

# EVALUATING A GLASS CLIFF OPPORTUNITY

Today leadership landscape means that no executive, and no organization, is immune from challenge and disruption. Some industries and organizations are in a permanent state of crisis and response. Astute executives know that glass cliff opportunities are unlikely to be stable and that they may face challenges to their tenure, legacy and career. Glass cliff opportunities are risky and are not for the faint of heart, but if offered a glass cliff opportunity, use this worksheet to consider your options.

## Do I understand the full scope of the large, complex organization offering this position of leadership?

List the additional information I need to gather about this organization:	
List the people I need to talk with to learn more about the culture, mission, operations, strategy and expectations:	
What is happening right now that could be creating the glass cliff?	

## Am I clear about how far I could fall professionally and personally if I cannot effectively navigate the glass cliff?

What would failure look like?	
What is my post-failure plan?	

## Do I have the resilience and strength to rebound if I succumb to the glass cliff?

What is my safety net?	
What networks and relationships do I have to help me weather a glass cliff experience?	
Am I ready for the physical, mental and emotional challenges of a glass cliff opportunity?	

## Have I had the diverse leadership and organizational experience to prepare me for this opportunity?

What would an ideal candidate for this role look like and how do I compare?	
Are there experiences or skills that I have that are particularly desirable given the glass cliff situation we are in?	

## Can I visualize multiple scenarios where I and the organization are better off after we weather this crisis?

Scenario 1:	
Scenario 2:	
Scenario 3:	

## Is the organization, its governance and its stakeholders willing to adapt to new realities?

Where can I get additional information about how organizational governance is viewing this opportunity, the current reality and me?	
Are there any ways to benchmark what is happening by looking at other organizations or past situations?	

**Given entry barriers to the C-suite for minorities and women in the corporate world\*, is this likely to be one of the only opportunities I get?**

<p>Who can I talk with to help me objectively evaluate the uniqueness of this opportunity?</p>	
<p>When I do a self-assessment of my skills, experiences and expertise where do I see future opportunities?</p>	

By 2018 there were only three African American CEOs at Fortune 500 companies.

**Should I consider opportunities outside of the corporate world: nonprofit, educational, governmental or entrepreneurial?**

<p>What other opportunities might offer me the same or similar outcomes?</p>	
<p>Who can I talk to about my value in other arenas?</p>	

