

What's Really Holding You Back?

Loftus-Webster People Services
www.loftus-webster-hr.co.uk

It's rarely what you think it is

Please note: This worksheet is a coaching tool designed to help you think forward. It is not therapy or counselling. You only need to share what feels comfortable for you. If you are managing a long-term health condition, please always consult your GP or relevant healthcare professional. There are no right or wrong answers here.

Part 1 — Identify Your Barriers

Tick all that apply to you right now:

Internal barriers	Practical barriers
Self-doubt	Lack of qualifications
Imposter syndrome	Financial pressure
Fear of change	Health limitations
Fear of failure	Caring responsibilities
Other people's opinions	Limited local opportunities
Belief that it's too late	Time constraints

The barrier I keep coming back to most is...

Part 2 — Fixed or Feeling Fixed?

For each barrier, ask honestly: is this genuinely fixed, or does it only feel fixed?

Barrier	Fixed or feeling fixed? Why?

Part 3 — The Fear Underneath

Most barriers have a fear underneath them. Look at your biggest barrier and dig one layer deeper.

The barrier I am looking at is...

The fear underneath it is... (what am I really scared will happen?)

A different way of seeing this could be... (even a partial reframe counts)

Part 4 — Long-Term Condition Considerations

Complete this section if relevant to you. Skip to Part 5 if not.

The real barriers my health condition creates are... (be specific)

What would designing my career around my condition look like, rather than against it?

Part 5 — Reframe Practice

Try completing a reframe for your biggest barriers:

The story I have been telling myself	A reframe I could try instead

My Three Takeaways

#	What I am taking away from this module
1.	
2.	
3.	

My Commitment

The barrier I am committed to working on — and one small action I will take:

Almost there — see you in Module 5: Your Next One Step!