

Why Do We Accept Medical Tests — *but* Resist Career Assessments?

You wouldn't skip your physical... why skip a career checkup?



Medical Tests

vs.

Career Assessments

The Assumption We Never Question

**Most of us would never say
this to a doctor:**

**“You don’t need to take my
blood pressure.
I had it checked five years ago.”**

**Yet in careers and leadership...
That’s exactly what many
people say.**

Medical Tests vs. Career Assessments

What We Accept in Health Care

In health care, testing is:

- Routine
- Preventive
- Expected
- Nonjudgmental

Blood pressure.

Heart rate.

Blood work.

No debate. No resistance.

Medical Tests **vs.** Career Assessments

What We Resist at Work

In careers and leadership, assessment is often seen as:

- Optional
- Remedial
- “Only if something is wrong”
- Unnecessary if taken before

*Same logic.
Very different reaction.*

Medical Tests **vs.** Career Assessments

The Reality We Ignore

Here's the truth:

Your work life changes just as your health does.

- Roles evolve
- Stress increases
- Technology reshapes expectations
- Strengths and blind spots shift

Yesterday's insight doesn't protect today's performance.

Medical Tests **vs.** Career Assessments

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Assessment ≠ Labels

Career and leadership assessments are not about:

- Judging
- Boxing people in
- Slapping on labels

They're about:

- Awareness
- Trendlines
- Early signals
- Better decisions

Medical Tests **vs.** Career Assessments

Just like medical tests.

Preventive vs. Emergency Care

Health care prefers:

- Annual physicals over ER visits

Careers should too.

Assessment helps:

- Catch burnout early
- Spot misalignment sooner
- Strengthen leadership habits
- Reduce costly surprises

Medical Tests **vs.** Career Assessments

A Question for Leaders

Leaders often ask:

“What if we invest in assessment—and they leave?”

A better question:

What if we don't—and they stay?

Burned out.

Disengaged.

Underutilized.

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All-time
important
and favorite
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Medical Tests **vs.** Career Assessments

For Job Seekers

The job market now includes:

- AI screening
- Faster role changes
- Higher emotional demands

Up-to-date assessment provides:

- Interview language
- Career clarity
- Confidence rooted in evidence

Five-year-old insight won't compete.

Medical Tests **vs.** Career Assessments

The Reframe

Think of assessment as:

- **A career vital sign**
- **A leadership checkup**
- **Preventive maintenance**
- **A decision-making baseline**

Not a one-time event.

Not a judgment.

Medical Tests vs. Career Assessments

Final Thought

We accept medical testing because we know:

Good intentions aren't the same as good information.

***As work accelerates,
self-awareness becomes a
competitive advantage.***

Medical Tests vs. Career Assessments

Call to Action

You wouldn't manage your health
with five-year-old data.

Why manage your career that way?

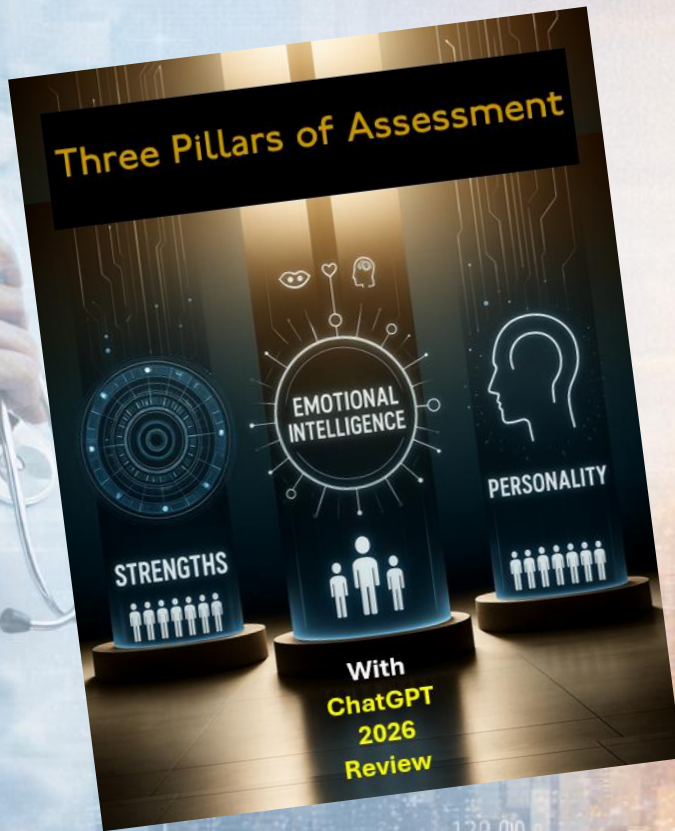
*When was your last career or
leadership checkup?*

Medical Tests **vs.** Career Assessments

GRAND ASSESSMENT STATION

DEPTH. REFLECTION. DIRECTION.

Call to Action



Medical Tests **vs.** Career Assessments

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