Earned Equity

Your earned equity is rare and valuable.

SEASON 1 · EPISODE 06 · WORKSHEET

When the Manager Half Your Age Asks Why You Haven't Pivoted

HOW TO USE THIS WORKSHEET

This worksheet belongs to Episode 06 of *Earned Equity*. Use it over the next two weeks alongside your normal work. You do not have to do all three actions at once. The goal is to be a different woman by the time you finish Episode 07.

This episode gave you three actions: the judgment inventory, the pivot answer, and the economic case. Each one is a shift from defending to pricing. The worksheet gives you the space to make that shift on paper before you make it in a room.

> *"The right question was not whether Camille could pivot. The right question was why she was letting someone with three years of management experience set the terms of her professional worth."*
>
> **— Episode 06**

1 **ACTION ONE · MAP YOUR JUDGMENT**

One. The inventory.

Write down the last three times your judgment prevented something from going wrong. Not the times you delivered a project. The times you saw something coming before anyone else named it and made the call that kept it from becoming a crisis.

For each moment: what happened, what was at stake, and what the cost would have been without you in that room.

#	WHAT HAPPENED	WHAT WAS AT STAKE	COST WITHOUT YOU
1			
2			
3			

2 ACTION TWO · DRAFT YOUR PIVOT ANSWER

Two. The price tag.

Draft your answer to the pivot question. Not the one you have been giving. The one that starts from your judgment and works forward to your value.

One sentence naming what your experience has produced that cannot be replicated by someone with three years in the seat. Practice it out loud until it does not feel like bragging. It is not bragging. It is a price tag.

My pivot answer:

Now say it out loud. Revise it here if the spoken version is stronger:

3 ACTION THREE · REPLACE THE DEFENSE

Three. The economic case.

Identify one conversation in the next two weeks where someone asks you to justify your approach, your timeline, or your method.
Name the conversation below. Then write the economic case you will make instead of the defense you would normally give.

The conversation I am preparing for:

Instead of defending, I will say:

What does it cost the organization when your judgment is not in the room? Write the number, or the consequence, in plain language:

BEFORE EPISODE 07

One question to sit with.

You have spent seven weeks building a vocabulary for what you are worth. Now you are one episode away from the sendoff. Before you listen to Episode 07, answer this:

If you walked into the highest-stakes professional conversation of your life tomorrow, what is the one sentence you would lead with?

Write it the way you would say it out loud. One sentence is enough. Three is more than you need.

The job market will keep asking the pivot question. It is not going away. But you do not have to keep answering it the way it was asked. You have built something that cannot be pivoted into. Something that takes time, pressure, and real stakes to develop.

You do not owe anyone an explanation for the judgment they cannot replicate. What you owe them is the price.

You do not owe anyone an apology for the decade of judgment they cannot replicate. You have spent years building it. It is time to stop apologizing for it and start pricing it.

Your earned equity is rare. And rare is valuable.

Don't forget it.

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