reading. There are no right answers, and most people will find their answers cluster around one end rather than landing at an extreme.

For each pair below, notice which statement feels closer to true for you most of the time — not on your best day, and not on your worst, but on an ordinary one.

A) When I finish a piece of work, I usually know myself whether it's good, before anyone else has said anything.

B) When I finish a piece of work, I usually don't feel settled about it until someone else has responded to it.

Closer to: ______________________________

A) A quiet week from my manager doesn't unsettle me much — no news doesn't feel like bad news.

B) A quiet week from my manager tends to unsettle me — the silence itself feels like it might mean something.

Closer to: ______________________________

A) I can usually hold onto my own view of my performance even when someone criticises it.

B) Criticism tends to shift my own view of my performance fairly quickly, even when part of me disagrees with it.

Closer to: ______________________________

A) I sometimes realise, in hindsight, that I misjudged how well something was actually landing with other people.

B) I usually have a clear, current sense of how well something is landing with other people, almost in real time.

Closer to: ______________________________

A rough read on your pattern

Mostly A's: you likely lean internally referenced. Your risk is under-noticing external shifts — check your own read against outside evidence now and then, even though it won't come naturally.

Mostly B's: you likely lean externally referenced. Your risk is over-weighting ambiguous silence as bad news — best met by deliberately, proactively seeking confirmation rather than waiting for it to arrive on its own.

A genuine mix: you likely sit in the blend, and notice which mode you're in situation by situation, rather than assuming one pattern covers everything.

WORKSHEET 2 OF 9

The Banked Value Check

A quick visual gut-check, not a scored instrument. The point isn't a precise number — it's noticing the gap between the two, which is where most people's risk actually sits.

On a scale of 1–10, how much banked credit do you believe you're currently carrying with the person who holds the most influence over your role — built up from your history with them, regardless of how the last few weeks have gone?

Banked credit (1–10): ______________________________

On a scale of 1–10, how strong has your recent, visible signal to that same person been over roughly the last month — separate from your history, just what they've actually seen lately?

Recent signal (1–10): ______________________________

If there's a large gap between the two numbers — high banked credit, low recent signal, or the reverse — that gap deserves attention. A high balance with a weak recent signal is more fragile than it feels, especially if a new decision-maker is on the horizon. A strong recent signal with a low balance is more fragile than it feels too, because it hasn't had time to become trusted yet.

WORKSHEET 3 OF 9

The Value Self-Audit

Fill this out honestly, in writing rather than just in your head — the discipline of writing it down is most of what makes this useful. Leave any section blank rather than padding it if you genuinely can't think of anything; a blank section is itself useful information.

1. Skills & Expertise (current)

What are you actively doing well, right now — not what you used to do, but what you're demonstrating today?

2. Relationships & Political Capital

Who, specifically, would vouch for you without hesitation if your name came up in a room you weren't in?

3. Recent Track Record (last 3–6 months)

What are 2–3 concrete, provable outcomes — not effort, actual results other people could point to?

4. Gaps, Named Honestly

Where are you genuinely weakest right now, compared to what this role or this manager seems to actually value?

Once this is filled in, you have something most people never build for themselves: a written, evidence-based account of your actual current worth, independent of how loud or quiet the last few weeks have felt. Hold onto it. Chapter 11 turns to the other half of the picture — not what you're worth, but what the specific person deciding your account actually notices and rewards, which is very often a narrower, more idiosyncratic thing than “everything good you do.”

The Manager Value Habits Map

Fill this in from memory and observation, not assumption. If you're genuinely unsure about a row, leave it blank and watch for it deliberately over the next few weeks rather than guessing.

1. How They Show Trust

Delegation and distance, explicit praise, inclusion in bigger conversations — what does “they trust me” actually look like from this person?

2. How They Show Doubt

More oversight, less contact, silence, direct feedback — what has it looked like the few times you've sensed doubt from them before?

3. What Currency Moves Them

Visible effort, measurable results, initiative, loyalty, technical depth — what do they actually reward, regardless of what they say they value?

4. How They Take Pushback

Do they welcome disagreement, or read it as a challenge? How long do they seem to remember it?

5. Their Risk Appetite

How much do they seem willing to spend — politically, personally — backing someone under pressure? What have you seen them do when backing someone got costly?

This map, alongside Chapter 10's Value Self-Audit, is the pivot point this part of the book is named for. You now have an honest account of what you're worth and a specific reading of what the person deciding your fate actually notices and rewards. Chapter 12 widens this same approach beyond your manager, to the rest of the portfolio Chapter 8 introduced — and then Part Four turns all of it into an actual plan.

Naming Your Goal

A quick, honest gut-check. There's no wrong answer, and it's fine — expected, even — for your answer to be a mix rather than a single clean choice.

Right now, roughly what percentage of you is in each of these three places — survive, thrive, leave well? They don't need to add up perfectly to 100; this is a gut-check, not a maths problem.

Survive (%): ______________________________

Thrive (%): ______________________________

Leave well (%): ______________________________

Whichever goal is largest, what would “going well” actually look like for you in three months, in concrete, observable terms — not a feeling, but something you could point to and say, yes, that happened?

Closer to: ______________________________

Hold onto this. Chapter 15's worked examples will ask you, more than once, to check a proposed combination of responses against exactly this answer — because the same set of options, matched to the wrong goal, tends to produce exhausting, ineffective effort, while matched to the right one, produces something considerably more manageable and more likely to actually work.

Your Options Menu

Work through each category honestly against your own Chapter 13 goal and Part Three tools, rather than assuming you need all six. Most workable plans use two or three.

1. Repair

Does the primary relationship need targeted rebuilding, aimed at what your Manager Value Habits Map actually revealed?

2. Reposition

Would a different internal context — team, project, stakeholder — value what you bring more clearly?

3. Diversify

Which other accounts (skip-level, peers, clients) are worth deliberately strengthening, regardless of what else you choose?

4. Prepare Quietly

What would genuine external optionality look like right now — CV, network, financial cushion — without yet committing to use it?

5. Escalate Carefully

Has this moved into territory Chapter 9 or Part Five's framework actually covers, rather than ordinary friction?

6. Exit Deliberately

If leave well is a real or growing part of your Chapter 13 answer, what would leaving on your own terms and timeline actually look like?

Whatever combination you've landed on, Chapter 16 turns to a question this chapter has deliberately left open: how to actually commit to it, and stay committed, without either abandoning the plan at the first setback or refusing to ever revisit it if it isn't working.

WORKSHEET 7 OF 9

Has Repair Genuinely Stalled?

A quick, honest check — not a verdict, a prompt for the conversation you may need to have with yourself before you have it with anyone else.

A) Since your Chapter 16 review point, has anything in your Manager Value Habits Map actually shifted — in either direction?

Yes / No / Unsure: ______________________________

B) Was the plan you chose in Part Four genuinely, fully attempted — or, if you're honest, only partly?

Fully / Partly: ______________________________

C) Have you actually asked the direct question, or only inferred the answer so far?

Asked / Inferred: ______________________________

D) If you're honest, is what's keeping you trying right now evidence of progress, or the discomfort of admitting the attempt hasn't worked?

Evidence / Discomfort: ______________________________

Before You Escalate

Work through this honestly before you raise anything formally. There are no marks for speed here.

A) Do you have a factual, dated record of specific incidents — not just a general feeling that something is wrong?

Yes / Not yet: ____________________

B) Have you named, honestly, what outcome you're actually hoping this achieves?

Closer to: ____________________

C) If this involves a protected characteristic or any genuine legal question, have you sought advice from ACAS (the UK's free employment advice service), a solicitor (the UK term for an employment lawyer), or a union rep?

Yes / Not yet / Not applicable: ____________________

D) Are you acting from a considered decision, or from anger in the moment? If the latter, has it been at least 48 hours?

Considered / Still raw: ____________________

WORKSHEET 9 OF 9

The Stay/Move/Leave Decision

A final, honest gut-check, built on everything the rest of this book has asked you to notice.

A) Revisit your Chapter 13 percentages. Where do survive, thrive, and leave well sit today?

Survive / Thrive / Leave well: ______________________________

B) Whichever is largest — stay, move, or leave — what will you actually do, concretely, in the next two weeks to act on it?

Closer to: ______________________________

C) If leave: have you checked your financial cushion, and is this moving into a formal redundancy process where the priorities shift from choosing to practical next steps — stabilising, taking stock, and activating a search? ("Redundancy" is the UK term for a layoff.)

Checked / Not yet: ______________________________