



The Advantage Compass

A 25-MINUTE PERSONAL STRATEGY SELF-ASSESSMENT

Personality tests tell you who you are. This one tells you where your hours went — and where to move them next.

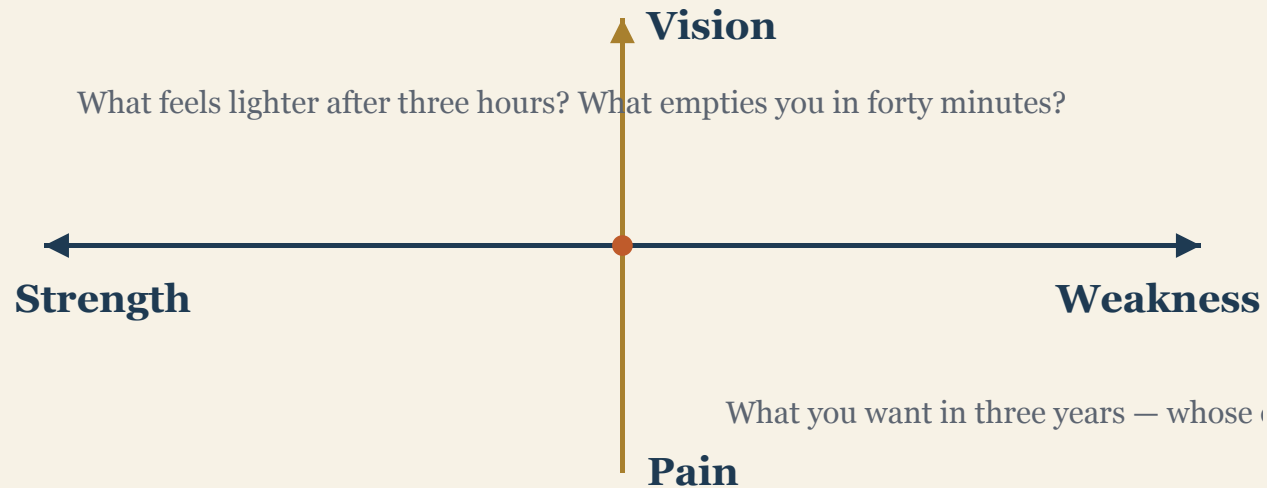


**Who here is busy all day, every
day —
and would struggle to say what
all that busyness is building?**

Two kinds of self-assessment

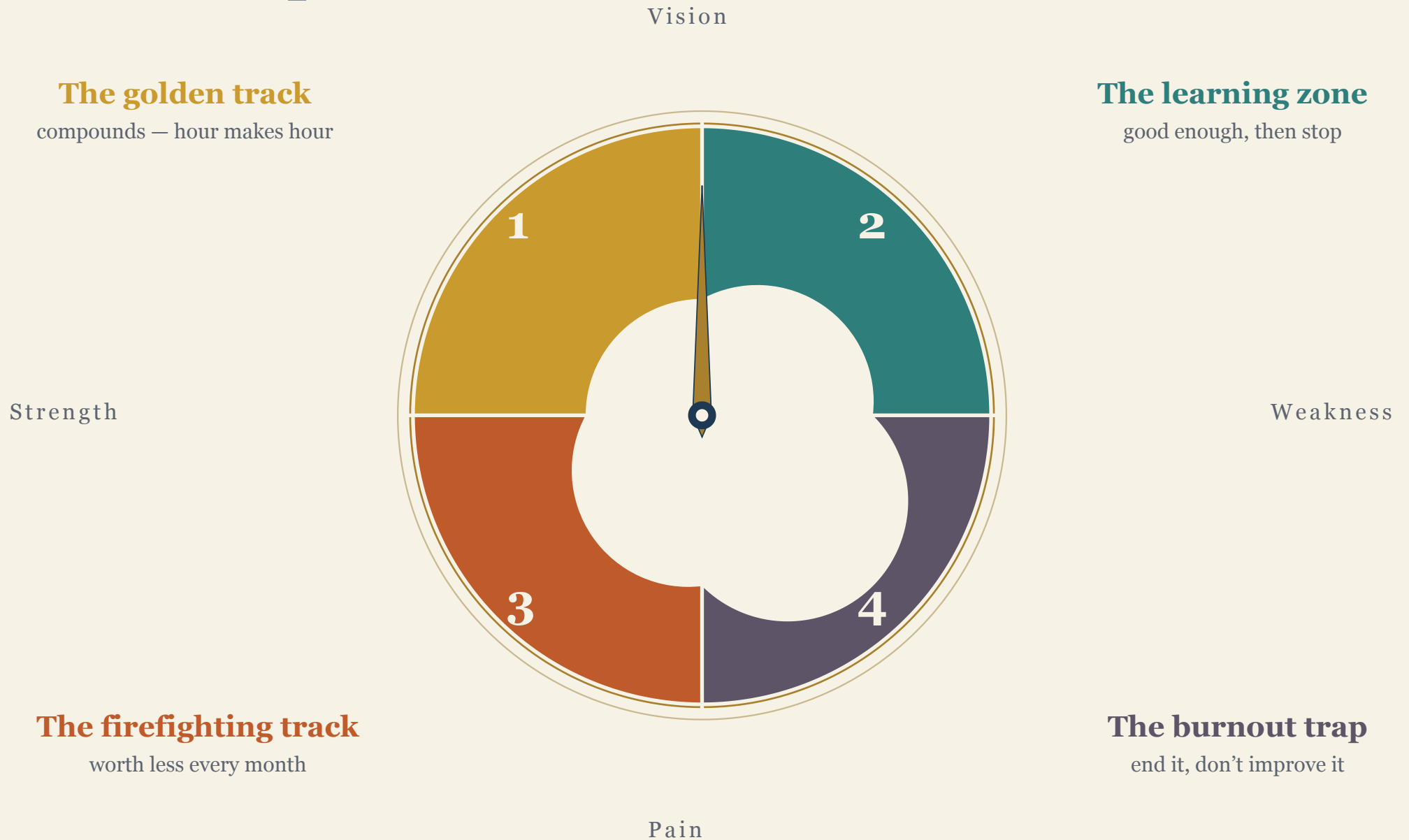
- ▶ Tests measure traits. They label you — and a label is used once.
- ▶ The Compass measures allocation. It locates you — and a map is useful every month.
- ▶ *Not “who am I” but “where do my hours actually go?”*

The two axes



Every block of your work sits somewhere on this cross.

The four quadrants



Quadrant 1 — the golden track



- ▶ Strength in service of your vision.
- ▶ Hours compound: every hour makes the next hour more valuable.
- ▶ Healthy share: 40%+. On a first run, most calendars hold 15% — that is information, not a verdict.

Quadrant 3 — the firefighting track



- ▶ Strength in service of today's pain. Efficient, praised — worth less every month.
- ▶ Firefighting is a season. A season never re-examined becomes a career.
- ▶ The test question: does this work make next year easier, or harder?

Quadrants 2 and 4 — the edges

- ▶ Q2, the learning zone: fix a weakness only until it stops blocking the golden track — good enough, then stop.
- ▶ Q4, the burnout trap: costs energy, produces mediocrity, proves nothing. End it, don't improve it.



The four known distortions



The competence mirage

Being needed feels like being valued. Ask instead: easier next year, or harder?



The humility discount

Strengths feel effortless — “anyone could do this.” They could not.



The weakness project

Train a weakness only until it stops blocking the golden track.



The vision confusion

Pain is loud, vision is quiet. Read the calendar, not the memory.

Name the distortion you can see in your own last two weeks.



The demo — my own two weeks

Quadrant	Hours	Healthy share
The golden track		40%+
The learning zone		10–15%
The firefighting track		under 30%
The burnout trap		under 5%

Include the embarrassing share. The story is the delta, not the score.

The live audit — put your two weeks on the dial

- The golden track
- The learning zone
- The firefighting track
- The burnout trap

The golden track ____h The learning zone ____h The firefighting track ____h **oh** out trap ____h

total logged

Add hours per quadrant — the dial fills live.



Three questions, in order

- 1. Which single Q1 block is worth protecting first?**
- 2. Which Q3 obligation could be delegated or automated within a month?**
- 3. Which Q4 commitment should be ended, not improved?**

One move, one date

- ▶ One concrete change, dated, with a check-back in two weeks.
- ▶ *Not a life plan. One move.*

Re-run monthly

- ▶ The first re-run's job is honesty about the baseline, not improvement.
- ▶ The delta between runs is the real score. A compass you consult once is a horoscope.



Three ways to run this folder

- ▶ **Solo, with an agent** — 25 minutes via SKILL.md, or a live FormLM form — scoring automatic, every re-run comparable.
- ▶ **Teaching the model** — This deck plus the facilitator notes; the PDF edition rides the lectern.
- ▶ **Workshop, offline** — One A4 answer sheet and one workbook per participant; the poker deck per table.
- ▶ *Variations: the quarterly audit · the career crossroads · the team allocation.*

A field tool, not a validated psychometric instrument.

It does not diagnose. It locates.

Anyone who promises more than that is selling something.



Scan for the digital edition — the live form, the printable kit, the model poster. *Swap this QR for your own code (QRCode-AI) or FormLM link — see the white-label guide.*

Print the deck · run the audit · re-run monthly